

A Mapping of Larger Youth Employment Programmes in Developing Countries

Zenobia Ismail
University of Birmingham
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Question

Prepare a landscape review of existing big youth employment programmes alongside the prevalence of country action plans by partner governments.

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1. Summary

There is a robust literature on youth employment that spans academic and grey literature. This rapid literature review combines academic and grey literature to identify larger youth employment programmes in developing countries. The review identifies the countries, which have a national youth policy. There is no literature that assesses the sustainability of national youth policies. Rather, the literature makes general statements regarding the issues that governments should address in their national youth policy. The literature makes little reference to the scale of youth employment programmes and consequently there is no consensus regarding the criteria for determining which interventions are large in terms of scale. However, larger youth employment

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programmes tend to derive all or some of their funding from domestic governments (Fox & Kaul, 2017; Kluve et al., 2016). The data from the Youth Policy Lab on national youth policies can be combined with the data on publicly funded youth employment programmes to determine which countries have both national youth policies and larger youth employment interventions. This review does not encompass public works programmes or other employment promotion interventions that do not specifically target the youth.

The literature concentrates on explaining the root causes of youth unemployment and advocating for holistic policy responses from national governments, which address both supply and demand side constraints on youth employment in developing countries (Filmer & Fox, 2014; Pieters, 2013). There are several impact assessments of youth employment interventions and a few comprehensive meta-analysis studies, which compare findings across a range of interventions. However, there is little mention of scale with regard to youth employment programmes. There is consensus in the literature that youth employment programmes which are partly or fully funded by domestic governments tend to be large-scale (Fox & Kaul, 2017; Kluve et al., 2016). For example, Becate in Mexico trained around 4.75 million workers from 1984 to 2005. Government funded programmes are more prevalent in high income countries and Latin America and are the least prevalent in sub-Saharan Africa (Kluve et al., 2016; Pieters, 2013). Some governments invest in creating employment for women such as Uganda while in Jordan most projects which target women tend to be funded by the World Bank or other donors.

Youth Policy Lab maintains a database of national youth policies. The key findings from an analysis of this database are:

- Only 50% of countries in the world have national youth policies. Prevalence is highest in Europe (61%) and Oceania (73%) and lower in Asia (47%), the Americas (47%) and Africa (39%) (Youth Policy Press, 2014);
- National youth policies exist in the following countries although some policies may be rudimentary: Afghanistan, Albania, Angola, Azerbaijan, Bangladesh, Benin, Bhutan, Botswana, Brazil, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Chile, Colombia, Democratic Republic of Congo, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Ethiopia, Fiji, Gabon, Gambia, Ghana, Guatemala, Honduras, India, Jamaica, Kenya, Kazakhstan, Liberia, Nepal, Namibia, Mozambique, Morocco, Mexico, Maldives, Mauritius, Malawi, Nicaragua, Niger, Nigeria, Panama, Papua New Guinea, Paraguay, Peru, Rwanda, Sierra Leone, Solomon Islands, South Africa, Samoa, Senegal, Suriname, Swaziland, Tanzania, Tajikistan, Thailand, Togo, Tonga, Trinidad and Tobago, Turkey, Turkmenistan, Uganda, Uruguay, Uzbekistan, Vanuatu, Venezuela, Vietnam, Yemen, Zambia and Zimbabwe.
- National youth organisations are widespread in Europe and Oceania (over 90%) while they are found in 63% of African countries and in less than half the countries in Asia (49%) and the Americas (47%) (Youth Policy Press, 2014); and
- Over 90% of the countries have a national youth authority (usually a ministry or department) and there are no differences across regions (Youth Policy Press, 2014).

The meta-analysis of 113 youth employment programmes conducted by Kluve et al. (2016) found that the following countries have publicly funded youth programmes for training and skills development: Argentina, Brazil, Chile, Colombia, Dominican Republic, Malawi, Mexico, Nepal, Panama, Peru and Uganda. Training and skills development programmes aim to assist youth by improving their ability to find wage employment. In addition, Ghana and Kenya have youth

employment programmes which are partly funded by domestic governments and have higher participation rates than programmes which are funded by donors or non-governmental organisations (NGOs) (Avura & Ulzen-Appiah, 2016; Hicks, Kremer, Mbiti, & Miguel, 2011). Publicly funded entrepreneurship programmes (which assist young people to set up their own businesses rather than pursue wage employment) are found in Colombia, Ghana, Kenya, Liberia, Peru, Tunisia and Uganda. Wage subsidy programmes, which provide incentives for employers to hire young workers, are in Chile, South Africa, Tunisia and Turkey (Kluve et al., 2016).

The following countries have national youth policies in place and publicly funded youth employment programmes which are anticipated to be larger in scale: Brazil, Chile, Colombia, Dominican Republic, Ghana, Kenya, Malawi, Mexico, Nepal, Panama, Peru, South Africa (wage subsidies), Turkey and Uganda (Kluve et al., 2016; Youth Policy Press, 2014).

2. Prevalence of national youth policies, organisations and authorities

Youth Policy Labs is a global think tank, which is hosted by Demokratie und Dialog, a non-governmental organisation based in Germany. They compile a database of national youth policies across the world. A national youth policy is defined as a policy, strategy or law which affects the youth (Youth Policy Press, 2014). A youth policy is not required to address youth employment specifically although it encompasses other issues which are related to youth employment, such as education, training and participation among the youth. Some countries have rudimentary national youth policies and the Youth Policy Lab does not provide an analysis of the policies in order to evaluate their robustness or sustainability. The literature on youth employment makes general recommendations for youth policies but does not analyse or critique existing policies in developing countries in detail. Table 1 summarises the prevalence of national youth policies in complete or draft forms by region.

WORLD	A National Youth Policy...				A National Youth Policy...		
	Total n° of Countries	Exists in full or as a draft	Exists in full or as a draft	Change in 15 months	Is revised or developed	Is revised or developed	Change in 15 months
	N	01.2013 N and %	04.2014 N and %	2013-2014 N	01.2013 N and %	04.2014 N and %	2013-2014 N
Africa	54	21 39 %	23 43 %	+ 2	16 30 %	14 26 %	- 2
Americas	36	17 47 %	22 61 %	+ 5	14 39 %	6 17 %	- 8
Asia	49	23 47 %	28 57 %	+ 5	14 29 %	11 22 %	- 3
Europe	44	27 61 %	35 80 %	+ 8	8 18 %	5 11 %	- 3
Oceania	15	11 73 %	14 93 %	+ 3	4 27 %	1 7 %	- 3
World	198	99 50 %	122 62 %	+ 22	56 28 %	37 19 %	- 19

Table 1: Prevalence of National Youth Policies in the world

Source: (Youth Policy Press, 2014, p. 16)

More specifically national youth policies are found in developing countries as follows:

- A national youth policy is found in the following developing countries: Afghanistan, Albania, Angola, Azerbaijan, Bangladesh, Benin, Bhutan, Botswana, Brazil, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Chile, Colombia, Democratic Republic of Congo, Costa Rica, Dominica, Dominican Republic, Ecuador, El Salvador, Ethiopia, Fiji, Gabon, Gambia, Ghana, Guatemala, Honduras, India, Jamaica, Kenya, Kazakhstan, Liberia, Nepal, Namibia, Mozambique, Morocco, Mexico, Maldives, Mauritius, Malawi, Nicaragua, Niger, Nigeria, Panama, Papua New Guinea, Paraguay, Peru, Rwanda, Sierra Leone, Solomon Islands, South Africa, Samoa, Senegal, Suriname, Swaziland, Tanzania, Tajikistan, Thailand, Togo, Tonga, Trinidad and Tobago, Turkey, Turkmenistan, Uganda, Uruguay, Uzbekistan, Vanuatu, Venezuela, Vietnam, Yemen, Zambia and Zimbabwe.
- A draft national youth policy is found in The Bahamas, Bolivia, Central African Republic, Guyana, Haiti, Ivory Coast and the Philippines.
- There is no national youth policy in Argentina, Bahrain, Chad, Comoros, Congo Brazzaville, Cuba, Djibouti, Egypt, Equatorial Guinea, Eritrea, Guinea-Bissau, Guinea Conakry, Indonesia, Iran, Iraq, Jordan, Laos, Lesotho, Libya, Mali, Mauritania, Micronesia, Myanmar, Oman, North Korea, Pakistan, Palestine, São Tomé and Príncipe, Seychelles, Somalia, South Sudan and Syria.

South Asia and sub-Saharan Africa confront the largest youth employment challenge (Pieters, 2013). Middle income countries in the southern Mediterranean and sub-Saharan Africa have the highest rates of youth unemployment. Female youth face more hurdles in obtaining work (Pieters, 2013). Furthermore, youth employment is not a policy focus in sub-Saharan Africa (Soucat, Nzau, Elaheebocus, & Cunha-Duarte, 2013). Employment creation in general and youth employment in particular were not viewed as a key concern in development policy in Africa with the exception of Tunisia and Egypt which embedded job promotion in their development strategies. In addition, few macroeconomic policies include a fiscal stimulus measure, such as tax exemption or reduction, in order to boost youth employment. However, there are exceptions such as South Africa and some countries in North Africa. Compared to other parts of the world, Africa generally lags behind with regard to policies and interventions that would enhance youth employment (Filmer & Fox, 2014; Louise Fox, Senbet, & Simbanegavi, 2016). The performance and impact of policy responses and interventions with respect to youth employment has varied. Furthermore, youth employment programs in sub-Saharan Africa depend almost entirely on external funding (Soucat et al., 2013).

Table 2 summarises the prevalence of national youth organisations across regions. A national youth organisation is defined as an organisation or association which is recognised as the structure for representation of youth interests by the government (Youth Policy Press, 2014, p. 30).

WORLD	A national youth organisation...			
	Total n° of Countries N	Seems to exist N and %	Seems to be absent N and %	Situation is unclear N and %
Africa	54	34 63 %	8 15 %	12 22 %
Americas	36	17 47 %	9 25 %	10 28 %
Asia	49	24 49 %	17 35 %	8 16 %
Europe	44	42 96 %	1 2 %	1 2 %
Oceania	15	14 93 %	0 0 %	1 7 %
World	198	131 66 %	35 18 %	32 16 %

Table 2: Prevalence of a national youth organisation

Source: (Youth Policy Press, 2014, p. 31)

Table 3 summarises the prevalence of government authorities, which are responsible for young people. The government authority can be ministries, departments or offices. There are significant discrepancies in terms of funding, authority and responsibility among these authorities (Youth Policy Press, 2014).

WORLD	A national youth authority...			
	Total n° of Countries N	Seems to exist N and %	Seems to be absent N and %	Situation is unclear N and %
Africa	54	52 96 %	1 2 %	1 2 %
Americas	36	33 91 %	1 3 %	2 6 %
Asia	49	47 96 %	0 0 %	2 4 %
Europe	44	43 98 %	0 0 %	1 2 %
Oceania	15	15 100 %	0 0 %	0 0 %
World	198	190 96 %	2 1 %	6 3 %

Table 3: Prevalence of a national youth authority

Source: (Youth Policy Press, 2014, p. 35)

3. Funding sources for youth employment programmes

Youth employment programmes vary significantly in terms of their scale and scope (Betcherman & Khan, 2015). The number of beneficiaries varies, the length of the programme varies and the intensity of the intervention (for example training) differs considerably. The content of youth employment programmes also differs notably (Fox & Kaul, 2017). Programmes provide training, life skills, access to micro-finance, mentorship, internships or some combination of the aforementioned interventions.

There is consensus in the literature that privately funded and implemented youth employment programmes lack scale (Avura & Ulzen-Appiah, 2016; Fox & Kaul, 2017; Kluve et al., 2016). In contrast, programmes that are funded by governments are able to reach significantly more beneficiaries. However, in middle-income and low-income countries youth employment programmes that are implemented by governments tend to achieve less impact than those implemented by the private sector (Kluve et al., 2016, p. 35). Regression analysis found that programmes implemented by the private sector only had a higher statistical effect (0.11) than those implemented by governments only (0.061) on earnings and employment outcomes in middle-income and low-income countries (Kluve et al., 2016). Fox & Kaul (2016, p. 23) state: “Yet NGOs often lack both the administrative capacity and financial resources to bring programs to scale, so their small pilot programs, implemented with support from external researchers, often fail to scale up. Public sector agencies tend to have both of these capabilities, but not the performance focus or dedication to the target group found more often in NGOs.” They offer the example of the Nepal Employment Fund as a hybrid intervention, which is funded by the government but implemented by service providers from the private sector.

Programmes which are effective in reducing youth unemployment may be expensive to scale up (Kluve et al., 2016). Public Works Programmes (PWPs) have become alternatives to youth employment interventions in some countries because PWPs can be rolled out on a greater scale. However, they are still viewed as temporary measures which are unlikely to have a positive effect on youth employment in the long term unless they encompass effective ‘graduation strategies’ which enable young people to secure employment after the PWP is terminated (Fox et al., 2016; Pieters, 2013).

As there is no benchmark for determining when a youth employment programme can be considered large or large-scale, this rapid literature review adheres to the position in the literature, that programmes which are fully or partially funded by domestic governments are larger in scale. There are three meta-analysis studies which compare the impact across public versus private funded youth employment programmes (Betcherman & Khan, 2015; Fox & Kaul, 2017; Kluve et al., 2016). However, only Kluve et al. (2016) provide a detailed list of the programmes included in their meta-analysis and delineate whether the programme is publicly or privately funded or jointly funded by public and private sectors. In addition, in most cases they indicate whether programmes were implemented by the public sector, the private sector or a combined effort.

Kluve et al. (2016) categorise youth employment interventions as follows: training/skills development, entrepreneurship promotion, employment/recruitment services and wage subsidies. Table 4 lists the youth employment programmes which were funded or co-funded by the government of the country that were identified in the meta-analysis of 113 empirical studies of youth employment interventions (Kluve et al., 2016, p. 82). Only developing countries are included in Table 4. In addition two large publicly funded youth employment programmes in

Kenya and Ghana which were not mentioned by Kluge et al. (2016) are included (Avura & Ulzen-Appiah, 2016; Betcherman & Khan, 2015). Some indication of the scale of these programmes in terms of the number of beneficiaries or the duration of the intervention was obtained from several other sources.

Country	Programme	Date ¹	Funding	Implementation	No. of Beneficiaries/length of programme
Argentina	Proyecto Jóvene ²	2004	Government, Inter-American Development Bank (national)	Public, NGO and private sector	Over 1500 (Alzuá & Brassiolo, 2006)
Brazil	Lei du Aprendiz	2006	Public (national)	Private sector	15-year long-term project (Corseuil, Foguel, Gonzaga, & Ribeiro, 2014)
Chile	Apprentice Hiring Programme	2008	Public (national)	Unclear	4,640 beneficiaries (Ibarrarán & Rosas Shady, 2009)
Chile	Chile Jóven	1991	Public (national)	Unclear	Several cohorts of youth at risk
Colombia	Jóvenes en Acción	2002-2005	Public (local)	Private	80,000 students enrolled in the programme (Attanasio, Guarín, Medina, & Meghir, 2017)
Dominican Republic	Programa Juventud y Empleo	1999	Government & Inter-American Development Bank (national)	Private	4,937 participants (Ibarrarán, Ripani, Taboada, Villa, & Garcia, 2014)
Ghana	Youth Employment Agency programme	2006	Public (national)	Public	Employs 100,000 directly (Avura & Ulzen-Appiah, 2016)
Kenya	Busia Vocational training	2010	Kenyan government & World Bank (regional)	Private	Over 2,000 participants (Hicks et al., 2011)
Malawi	Apprentice Training Programme	2010-2011	Government and the Global Fund (national)	Public and private	1,900 received training (Cho, Kalomba, Mobarak, & Orozco, 2013)
Mexico	Becate ³	1984-2005	Public (national)	Unclear	Approximated 4.75 million workers were trained from 1984 to 2005 (Ibarrarán & Rosas Shady, 2009)
Nepal	National Employment Fund	2010-2012	Public and private funding (national)	Unclear	38,874 persons trained (Chakravarty, Lundberg, Nikolov, & Zenker, 2016)
Panama	ProCaJóven	2002-2004	Government & Inter-American	Public and private	11,400 beneficiaries (Ibarrarán & Rosas Shady, 2009)

¹ Some of the programmes are ongoing and the date provided relates to period used in the project evaluation study.

² The Jóvene programmes in Latin America generally target marginalised youth.

³ Becate was a large-scale programme, which was introduced to relieve poverty during the economic crisis in Mexico during the 1980s.

			Development Bank (national)		
Peru	ProJóven	1996-2004	Public (national)	Public and private	160,000 beneficiaries (Ibarrarán & Rosas Shady, 2009)
Uganda	Empowerment & Livelihood for Adolescent	1993-2013	Public (national)	Public and private	50,000 girls (Bandiera et al., 2017; Blattman, Fiala, & Martinez, 2013)

Table 4: Publicly Funded Training/Skills Development Programmes for Youth in Developing Countries

Source: (Kluve et al., 2016, p. 201)

Table 5 lists publicly funded entrepreneurship programmes for unemployed youth identified by Kluve et al. (2016) in developing countries.

Country	Programme	Date	Funding	Implementation
Colombia	Jóvenes Rural	2010	Public (national)	Public
Liberia	Economic Empowerment of Adolescent Girls (EPAG)	2010	Government, World Bank, Nike Foundation and governments of Australia, UK, Norway, Denmark and Sweden (local)	Public and NGO
Ghana	Youth Enterprise Support (YES)	2006-2010	Public and private (national)	Public and private
Kenya	Youth Enterprise Development Fund (YEDF)	2006	Kenyan government & World Bank (national)	Public and private
Peru	Formación de Líderes Empresariales Project JUMP	2003 2005	Public (national) Public (regional)	Public Public
Tunisia	Turning Theses into Enterprises	2012	Public (university students)	Unclear
Uganda	Women's Income Generation Support (WINGS) Youth Opportunity Programme	2014 2008	Public (regional) Public (regional)	Unclear Unclear

Table 5: Publicly Funded Entrepreneurship Programs for Youth in Developing Countries

Source: (Kluve et al., 2016, p. 226)

Table 6 is a list of publicly funded wage subsidy programmes, identified by Kluve et al. (2016), which provide incentives for employers to hire young workers.

Country	Programme	Date	Funding	Implementation
Chile	Subsidio al Empleo Joven	2012	Public (national)	Public
South Africa	Youth wage subsidies	2014	South African government, Global Development network, European Union, Strategic Impact Fund (regional)	Public
Tunisia	Stage d'Initiation à la Vie Professionnelle (SIVP)	2013	Government and employers (national)	Public and private Public
Turkey	2008 employment package	2008	Public (national)	Public

Table 6: Publicly Funded Wage Subsidy Programmes for Youth in Developing Countries

Source: (Kluve et al., 2016, p. 237)

The only employment service in a developing country which is partially funded by the government, identified by Kluge et al. (2016, p. 234), is BPO Recruiting Services in India which operates on a regional level.

Pieters (2013, p. 24) observes that the quality of jobs which many young people can obtain is poor and that the quality of jobs is not captured by indicators which are orientated towards assessing the scale of youth employment programmes.

4. Content of programmes

Table 7 provides a brief summary of the content of programmes which are fully or partly funded by domestic governments.

Country	Programme	Content
Training or skills development		
Argentina	Proyecto Jóvene ⁴	200 hours skills training 8-week internship
Brazil	Lei du Aprendiziz	Training and payroll subsidies
Chile	Apprentice Hiring Programme	Subsidies given to firms that provide training
Chile	Chile Jóven	Skills training and internship
Colombia	Jóvenes en Acción	3-month classroom training and 3 months on the job training
Dominican Republic	Programa Juventud y Empleo	350 hours of basic and technical training 8-week internship
Ghana	Youth Employment Agency programme	Creates job opportunities for unemployed youth
Kenya	Busia Vocational training	Vouchers for vocational education training
Malawi	Apprentice Training Programme	Provides technical and small business management training for vulnerable youth
Mexico	Becate ⁵	One to three months of training and internships
Nepal	National Employment Fund	Technical and vocational training as well as life skills training for women participants
Panama	ProCaJóven	Training and job placements
Peru	ProJóven	Training for up to three months and internships for up to three months Targets disadvantaged youth with low levels of education
Uganda	Empowerment & Livelihood for Adolescent	Vocation and life skills training which aims support capacity for self-employment
Entrepreneurship support		
Colombia	Jóvenes Rural	Business training for 2-6 months
Liberia	Economic Empowerment of Adolescent Girls (EPAG)	6 months training and 6 months mentorship

⁴ The Jóvene programmes in Latin America generally target marginalised youth.

⁵ Becate was a large-scale programme, which was introduced to relieve poverty during the economic crisis in Mexico during the 1980s.

Ghana	Youth Enterprise Support (YES)	Provides credit for budding entrepreneurs
Kenya	Youth Enterprise Development Fund (YEDF)	Provides loans and technical assistance to entrepreneurs
Peru	Formación de Líderes Empresariales Project JUMP	100 hours of business training, 12 hours of mentorship (business advisory services) and participation in business fairs Four weeks of training, business advisory services or finance assistance
Tunisia	Turning Theses into Enterprises	20 days of business training to stimulate entrepreneurship
Uganda	Women's Income Generation Support (WINGS) Youth Opportunity Programme	3 days training, cash grants (US\$ 150) and follow-up advice. Grants to facilitate entrepreneurship
Wage subsidies		
Chile	Subsidio al Empleo Joven	Subsidises 30% of monthly wages, reduced social security contribution for employers and 20% wage subsidy paid directly to employees
South Africa	Youth wage subsidies	Voucher programme which provides a partial wage subsidy for six months or up to ZAR 5,000
Tunisia	Stage d'Initiation à la Vie Professionnelle (SIVP)	Subsidises one third of wages for university graduates for one year
Turkey	2008 Employment Package	Tax cuts and a sliding scale of wage subsidies for up to five years

Table 7: Content of Youth Employment Programmes (Fully or partly funded by domestic government)

(Source: Avura & Ulzen-Appiah, 2016; Hicks et al., 20113; Kluge et al., 2016)

5. Examples of youth employment programs in developing countries with national action plans

The Youth Employment Inventory (YEI) was a World Bank initiative to document interventions designed to integrate young people into the labour market especially in developing countries (Betcherman, Godfrey, Puerto, Rother, & Stavreska, 2007). In 2007, 289 programmes in 84 countries were recorded. The most popular intervention was skills training, particularly vocational training and apprentice systems. Skills training comprised 38% of programmes in the YEI. Most of the programmes were implemented in advanced or middle-income countries and there was only a small share of interventions in developing regions, such as sub-Saharan Africa or the Middle East and North Africa (Betcherman et al., 2007). However, the YEI was not maintained and is no longer accessible.

The following countries in Table 8 have both national youth policies and publicly funded youth employment programmes which are considered more likely to be large-scale interventions. The data was obtained from the meta-analysis studies of youth employment programmes.

Country	Youth Employment Programmes/ Type of Intervention
Brazil	Lei du Aprendiziz (national) Galpao (local) Senai vocational training (national) Business environment support programmes to boost wage employment, Microfinance programmes
Chile	Apprentice Hiring Programme (national) Chile Jóven (national)

	Subsidio al Empleo Joven (national) Business Development Support (BDS) programmes
Colombia	Formación Técnica y Tecnológica (FT&T) (national) Jóvenes Rural (national) Jóvenes En Acción (local) Technical and Vocation Training (TVT) and work experience and microfinance
Dominican Republic	Programa Juventud y Empleo (national) TVT and work experience
Ghana	Youth Employment Agency programme (national) Youth Enterprise Support (YES) Enablis Business Launch Pad Meltwater Incubator YES Advisory Services Enhanced Growth in New Enterprises (ENGINE) ServLed Accelerator
Kenya	Ninaweza Youth Empowerment Programme (local) Technical and vocational voucher training programme (Jua Kali) (national) Life skills programmes Business skills Microfinance/grants Kenya Youth Employment and Opportunities Kenya Youth Empowerment Project YEDF Busia (regional) Kenya Youth Employment and skills programme (national) KUZA (local) Youth Employment for Sustainable Development Kazi Kwa Vijana (local) Generation
Liberia	Economic Empowerment of Adolescent Girls (EPAG) (local) Business Skills Life skills
Malawi	Apprentice Training Programme TVT and work experience (national) Wage subsidies
Mexico	Becate (national) Business environment support programmes to boost wage employment Wage subsidies BDS
Nepal	National Employment Fund (national) TVT and work experience
Panama	ProCaJóven (national)
Peru	ProJóven (national) Formación de Líderes Empresariales (national) Project JUMP (local) TVT and internships Business finance
South Africa	Youth wage subsidies (national) Business environment BDS
Turkey	2008 Employment Package (national) TVT
Uganda	Empowerment & Livelihood for Adolescents (national) WINGS (regional) Youth Opportunity Programme (regional) Start and Improve Your Own Business EDUCATE! Life Skills programme TVT Finance (loans and grants) Business skills and finance

Table 8: Youth Employment Programmes in Developing Countries with National Youth Policies

(Source: Avura & Ulzen-Appiah, 2016; Hicks et al., 20113; Kluve et al., 2016)

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Key websites

- <http://www.youthpolicy.org/nationalyouthpolicies/>
- <https://www.demokratie-dialog.de/2013/01/24/stateofyouthpolicy/>

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