

Youth and Employment

Realising the demographic dividend

11

11th International Dialogue
on Population and
Sustainable Development



Proceedings

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Youth and Employment – Realising the demographic dividend

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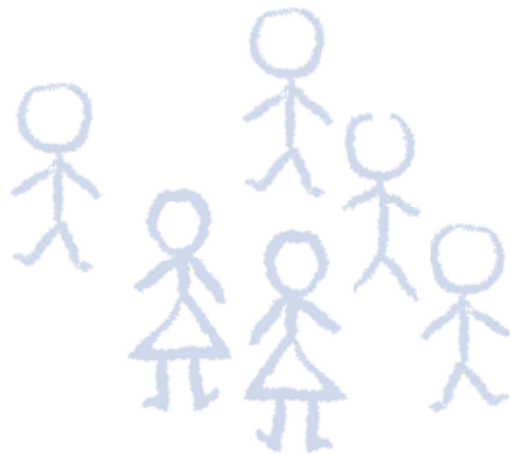
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Content

Day 1, 22.10.2013

■ Welcomes

Marc Engelhardt, Director, Department for Development and Sector Policy, KfW Development Bank, Frankfurt 8

Klaus Brill, Vice President, Corporate Commercial Relations, Bayer Healthcare Pharmaceuticals, Berlin 10

Friedrich Kitschelt, Director-General, Africa and Latin America; global and sectoral affairs, Federal Ministry for Economic Cooperation and Development (BMZ), Germany 12

■ Keynotes

Charles Dan, Special Representative on Youth and Social Inclusion, International Labour Organization (ILO), Geneva 16

Danya Bashir Hobba, Ambassador to Libya for the One Young World, Tripolis 20

■ **Results from the World Café** 22
Sharing challenges and good practices in youth employment

Day 2, 23.10.2013

■ Keynote

Reiner Klingholz, Managing Director, Berlin Institute for Population and Development, Berlin 36

■ Country Working Group Bangladesh

Summary

Heather Barclay, Senior Adviser, United Nations Engagement, International Planned Parenthood Federation, (IPPF), London and **Golam Kibrea**, Regional President, Kairos Society Bangladesh 44

■ Country Working Group Kenya

Summary

Christiane Rudolph, Head of Division, DEG – Deutsche Investitions- und Entwicklungsgesellschaft mbH/ KfW Bankengruppe, Köln 48

■ Country Working Group Indonesia

Summary

Michael Herrmann, Economics Advisor, United Nations Population Fund (UNFPA), New York and **Ridwan Rinaldi**, Communication Officer, Rutgers WPF, Indonesia 52

■ Final Remarks

Karin Kortmann, Deputy Director General, Sectoral Department, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Germany 56

Youth Preconference

■ Inputs

Eva Erhardt, Economist, Member of the Competence Center for Development Research at KfW Development Bank, Germany 64

Tanja Kiziak, Deputy Manager, Berlin Institute for Population and Development, Germany 68

■ Summary Youth Preconference

Mohamed Magdy Elkhayat, NGOs' coalition against FGM, Advocacy and communication associate, Egypt 70

■ Reflection by youth representative

Emmie Kio Wachira, Program Assistant, Kenya Feed the Future Innovation Engine, Kenya 74

Panel Discussion

The Female Face of Youth Employment

■ Keynote

Babatunde Osotimehin, Executive Director, United Nations Population Fund (UNFPA), New York 78

■ Statements from the Panel Discussion

Maria Antonieta Alcalde, Deputy Director of Public Affairs, International Planned Parenthood Federation (IPPF), High Level Task Force for ICPD, Mexico 84

Charles Dan, Special Representative, ILO on Youth and Social Inclusion, International Labour Organization (ILO), Geneva

Judith Helfmann-Hundack, Director Foreign Trade and Development Policy, German African Business Association, Berlin

Lucia Chebett Laboso, International Project Coordinator, DSW (Deutsche Stiftung Weltbevölkerung), Kenya

Nargis Shirazi, one of the Young Leaders appointed by Women Deliver, Uganda

■ Closing Remarks

Tewodros Melesse, Director General, International Planned Parenthood Federation (IPPF), London 92

Annex

Programme 96

Biographies 100

List of Participants 120



The International Strategy
on Population and
Sustainable Development



Youth and
Employment
Realizing the
demographic
dividend



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dividend

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11th International Dialogue
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Day 1, 22.10.2013



Welcomes



Marc Engelhardt

Director, Department for Development and Sector Policy, KfW Development Bank, Frankfurt

It is no exaggeration to say that the 'International Dialogue on Population and Sustainable Development' meanwhile is a well-known brand name in the development community. When it all started in 2002, the event was clearly focussed on 'Sexual and Reproductive Health and Rights'. Over the last years, the focus has been broadened and already involved sectors such as Agriculture, Environment and Governance. Also, there was the wise decision made to involve the young generation more strongly into the Dialogue, because they represent a major part of the population on our planet, but are usually less involved in decision making processes. This trend is enforced this year through the focus of the conference on 'Youth and Employment'.

Why is the 'International Dialogue on Population and Sustainable Development' so special? By looking at the programme and the list of participants this becomes very obvious: Firstly the Conference is interdisciplinary and manages to focus on topics which are at the heart of ongoing international debates; secondly the Conference does not forget its roots with a continued emphasis on Sexual and Reproductive Health and Rights. This is also reflected by the composition of the steering group for the Conference involving government organisations, NGOs and the private sector, which are working together for a long time and give the conference a lot of stability and institutional memory; thirdly there is a strong international focus, there are about

100 participants from 17 countries; fourthly there is a strong networking component, which is another important reason, why the conference manages again and again to attract the key stakeholders; and finally the event is open not only for grey haired experts and high officials. It is refreshing to see a lot of young faces and I would like to encourage you to actively express your points of views.

This year's topic is 'Youth and Employment', and there are a number of reasons why the issue is again high on the agenda of many governments and international organisations. In the view of KfW Development Bank, the promotion of youth employment needs to be tackled from two sides. On the supply side of the labour market are the young people at working age. They very often lack the necessary skills to obtain a job. This is not only a quantitative issue of too few educated youth, but also a qualitative issue of education and training not meeting the practical needs of the private sector. Apart from missing or wrong skills, poor health – including the lack of family planning methods – prevents successful careers in the labour market especially for young women. On the demand side of the labour market are the jobs for young people. 90 per cent of these jobs are generally provided by small and medium private enterprises. In order to create more jobs for young people, barriers to growth for the private sector need to be removed. In enterprise surveys, companies worldwide name the lack of access to finance and the lack of power supply as the biggest growth constraints – followed by the lack of a skilled workforce.

Most of KfW's activities in the field of Financial Cooperation on behalf of the German Government contribute to job creation, firstly during the implementation phase for instance through labour intensive construction works for public infrastructure but also by longer term impacts on sustainable social and economic development and the generation of durable sources of income. Important sectors in this context are Education and Health as well as the Financial and Energy Sector. With a commitment of almost 5 billion EUR last year, we plan to achieve better education for more than four million people, health measures for birth control and HIV/AIDS-prevention for 50 million people and access to finance for more than 6.7 million people.

Even though a lot of successful efforts are being made, we as KfW are highly interested in further improving our approaches and adjusting them to new developments and ideas. ■



Klaus Brill

Vice President, Corporate Commercial
Relations, Bayer Healthcare Pharmaceuticals,
Berlin

You were perhaps surprised at this year's topic 'Youth and Employment'. Let me briefly explain why I am looking forward to discussing this topic with you. As we know, feeding people worldwide, providing medical care and offering career perspectives is already making excessive demands on the resources and infrastructures of many countries today. We know what is lacking and what we have to do. But to change things in the long term, we must try to understand how these issues are interlinked.

'Population and sustainable development' is an extremely complex subject. This can be seen by our long list of Dialogue topics over the last 10 years. The conference series has been looking at these different thematic fields and trying to link them on a cross-sectoral basis. In addition to focusing on Sexual and Reproductive Health, other topics such as Education, Cultural Diversity, Equal Opportunities for Men and Women, the Right to Health as well as Demographic Development have all played a role.

Last year we looked at Nutrition, Energy and the Environment. This Dialogue has taken up a new topic whose central importance can be quickly grasped when we look at the conference title 'International Dialogue for Population and Sustainable Development'. This year's subject 'Youth and Employment' is a very specific and highly important area of work in development policy without which sustainable development is unthinkable.

Never before has the world population included so many young people. Children and youths make up more than half of the population in many developing countries.

These young people want to learn, to work and to have families that they can afford to feed themselves. Making this possible requires enormous social responsibility, but it also bears great potential. Experts talk of a so-called ‘window of opportunity’. However, this window can only be opened if young people are able to participate in political, economic and social life to a far greater extent than before. In order to achieve this, we not only need good healthcare provision, but also targeted family planning, as well as educational offers and responsible employment policies.

But we are far from making this reality – not only in the developing countries and emerging markets but also in the developed world. This is made clear by figures released by the United Nations: in this year alone, already 73.4 million 15 to 24-year-olds are without work. And these numbers will continue to increase worldwide. The mass youth unemployment in the Euro crisis countries like Greece, Spain and Italy has brought this problem much closer to home for us. The consequences facing young people without opportunities have suddenly become reality.

The topic ‘Youth and Employment’ also concerns us as an employer. As a research-based pharmaceutical company, we at Bayer rely on finding well-educated and well-trained young people from all over the world. However, we know that access to healthcare and family planning as well as education are pre-requisites for young people to even have a chance on the labour market. Let me give you an example of how healthcare programmes can help. Our work with the World Health Organiza-

tion (WHO) against Chagas disease focuses mainly on children and young people. This disease, which is often diagnosed far too late, has catastrophic consequences on the economies in Latin America. Educating and treating people are of equal importance, because good health is one of the basic requirements to enable people to grasp education opportunities. Closely linked to healthcare is access to family planning methods. Bayer HealthCare has been working with a network of public and private partners for more than 50 years and supports family planning programmes in over 130 countries worldwide. Our programmes allow people to practice family planning at affordable prices and contribute towards reducing maternal and infant mortality.

The welfare of an entire generation is in our hands today. It is up to us to point the way forward in the right direction. And we don’t only want to talk about young people, but also with young people. That is why I am happy to welcome so many of you here. They will be discussing the topic ‘Youth and Employment’ with us, bringing in your perspectives and concerns. ■



Friedrich Kitschelt

Director General, Africa and Latin America;
global and sectoral affairs, Federal Ministry
for Economic Cooperation and Development
(BMZ), Germany

With so many young people participating, the International Dialogue on Population and Sustainable Development becomes a unique opportunity to discuss population dynamics not only between experts from different sectors and regions, but at the same time, the senior participants among us, like myself, will be challenged with the perspectives of the youth experts.

‘Youth and Employment’ is a topic that matters to all of us, independent of where we are coming from. 44 per cent or in other words more than three billion people are living below the age of 25 years worldwide. No one can say, that the issues and concerns of these girls and boys, young women lack of opportunities, lack of perspectives, incredibly and unacceptably high youth unemployment rates and eventually lack of future perspectives for many youths in many parts of the world, and long waiting-times for decent jobs and, again, lack of prospects in other parts of the world lead to a lack of trust in political systems. As a consequence this may, and in some places already has led to conflicts. But I am convinced that young women and men do want to be engaged in social and economic activities and be perceived and appreciated as positive stakeholders of their societies. Of course they want to build their society’s future, take-up their role and take their responsibility – regardless their social status, regardless their education, and regardless their place in society. Especially those who had the privilege to graduate want to contribute to society with their skills and have the opportunity to further develop them.

Not only as Governments, it is therefore part of our overall responsibility to provide the

conditions for the young generation to engage in social and economic activities, and become active in building our future. That's why we – as a German Government – and as German Development Policy – Focus on people. People are, indeed, the focus of any development. That's why we, in our development policy, systematically focus on strengthening people's capacities in order to support unfolding people's potential. That's why we, in Germany as well as in our policy dialogues with our partners worldwide, focus on conducive framework conditions to foster unfolding people's potential: An open, democratic and socially-just society, based on mutual respect for young and old, men and women, based on respect for human rights, with gender equality and equal opportunity to participate in democratic decision making for everyone. An economy and society based on market economy principles, with a strong civil society, with development oriented leaders and governments and a strong commitment for the rule of law, for transparency, accountability and fight against corruption in all its forms, and, last but not least, with clear commitment for poverty alleviation and social equity.

Investing in youth is a key for poverty reduction, for any sustainable economic growth, and, indeed, for taking advantage of the demographic bonus.

On the world population day in July 2013, the Federal Ministry for Economic Cooperation and Development (BMZ) launched a policy paper on population dynamics in German Development Cooperation. The core message of this new paper is that

we must reflect the increasing importance of demographic changes for a sustainable success of development efforts, and that we must take advantage in particular of the demographic bonus to making development efforts sustainable. Against this background, German Development Cooperation will strengthen its commitments in three areas of action:

First of all, Germany will intensify putting population dynamics on the international agenda and on the agenda of our bilateral policy dialogue. In view of next year's 20th anniversary of the Cairo International Conference on Population and Development (ICPD) as well as in view of the on-going post-2015 process, it is now the time to advocate for a stronger integration of population dynamics in the international agenda.

Secondly, we are aligning our measures with demographic developments in our partner countries. Population data, statistics and projections have to be used more in the planning and formulation of policies and strategies to make them more realistic and sustainable. Therefore, for example, Germany just decided to support United Nations Population Fund (UNFPA) and the government of Myanmar in conducting a new population survey.

Thirdly, our focus is on young people as a target group. Many of our partner countries are currently developing a demographic bonus as a consequence of falling birth rates and the existence of a proportionately large number of children and young people in their populations. This is a unique potential to advance development in these societies.



Hence, German Development Cooperation keeps on investing in health, education, and jobs and employment, in our view at the same time one of the first and foremost strategic elements of a Post-2015 Millennium Development Goals/Sustainability Development Goals (MDG/SDG) agenda.

Where necessary, we will shape our interventions linked across sectors, thus trying to overcome the old-fashioned ‘silo-thinking’ and increasingly implement Nexus-Solutions in our development cooperation. As a simple example, for young people there are especially strong overlaps between education and health, as well as between education and employment. In our development cooperation we aim at integrating all these aspects in one project or programme.

Such approaches are, of course, particularly significant in such partner countries where conflict, fragility and violence are unfortunately common phenomena. Creating jobs and future prospects for young people is the main focus of activities aimed at promoting peace and security in these countries. Not quite in this immediate context, but take South Africa as an example: In our ‘Youth Development- through- Football’ project in a couple of townships in South-Africa we use football as an extra-curricular educational activity and harness enthusiasm for sport in order to integrate socially- disadvantaged young people and to strengthen civil society. Within the areas that project is operating, 50 per cent of 15-24 years olds are unable to find work after they finish school, which creates a great potential for social conflicts. To date the project has directly helped around

63,000 young people in South Africa and a further 56,000 in other African countries, 40 per cent of them girls, many of whom were previously unemployed, lots more have gained valuable life skills through the project, developed a strong sense of team spirit and, among other things, learned how to deal with conflict in a peaceful manner.

The principle of self-determination, human rights and gender equity, as stated in the Cairo Programme of Action, will remain central for German Government’s Development Cooperation. Sexual and Reproductive Health and Rights continue to be of special importance for us in the context of population dynamics. Making use of the potential of the demographic bonus is of utmost importance. We all know that there is no automatism that the demographic bonus will indeed translate into actual improvements. Therefore, I invite all of you to use the International Dialogue to exchange up-to-date-knowledge and practical experiences on how to make this very important translation happen and on how to create jobs and employment for the youth practically. ■

Keynotes



Charles Dan

Special Representative on Youth and Social Inclusion, International Labour Organization (ILO), Geneva

I feel privileged to represent the ILO Director-General, Mr. Guy Ryder, at this International Dialogue on Population and Sustainable Development. The economy will need to create 600 million productive jobs over the next decade in order to absorb the current unemployment levels and to provide jobs to the 40 million labour market entrants each year. Globally, the rate of population growth is slowing down. Yet the world population is projected to increase by more than two billion people by 2050. These youth, employment and demographic issues represent a critical, huge, urgent and collective challenge. To address them, we need global awareness, we need national priorities, we need a different policy scenario, we need youth participation.

First, global awareness

The current world population of 7.2 billion is projected to reach 8.1 billion in 2025 and 9.6 billion in 2050 according to UN projections (UN World Population Prospects: the 2012 revision, 13 June 2013). More than half of the population growth between now and 2050 is expected to take place in Africa. The population of Africa could more than double by mid-century, increasing from 1.1 billion today to 2.4 billion in 2050.

At the country level, much of the overall increase is also projected to take place in Asian countries with large populations such as India, Indonesia, Pakistan and the Philippines.

Given these projections, it is important to know whether some developing countries,

in particular in Africa, will be able to realize their demographic dividends.

This is a critical challenge.

Some Asian and Latin American countries like Thailand and Brazil have reaped the rewards from their demographic dividend. But it is important to clarify one thing: It is not enough to have a large young population to realize the demographic dividend. The accelerated growth in a country's economy which is linked to the demographic dividend begins with a change in the age structure of its population but is only achieved through the appropriate population, social and economic policies and strategic investments.

Second, national priorities

In order to reap a demographic dividend, countries must therefore accelerate reductions in child mortality, increase access to family planning, strengthen education and skills, especially of girls and young women, stimulate entrepreneurship, and promote sound fiscal and labour policies to create the conditions for the increased working-age populations to be more productive. In countries with young populations and an increasing share of working-age adults, a demographic dividend can arise only if they are able to create productive jobs for the increasingly large working-age population.

This is a huge challenge.

Indeed, in some developing countries, as much as two-thirds of the young population is underutilized. Some 228 million young people earn less than US \$ 2 per day. Many developing countries are not in a position to take advantage of the demographic dividend because a significant share of their

workforce, in particular the youth, is either in search of employment or are low-skilled workers, employed in low-productivity and low-quality jobs in the informal economy. For instance, in Africa, the informal economy is the largest provider of jobs for young men and women: In the Democratic Republic of Congo, 96.2 per cent of the young workers are informally employed; in Cameroun, 88.6 per cent; in Zambia, no less than 99 per cent of the working teenagers work in the informal economy. To move away from the informality and underemployment trap, national development frameworks should take a life-cycle approach. Investment in human development – education, training, lifelong learning, health, occupational safety and health – is essential.

Third, a different policy scenario

In June 2012, the International Labour Conference launched a 'Call for action' to tackle the youth employment crisis through macroeconomic policies, education and training policies, labour market policies, youth entrepreneurship and the promotion of labour rights. And in June 2013, the International Labour Conference held a major discussion on: 'Employment and social protection in the new demographic context'. Its conclusions underscored the need for an integrated policy mix that recognises the interdependency between demographic shifts, employment, labour migration, social protection and economic development.

This is an urgent challenge.

Employment and, youth employment in particular, should become a key objective of macro economic policies and a priority for fiscal policy. New patterns of growth are

needed. These include agriculture, industrial and sectoral strategies that encourage economic diversification and the creation of decent job opportunities, as well as a financial sector that invest in the real economy and the extension of social protection to reduce vulnerabilities and improve productivity.

Another key issue is the need to better match the skills that young people have and the skills required by the labour market. This implies linking skills development to employment and economic development, effective labour market information systems, and involving employers' and workers' representatives and key stakeholders in skills development systems.

Fourth, more youth participation

As we speak, 200 million people are without jobs worldwide including 75 million young men and women. Discouragement – people not working nor in education – has risen sharply during the crisis, with 29 million less people in the labour force than expected.

Youth unemployment and its scarring effects are particularly prevalent in the European Union (23 per cent unemployment rate), the Middle East (27 per cent) and North Africa (28 per cent).

Everywhere, many young women and men feel they are in a no-win situation in which they are unable to acquire work experience because they cannot find a first job, and they cannot obtain a job because they do not have work experience. The youth employment crisis is a threat to social cohesion and political stability. It lowers growth and development potentials. It undermines

young women's and young men's confidence in policies and institutions and in the possibility to build a better future.

This is a collective challenge.

Being the main job creator, the private sector has a key role to play by contributing to the implementation of initiatives in areas such as training, youth employment creation, through existing and new companies, or youth entrepreneurship. States have of course a leading role to play. The magnitude of the youth employment crisis requires strong policy coordination among ministries responsible for economic policies such as planning, finance, trade and industry on the one hand, and those responsible for education and training, labour market policy and social protection, on the other.

But nothing can be done without the participation of the youth themselves.

Let's recognize it: Youth organisations are seldom represented or even consulted in policy discussions that affect their lives. The youth-led protests in many countries stemming from North Africa and the Arab Spring point to the serious deficits in this respect and the youth critical demand for voice and participation. If policy makers don't want that the streets become the privileged space for policy debates, they should open up social dialogue between governments and social partners – employers' and workers' organisations – and include youth representatives so that they could also play a key role in the design and implementation of decent work creation policies for young people. This can be ensured by the social partners themselves – including the involvement of youth trade union networks and

young entrepreneurs – and through the direct representation of youth organisations in the policy consultation process.

Conclusion

Nobody can do it alone: Governments, trade unions, private sector, international community, youth together, only together we can place youth employment at the centre of development agendas. ■





Danya Bashir Hobba

Ambassador to Libya for the One Young World,
Tripolis

'Asslamulakum', 'Guten Tag' – I am excited to be speaking on behalf of the youth participants to such a diverse set of individuals and organisations. What comes to your mind, when you hear: 'unemployment', 'job creation', 'sustainable development' and 'sexual and reproductive health and rights'? Well, they all have one common factor, which is youth. Did you know that an estimated 75+ million youth around the world are currently unemployed? 75 million! Now, let's simplify the youth, and put them into two categories:

First young people who are educated and underutilized, and secondly those who have little to no education and live in marginalised areas.

A recent study, estimated that a total of 43 per cent of the world's population is under the age of 25, and half of this 43 per cent is comprised of young girls and women whom we can divide into two categories:

Firstly girls and young women who have access to good education: It is almost close to a mandate that public or private entities need a certain percentage of their workforce. However many young women end up leaving the company due to pregnancy, marriage or poor career prospects. In short, young women are not being utilised to their full potential. It is up to you to create opportunities to harness their potential. Women, if educated, have the ability to not only raise children but work at the same time. Given the opportunity women can juggle almost anything! The most successful companies for example Google are realising that they need women to diversify, develop and grow.

Coming back to the second category: women with little or no education and living in marginalised areas. Most of these women lack technical skills hardly know how to read or write. These women are working in farms, being paid little to nothing and are unable to support themselves or their families. The same cycle repeats itself with their daughters. The problem with this 2nd type of women is not just the mindset of men, but the women themselves. Why? Because they don't know that life can be different. They have had little to no interaction with any form of education or life outside the villages they live in.

The attitude towards Indian women is that they are expected to cook and clean and have lots of babies. Rural Indian women don't have a lot of control over their lives. Spousal beating is common, and the problem is that the women believe this is acceptable. Key word here being, the believe it is acceptable. We all agree education improves women's circumstances in the developing world, but for rural India the speed up was TV. Women started seeing how their counterparts in the outside world were portrayed (through soap operas, movies and real- life- TV. Their attitudes quickly changed. They demanded their rights, and as a result they gained more autonomy and an increased value in society. Part of the problem was within the women themselves. A lack of awareness that today's world is different. And if these women believe that is the best they can get then they will never aspire to grow.

People in poor countries deserve the information that will allow them to become

independent and fulfill their potential. We don't have to start from scratch. Youth, in particular young women, can be trained and taught technical skills, much needed by their countries. Companies gaining from these countries' resources have a responsibility and should be pushed by people like you, in this room, pushed to realise their responsibility to the people in the places where they do business.

I want to end my speech by saying: We are like consultants, all of us in this room and we can come up with a million and one solutions and they can all be right. Because there is no single right answer. However the dilemma is that change has to come from your client.

By empowering youth, particularly young women, we can decrease unemployment and create better quality jobs. When young women have access to their sexual and reproductive health and rights, we can build a sustainable work force and ensure that all women achieve their full potential. We are ready, are you? ■



Results from the World Café



World Café Questions

Education

1. How could education in primary school prepare young people for life and work? What is your own experience?
2. How did formal education prepare you to get a good job?

Reproductive rights

3. What opportunities do teenage mothers have in your environment to re-enter education or to find a decent job? What support do they need?

Gender

4. Why, in your experience, do boys and girls face different challenges to complete good quality education?

Labour market structure

5. Where do you see the gold for young people in the informal and formal economy?
6. When you think about the different responsibilities of the public and the private sector in facilitating labour market entry, what frustrates and what encourages you?
7. What opportunities for employment in rural areas do you see in your country and how can they be more easily realised?

Health and Social Protection

8. Being happy, healthy, and safe: What would you expect to be done in your workplace to achieve this and what do you think is your own responsibility?
9. How important are social protection schemes such as health insurance, compensation insurance, social insurance, etc. for you as a young person in the current economic situation?

Youth Engagement

10. From your point of view – what are promising effects of successful youth participation in the design and implementation of labour market policies?

Results focusing on education

*How could education in primary school prepare young people for life and work?
What is your own experience?
How did formal education prepare you to get a good job?*



Roman Troxler
Advisor Employment
and Development,
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ)
GmbH, Germany

What is a good job? This was one of the questions. For us good jobs have to do with decent salary, which is enough for us and our family to live on. Good jobs also have to do with security, with labour rights and with doing something that is challenging, but also doing something that is fun.

Regarding 'formal education': it delivers knowledge, theoretical basics and foundations. A degree is very useful for getting a job. We also talked about vocational education that teaches more practical skills, which is needed by industry. Formal education also teaches skills that at first may seem quite useless, or at least useless for the labour market, but these skills are important for us and for societies. Besides that there are other skills, life skills, entrepreneurial skills. Most of us acquired these skills in other contexts, often abroad in internships, while doing our jobs. Last but not least, being together in a classroom also teaches how to behave in a group. It empowers not only young women in being part of a group.



S. M. Shaikat
Executive Director,
SERAC-Bangladesh,
Dhaka

We started off talking about Bangladesh. In South-East Asian countries, students get thick books and they are expected to read them. Not everyone has the set of skills or capacities to be able to undertake that task. We want to make sure that, in the future, we will have module-based education.

We have to set up a national development or education plan to make sure that everyone has the necessary skills, to be able to grow up in that economy. There should be a learning plan, not only for teachers, but also for children and for parents.

And last, but not least: there are many international initiatives and frameworks, like MDGs Vision 2030. But we need to start at home. We need to make sure that our next generation has the right age-appropriate education, whether that is regarding sexual education or health education or gender equality, or gender sensitiveness, so that we can equip the future generations to be able to be part of the next generation.

Results focusing on reproductive rights

What opportunities do teenage mothers have in your environment to re-enter education or to find a decent job? What support do they need?



Emmie Kio Wachira
Feed the Future
Innovation Engine,
Kenya

First, there was quite a heated debate on why we are focussing on teenage mothers only, while there are also teenage fathers. You cannot have a mother without a man involved.

We talked about the opportunities and found out that in some cultures there is always someone in the family who is willing to support the pregnant or rather the teenage mother with her baby. Very often these are the mothers or the grandmothers. They stay with the baby and the teenage mother can continue with her education. In some countries there are also legal regulations that create at least a kind of security: to impregnate a young girl is regarded as sexual abuse. So the man is mandated to provide for her financially and if possible, emotionally. We also talked about opportunities provided by non-governmental organisations. Some of them offer vocational training or some sort of entrepreneurship to these young mothers. They grant an income to help raise the baby. In some other countries there is support by the welfare-system: the state helps to take

care of the baby. We think there is also some negative connotation combined with this, because the financial support is tax-payers' money. You are using 'their' money to help raise more babies, support more teenage mothers, instead of using it in other development areas.

Then we looked at the challenges: Many challenges are culturally related. As soon as a young person gives birth, she is deemed to be a woman. Many questions are arising like why would a woman still stay in school? Besides that, people think that staying at school she gives a bad example to others.

How can we counteract? One idea was to create role models, to show that there are ladies, young teenage mothers who have delivered, but still have gone ahead with their lives, finished their education and found decent jobs. The second idea was to create affordable childcare services, so that these young girls can still continue with their education and at the same time the child is being taken care of. And last but not least there was the idea of having flexible jobs, so the mother can work and at the same time go to school.

We also worked out that we have to create awareness, already early in school. We have to introduce sexual reproductive health education, but still children are becoming pregnant. That's because in some cases the male teachers are those who are impregnating the young girls.

Results focusing on gender

Why, in your experience, do boys and girls face different challenges to complete good quality education?



Kristin Häfner
Advisor, Deutsche
Gesellschaft für
Internationale
Zusammenarbeit (GIZ)
GmbH, Germany

To answering this one question, we could already fill a storybook. Why is that so? Because gender is a cross-sectoral issue and there is not only one answer or one factor influencing the completion of quality education for boys and girls. In the three working groups we discussed the following areas that actually can give an answer to the question.

The first one was culture: We stated that culture and role models are important factors. It is about how a boy and how a girl are seen in society. For instance: boys are seen as breadwinners so why should girls go to school and complete education if they stay at home and cook, clean and raise the children? Where is the need for them to complete education? Religion maybe is another factor. Sometimes traditional leaders prevent girls from going to school, because they might be exposed to men or to other individuals they shouldn't be. Another issue: infrastructure. The way to school or even the infrastructure of the school may expose girls to risks, to violence. Sometimes there are no sanitation or hygiene systems, which girls desperately need when, for instance,

they have their period. The lack of such infrastructure leads to the fact that once a month some girls cannot attend school.

We also addressed the issue of economy: There are two types of schools, the public and the private ones. The public schools mostly don't have as many funds as the private schools. So in private schools some pupils might get a better education than in public schools.

In Bangladesh the economy creates a market for employees without sufficient education. Girls get jobs without education, without literacy skills.

We also talked about the legal system: In some countries girls are allowed to get married by the age of 16 or 15 or even earlier whereas boys are only allowed to get married when they are 19. Another example was that in some countries it is okay if a girl is raped and gets pregnant as long as the father is taking care of the child in terms of paying.

Though we are talking about girls, we emphasised that talking about gender is also talking about boys. It is really important, because we usually forget them, so we asked: 'why do some boys drop out of school?' One reason could be substance and drug abuse. Basically boys might be more affected by drug use, which again might bring them to the point of engaging in criminal activities. Sometimes boys join criminal or radical groups, because they give them hold, they give them a voice. And also sometimes criminal activities give them the chance to earn money while completing school.

Results focusing on labour market structure

Where do you see the gold for young people in the informal and formal economy?

When you think about the different responsibilities of the public and the private sector in facilitating labour market entry, what frustrates and what encourages you?

What opportunities of employment in rural areas do you see in your country and how can they be more easily realised?



Johnny Setiawan

Desk Officer –
Economic Division,
Embassy of the
Republic of Indonesia

as already mentioned at other tables – by better education, vocational training and also entrepreneurial education. And it is also important to co-operate with the government and the private sector to give them the opportunity, to make a transfer from informal to formal economy.

Our question was – ‘When you think about the different responsibilities of the public and the private sector in facilitating labour market entry what frustrates you and what encourages you?’



David Lawrence

Youth Volunteer,
International Planned
Parenthood Federation
(IPPF), UK

The question on labour market structure is quite difficult. After three rounds of discussion I would like to just give a short summary of what we have talked about. So, where can young people find the gold or golden opportunities both in the informal and formal economy? Two sectors are mentioned in the discussion, which are very relevant. These are the technology sector, because young people are more attracted to this, but also agriculture, the food security sector.

The problems in the agricultural sector are how to feed the young generation, how to get young people involved in this sector. Because many young people like just to go to the cities or the urban areas. So we have to empower, to involve them in decision-making and we also have to create more opportunities in education. This could be –

We found common ground the need for basic education. Everyone needs certain skills that are universal and transferrable for almost all jobs. But actually a lot of education is a mismatch where we learn things that we never need again. We also said that there is a lack of career guidance and employability training in schools. We stated that education and a lot of issues linked to education were probably the responsibility of the public sector. But private sector input is also important, particularly when it comes to careers, employability.

Then we talked about how to get a job. You don't just graduate and then you get a job. Often you need to have internships, apprenticeships, vocational trainings and this is not always easy. We found that a lot of these difficulties are experienced in recruitment for a

paid job, as well as for an unpaid job.

We found one of the big frustrations experienced by all people was nepotism. It is quite difficult to get a job in the company of your choice if you don't know someone who works there. Also there is discrimination in many different ways, particularly on sexuality, gender, age, health status, and people living with HIV. We also found that a lot of young people have unrealistic expectations about career progression. They think they can be a CEO by the time they are thirty. We need to be able to provide people with knowledge to be able to manage those expectations.

We didn't talk so much about the demand for jobs, but stated that there is a lack of jobs. We need better policies and trade regulations to enable people to create more jobs for those who are seeking employment.



Floortje Jacobs
Youth Advocate,
Choice for Youth
and Sexuality,
Netherlands

We had a lot of different stories from different countries, but I will name the main solutions we found. We based our discussion on the question 'how do you attract youth to rural areas?' We focussed on agriculture because that is still the main economic sector in rural areas. How can we make agriculture more attractive for youth? First of all we thought it needs to be more based on business and not only on the subsistence level of agriculture. Land has to be

available. Therefore governments need to change land policies. But also innovation is needed to build bigger agricultural businesses. For example, information could be provided via mobile phones. In Kenya, for instance, there was a mobile phone system where people could get updated information on agricultural issues. Credits could be provided by the government to create an incentive for young people to generate agricultural innovation. Beside that governments could enhance policies or create incentives to build up attractive economic regions.

Governments could create incentives to make clusters in specific regions, through tax reductions or to create 'one-stop shops', which means that businesses can very easily arrange all their administrative issues to start in a specific region. We said that a decentralisation of services is needed, not only for business. Certain services are necessary for people who might want to go back to rural areas. Services need to be in place, such as health care services, but also other services which could provide a better life.

Results focusing on Health and Social Protection

Being happy, healthy, and safe: What would you expect from your workplace to achieve this and what do you think is your own responsibility?

How important are social protection schemes such as health insurance, compensation insurance, social insurance etc. for you as a young person in the current economic situation?



Benjamin Werner
Intern at GIZ Sector
Programme Peace
and Security, Deutsche
Gesellschaft für Inter-
nationale Zusammen-
arbeit (GIZ) GmbH,
Germany

Our question was – ‘How important are social protection schemes such as health insurance, compensation insurance, social insurance etc. for you as a young person in the current economic situation?’ I can divide the discussion into two parts. Firstly, provided that social protection schemes are available, we identified different constraints for young people with access to social protection schemes. Respectively there are some factors that negatively influence their feeling about how important using and accessing these schemes is. One is that there is a limited amount of funds available that these young people can invest in these schemes. And they do not understand why they should invest. ‘Why should I worry now about social protection? I am young, I am healthy. I need these funds to pay my rent, pay my food, to support my family.’

The second one was that most often there is also a lack of trust concerning the systems and mechanisms that are there in place. Often they don’t know how these mechanisms work. There is also a lack of understanding of the personal benefits that you get from actually participating in a social protection scheme. There could also be a cultural background, so the question could be why invest the money in these insurances and not in caring for your parents now, using these funds.

And last but not least, there is also the challenge of unequal entrance conditions for young people into these insurances. Compared to older people they might have worse conditions when they join these schemes, since societies are aging and more older people have to be disbursed and also because insurance companies have made a lot of losses during the financial crises in recent years.

In the absence of social protection schemes, there are other questions, like ‘what are the alternatives?’ We talked, for instance, about community-based initiatives. Could they be a stepping stone in creating social protection schemes on a broader level, on a national level for a state-organised system? Looking at Africa there are a lot of examples of these community-based initiatives, but they are rarely actually the stepping stone. It rarely happens that these initiatives lead to a situation where they can be applied on a broader level for the whole state for instance.

The conclusion from this impression was, that actually leadership is needed, leadership from above; that we need to have governments that are convinced of the values of social protection schemes and that governments need to give the leadership to implement these systems.

There are some open questions like: ‘How can these systems be built up, be created, if there is no tax base, if there is no income from the young people that they can invest?’ The second question is: ‘How can governments actually be motivated and supported to engage in the creation of social protection schemes?’ And the third question is: ‘How

can knowledge-building on the functioning and benefits of these schemes be supported, for instance by supporting civil society?' And the last question is: 'What different prerequisites are there for both rural and urban environments also engaging in these educational issues?'



Haile Sahlu
Regional Advisor,
sub-Saharan Africa,
Packard Foundation,
Ethiopia

The question was, 'how important are social protection schemes, such as health insurance, compensation insurance, social protection insurance, etc.?' We agreed that every employee would like to get all these benefits, but there is a divide between the north and the south, because protection systems are context-specific. In the north people talk about working hours, benefits for child protection, the balance between personal benefits, personal responsibilities and professional responsibilities, discrimination between young and not so young, between men and women in the working context. There needs to be a shift in people's attitudes, especially employers, to convince them that providing social health protection is not necessarily only beneficial for the employees, but it also for the employers, because it increases productivity and profit margins. If you are unemployed any kind of employment is considered to be beneficial. The example of Germany was raised many times, because in Germany almost everybody has got social protection. In Germany

people are starting to wonder whether this system is good or whether it disincentifies people from being productive. So it is a very complex issue, which is dependent on the context under which you work, but a general agreement is that you need most of this social protection.

Results focusing on youth engagement

What are promising effects of successful youth participation in the design and implementation of labour market policies?



Daniel Opoku
Master's programme
Health and Society,
Charité, Berlin

We identified the following promises and effects from youth participation in the design and implementation of labour market policies. One, it would create meaningful employment for youth. Two, they will feel ownership of their actions. And three, it would create a long term enterprise, instead of a short term benefit, for companies, organisations and businesses. Because employing a young person means longer working years than employing someone with over 10 or 20 years of experience – though we have to discuss what category of youths we are talking about. Are we talking about the educated ones without employment or about non-educated or rural youths or are we talking about youths with disability? We also discussed how we can raise successful youth participation.



One of the answers, which I think is a very strong point, was the need to be fluent and transparent in communication. We also agreed that it is important to integrate youth at the grass roots level, to empower them to be watchdogs by knowing existing labour market policies. Another issue is cultural challenges. There is a trend that those with higher grades go into faculties like medicine, engineering and those with average or lower grades go into history lectures or other courses. This affects our capability for the job market. In conclusion, we are saying that nobody owns the labour market. Unfortunately it has just been skewed towards those with capital power, so the onus lies with the government. We have entrusted them with our will to make sure that their policies also favour us.



Bashir Hobba Danya
Ambassador to Libya
for the One Young
World, Tripolis

We need to create opportunities for the students who are in schools so that when they enter the job market they don't only have theoretical learning, but also practical experience, too. We also have to help their parents to get education too, because oftentimes they have never had any kind of education. In order to make the students independent there should be support for their families.



**Mohammed
Hussain Choudhury**
Marie Stopes
International,
Bangladesh

If we want to take the dividend from employing youth, we should provide them with vocational training. My experience is that, especially in developing countries, formal education alone does not lead to employment.



Ivy Mwai
General Manager, Equity
Groups Foundation,
Kenya

Someone raised the issue of how education is linked to national development policy. I thought of and talked about the example of Kenya and Vision 2030. Unfortunately too many Kenyans believe that Vision 2030 is a prerogative of the Kenyan government. Vision 2030 never was understood or owned by the people for whom they were supposed to make an impression on. But how can we involve them? How can we bring it down from policy level to education, how can we distil it for primary school level or for secondary school level so that the children at every level understand what their role is? What is their part in this whole vision, or even in global visions, like the Millennium Development Goals?



Naomi Lugoe
Femina HIP,
Tanzania

We have already been discussing that it is important to differentiate what kind of youth we are talking about. My impression is that we are talking about youth who are members of a kind of formal group, like school, university, or church. But there are also young people who are out there on the street. They don't belong to an institution, or have any support from a group. These young people usually miss all the kind of information because some of them cannot read properly. They have no access to media, like TV or radio. How can they participate if they do not know about the opportunities they have? How can they act?



Kepha Ngito
Executive Director,
Map Kibera, Kenya

I just wanted to repeat what one of the participants in my group said and with whom I fully agree: at the end of the day in each and every country most of the issues are the government's responsibility. At the end of every day politics remains. Political will remains the most important issue. Politicians who are the decision-makers should understand what we want as young people. We

want all of the laws to start working immediately. There are already good laws. At the end of the day it is also a question of power. I am sorry to say but some of us here know very well that they possess positions of power and authority to make decisions, today, now. But everyone is asking: 'If I am going to be the first one, what will happen? How can I trust these young people?' It has to start somewhere. We know that our discussions are based on hope, because we know that things are not working well. It is not the first time that there has been a discussion on youth involvement. We want that every young person be able to find the incentive to make him or her work hard and get what he or she deserves. It is up to us youth to act. Are we going to ask for it? Are we going to do business in exchange for it or are we going to fight for it? But, young people, let's also have another plan, just in case they don't want to listen. You have seen the projections.

You have seen the statistics. You have seen the youth bulge. I don't know what you think is going to happen. If the bulge will swell it is going to burst, and if you are still going to be here in the next 20 – 30 years it is going to burst with you. And even if you do not think you are going to be here in that time, just have some faith in the future, just make the world a better place and invest in us young people. ■



10th International Dialogue
on Population and
Sustainable Development

UNFPA WFP UN Women UNICEF



Youth and Employment

Realising the
demographic
dividend

11

11th International Dialogue
on Population and
Sustainable Development

Day 2, 23.10.2013



Keynote



Reiner Klingholz

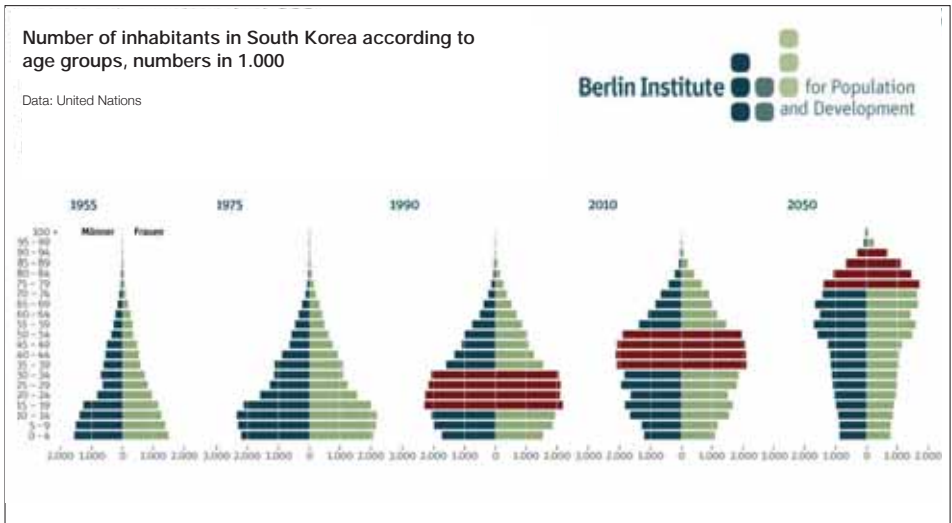
Managing Director, Berlin Institute for Population and Development, Berlin

Dividend or disaster? It all depends on education and jobs

Today we face a mix of good and not so good news from the population and development front. On the one hand, world-wide fertility rate has declined by 50 per cent since the 1960s, reaching a level of 2.5 children per woman, a number that sounds already close to the replacement level. In the same time period, the population growth rate has been nearly cut into half as well to 1.2 per cent per year. On the other hand today's growth is based on 7.2 billion people instead of 3 billion as in the 1960s. Therefore in absolute numbers the world population grows even faster than 50 years ago. As today's high number of young people will enter the potential parent age in the future, further global population growth is guaranteed. It will lead to some 9 or 10 billion people in the second half of the 21st century.

Too much population growth restrains economic development, because it means that too many young people compete for a limited number of jobs. In addition, many of the fast growing countries, which are among the poorest in the world, cannot provide the necessary infrastructure for its young generations in the form of schools, doctors, nurses or hospitals.

So far some 80 countries have reached fertility levels below replacement level (2.1 children per woman). More than 50 per cent of



mankind already live in nations with below replacement fertility. This number is steadily increasing as almost all emerging and developing countries register smaller families.

The decline of birth rates gives these countries the opportunity of a demographic bonus. The bonus describes a favourable age structure and dependency ratio when proportionally fewer children are born whereas more people grow into working age. In theory societies with a demographic bonus become more productive. But in order to take advantage of the bonus, people in working age need to be trained, find employment and have to remain productive as long as possible before they turn old and become dependent themselves. Only when the growing work force is able to find adequate jobs can the demographic bonus be captured as a demographic dividend. Governments have a 30 to 50-year window of

opportunity to capitalise on the larger share of working age population, which needs to be productively employed for economic development and growth. In this time period the societies must become wealthy enough to establish old age security systems.

One path for all

An analysis of 103 developing and former developing countries shows, that a decline of fertility and economic success normally go hand in hand. A large share of nations is already making use of the demographic dividend, whereas others just face the opening window of opportunity provided by a favourable age structure. These are countries where the future will show if a dividend is possible, if jobs can be created and the human capital can be harnessed – or if large scale human underemployment will cause a persistent bulge of frustrated and potentially violent young people.

Unfavourable labour markets will push these countries into a demographic disaster as the absence of economic success will slow down the demographic transition. A third group of countries, mainly situated in Sub-Sahara Africa, still has to wait for a further decline in fertility, before even a demographic bonus can be seen at the horizon.

Nevertheless all countries that ever developed socioeconomically followed the same path of fertility decline and economic growth. The textbook example for this trend is South Korea, a country that used to have high fertility rates and was poorer than many African nations in the 1950s but has become one of the most advanced industrialised countries today.

As the most important factors for development are well studied, the less developed countries can profit from the experience of those which have developed earlier. Not only the other Asian tigers have followed the model of the demographic dividend and have progressed to become wealthy, low-fertility countries. Many states in Latin America developed according to the same model, albeit with varying success.

The most important factors for the demographic transition from high fertility and mortality to low fertility and mortality are improved health services in order to reduce mother and child mortality, family planning programmes, gender equity and education especially for women. There is a broad consensus among researchers that secondary education for women has the greatest impact on fertility. Women with at least secondary education not only want and have fewer children than

less educated women they also have healthier children and invest more into their education, thereby improving the human capital base of the next generation.

As not all countries are investing into these sectors into health or education to the same extent, some follow the path of development faster and more efficient than others. This can be shown by the three examples of Bangladesh, Indonesia and Kenya.

Bangladesh

In 1971, when the state of Bangladesh was founded, it was one of the poorest nations on earth, with education levels much worse than in many African nations. 79 per cent of employable women lacked any formal education and the fertility rate stood close to 7 children per woman. But from the 1990s on, the country has heavily invested into family planning programmes, health, education and job creation. Today the fertility rate stands at 2.3 and is close to replacement level. Life expectancy is higher than in almost any African state. Nearly two thirds of the young generation reaches secondary education levels and more girls than boys are enrolled to primary or secondary schools. The readymade garment sector, which is responsible for 80 per cent of Bangladesh's exports, is providing millions of jobs mainly for women. The population of Bangladesh mainly grows through a rising life expectancy and is expected to peak by mid century. (see page 39)

Kenya

By contrast the state of Kenya, which had the earliest family planning program in Africa, has seen a rapid decline of fertility in the 1970s and 1990s, but it stalled at the end of that

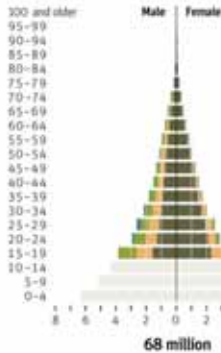
Number of inhabitants according to age group in millions

Data: IIASA



- no education
- primary school education
- secondary school education
- university education

Bangladesh 1970



Bangladesh 1990



Bangladesh 2010



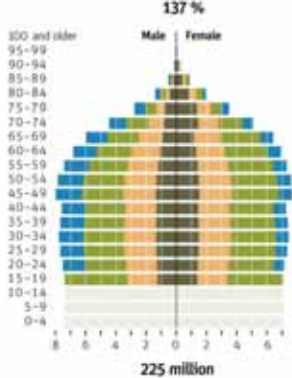
Number of inhabitants according to age group in millions

Data: IIASA



- no education
- primary school education
- secondary school education
- university education

Bangladesh 2050 – Scenario A



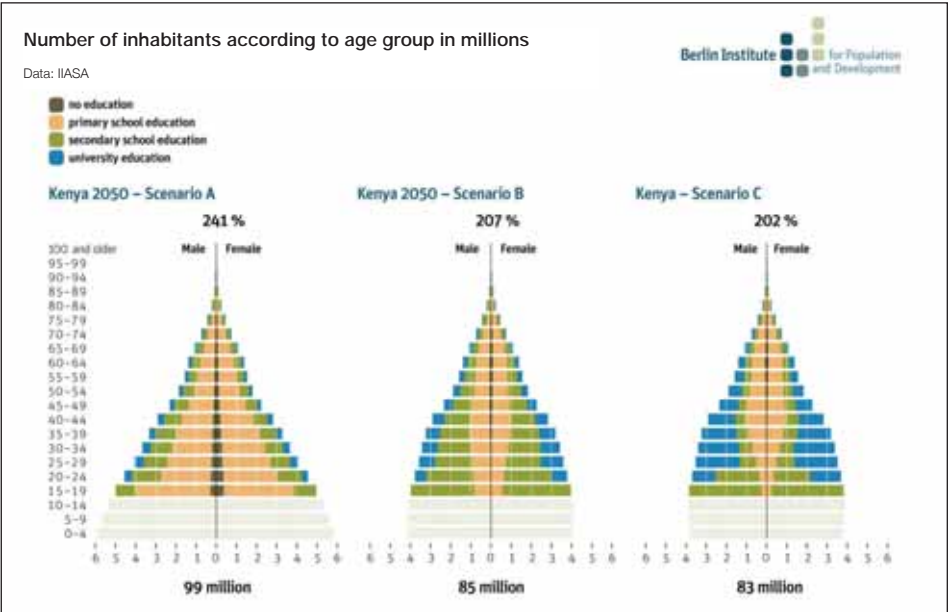
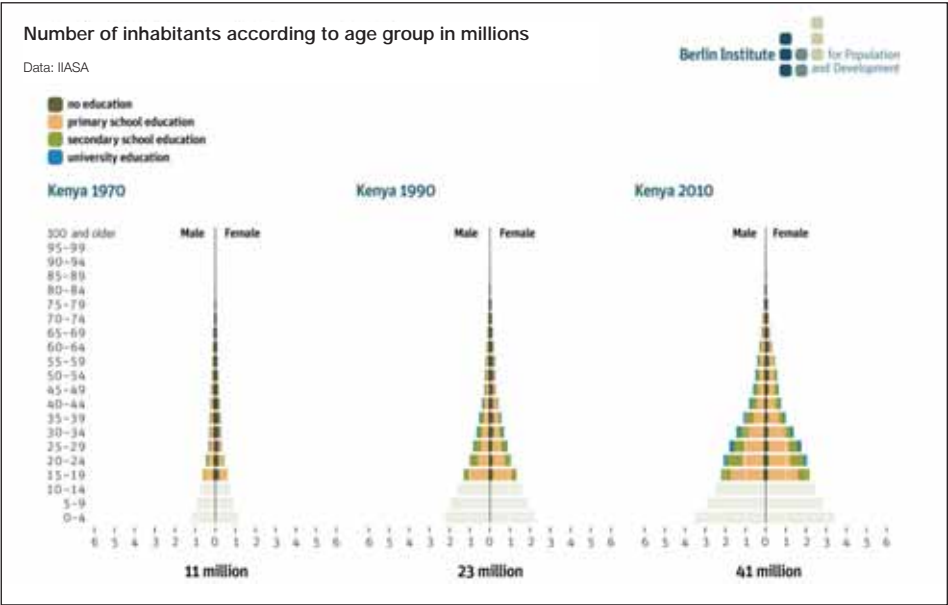
Bangladesh 2050 – Scenario B



Bangladesh 2050 – Scenario C



Example Bangladesh



Example Kenya

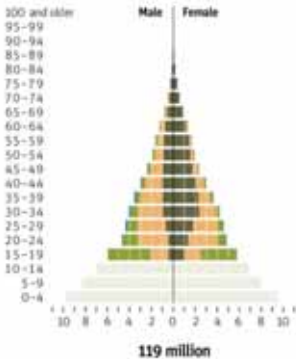
Number of inhabitants according to age group in millions

Data: IIASA

Berlin Institute
for Population
and Development

- no education
- primary school education
- secondary school education
- university education

Indonesia 1970



Indonesia 1990



Indonesia 2010



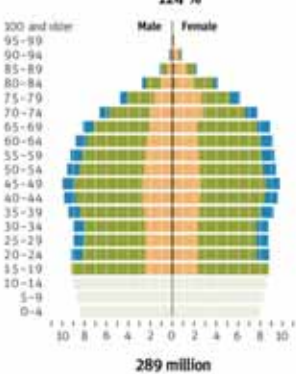
Number of inhabitants according to age group in millions

Data: IIASA

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and Development

- no education
- primary school education
- secondary school education
- university education

Indonesia 2050 – Scenario A



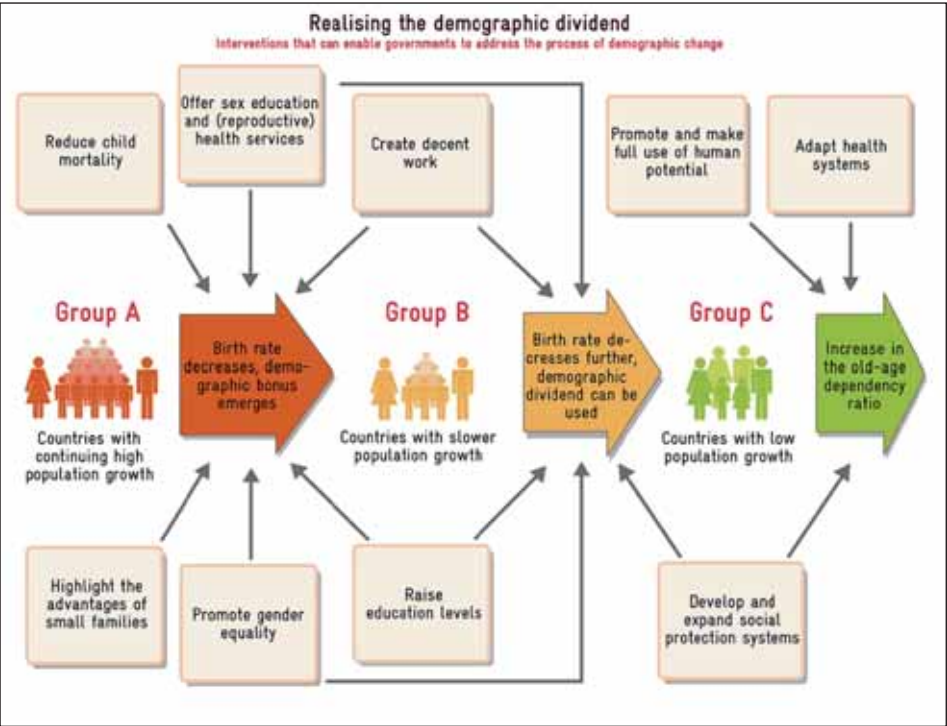
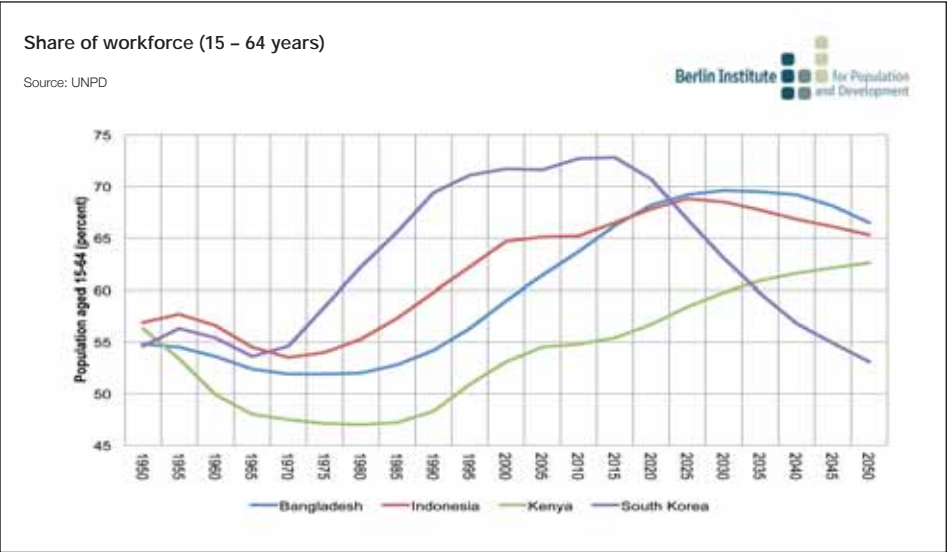
Indonesia 2050 – Scenario B



Indonesia 2050 – Scenario C



Example Indonesia



decade at 4.7 children per woman. It hasn't changed much since that time. Not even one third of the 3 current 15- to 19-year old people have received secondary schooling. As a result Kenya has not seen a demographic dividend so far and even under good conditions the demographic window of opportunity will only open around 2030. Kenya's population will more than double until 2050, which will further intensify the underemployment among young people, especially among women. (see page 40)

Indonesia

Indonesia, which has seen a strong political commitment for family planning between 1965 and 1994, has experienced a typical tiger nation fertility decline, but to a lesser extent than South Korea. As in Bangladesh the share of population in workable age will further increase over the next decades giving these countries the chance to make use of the demographic bonus. It is extremely important to make use of the demographic bonus not only in order to capitalise on the demographic dividend and create jobs and income for the growing populations but also to prepare for the ageing of the societies that is an unavoidable consequence of economic growth, declining birth rates and longer life expectancy. (see page 41)

Biggest challenges for Africa

As Africa still has by far the highest fertility rates in the world, it faces the biggest challenges for development. In order to make use of Africa's young age structure and to capture the demographic dividend, Africa is in desperate need of income generating jobs. The main reason for the ongoing poverty and for high fertility rates is the lack of

income opportunities, especially for young people between 15 and 24 years. Between 2010 and 2020 more than 120 additional million people will enter the African workforce. Africa's potential workforce is set to double to more than a billion by 2040, making it bigger than China's or India's. So far, Africa's workforce grows much faster than new jobs can be created. (see page 42)

Many economists propose that Africa should follow the path of the Asian tiger nations and create jobs for millions of people by producing consumer goods for the world. Africa's agriculture-based economies are however disadvantaged in competing with countries that have already developed an industrial base. As wages in China are rising and low-cost labour is on the way to cheaper production sites, some of these jobs will certainly reach Africa. Nevertheless, this will by far not be sufficient to provide all the employment needed. Thus, though the Asian tigers are seen as a model for successful development, they may not necessarily serve as a blueprint for Africa.

In order to find an alternate development path for Africa, the potential of agriculture, including downstream agro-processing industries as well as renewable energy production for Africa's job market should be analysed. Both sectors enjoy strong and growing domestic demand. The relevance of both sectors for employment is underestimated within the current development debate, though they are crucial for different reasons: Food and energy shortages force most African nations to import both of these commodities. Therefore both sectors are central to further economic development in the region. ■

Country Working Group

Bangladesh



Summary

Rapporteur notes by **Heather Barclay**, Senior Adviser, United Nations Engagement, International Planned Parenthood Federation (IPPF), UK and **Golam Kibrea**, Regional President, Kairos Society Bangladesh

Country Context

The basic labour situation in Bangladesh was described by the participants as follows: At a national level, Bangladesh has prioritised better working conditions. Integrated decent work is a strategic block in the Poverty Reduction Strategy. To ensure decent work, Bangladesh adopted a revised labour law in 2006. It amalgamated 58 rules and regulations, and also committed to collaborate in the implementation of the International Labour Organization (ILO) Decent Work Country Programme. The focus is on sustainable work; social protection for workers and families including migrant workers; promoting fundamental principles and rights at work; and the ratification and application of international labour standards. To take advantage of the demographic dividend, Bangladesh is unlocking the potential of its citizens through decent and productive work.

There are 4 million factory workers in ready-made garment factories; 70 to 80 per cent are women. Of these, 90 per cent are younger than 25 years of age, mostly illiterate, with limited knowledge of human rights, working conditions and labour standards. They have very limited access to health

services and related information. They are predominantly poor, landless, migrated from rural areas, and reside in urban slums. The health of these workers is poor.

The majority of workers are in the non-formal sector (87 per cent) – 20 million – and they fall outside of the formal labour systems and protections. This informal sector covers agriculture, factories working without contracts, and some garment manufacturing.

The question raised and discussed in this country working group was

1. How can labour laws (and their enforcement) as well as social standards and minimal social protection schemes improve work conditions, especially for young people?

Challenges and issues

The participants from Bangladesh agreed that there have been big improvements since 1983 in ready-made garment factories in the formal sector, whereas there is still no legal framework and no improvement in the informal market. Prior to 2006 there was no law that required garment employees to have an identification card (ID). That changed in 2013. According to the labor law the names of union members had to be disclosed to the factory management, which threatened the employees with being dismissed. This provision was referred to by union representatives as ‘black law’ and has been changed in 2013 so it remains to be seen how this will work in practice.

In terms of the garment industry, many of the factories are licensed, but many are not. Ba-

sically, there are three types of factories – for large brands (i.e. Wal-Mart), generics brands (i.e. blank t-shirts) – for these two the laws are implemented differently. The third type of factory is not licensed and such factories are non-compliant with labour laws. They ‘don’t exist on the map’. We need to raise awareness of this, as well as about the fact that compliant factories may outsource to non-compliant ones.

Law enforcement is hampered. Some work is currently taking place to audit factories for safety. However the inspections/audits and the workers carrying out these inspections are low in skills. There are low fines and extensive bureaucracy prevents new companies from registering legally. Social standards, such as how frequently the minimum wage gets re-negotiated and the extent to which labour standards are observed, are not necessarily implemented.

Regarding social protection: In the formal sector there are some initiatives that can report success i.e. have provided funds for people leaving work (superannuation fund – a certain percentage of income gets collected. When you retire, you can enjoy the benefits of this, though not all employees are told about it). There are also some benefits for women who are on maternity leave. There is some government social protection for the general population, but it is not very extensive and does not cover the informal labour sector.

There are good social dialogues taking place and good international cooperation, but these target the formal sector, and there are no real recipes for success on the informal side. There are also some voluntary initia-

tives – but it remains to be seen if they have been successful.

Recommendations

The conclusion drawn by the participants was: There are multidimensional issues that need to be addressed; government accountability is important, as is corporate social responsibility, as well as the role of factory owners in promoting safe working conditions.

- There is a need for more coherence between development and trade policy. The solution lies in both of these areas.
- Initiatives should be coordinated, to avoid duplication.
- We need to look across all the different actors. It is not just a domestic Bangladesh issue. The markets that these clothes are going to are also players.
- We need more information and awareness in buyer countries as well as in Bangladesh. Buyer countries need to understand the implications of support to the market and to understand the role they can play in promoting and supporting decent work in Bangladesh.
- Raise awareness of labour rights and employee protection to start creating a social dialogue and let people know what their rights are.
- Workers need support in how to effectively raise their issues and negotiate with management.

The group decided to combine the following two questions in the discussion

2. How can demographic data improve the formulation of strategies and poli-

cies for decent work?

3. What is the impact of vocational training on young people and how are their prospects for employment or decent income after the training?

Challenges and issues

The participants discussed and identified some crucial key mismatches in the current situation, that are as follows:

- There are many university graduates, but unemployed. This is a mismatch between labour market needs and employment markets.
- Vocational training courses are lacking in quality and affordability. The training is low level and thus does not match the labour market's needs, and is very expensive.
- Social constructions around type of education: degrees are a status symbol. University degrees are seen as 'better'. A change of mind-set is needed towards vocational degrees and associated status.

In Bangladesh there is a lack of international language skills and IT skills, compared to India where people are already fluent here, giving them access to call centre market.

Low job diversity: industry is not diverse. There is a labour force for it, but there is no diversity in industry.

Labour market information on demand and supply side is lacking: Students taking a decision on which career to choose are not well informed on where the best opportunities lie.

There is a lack of female participation in the labour force, especially the formal labour force.

Recommendations

- Raise awareness for life- and skill-based education. Get a good-quality degree that fits your life and skills.
 - Make university education more qualitative. There is a need for more engineers, not just business managers.
 - Don't segregate the student community into university education and vocational training. Thus get a better match between labour force and labour market needs.
 - Establish more high quality vocational training.
 - Improve demographic and labour market data; based on this formulate evidence-based policies.
 - Ensure that populations can be empowered to participate.
 - Implement financing schemes for education and business purposes. Help young graduates set up their own business set up their ideas.
- Formalise accreditation and certification in the informal employment sector. ■



Country Working Group Kenya



Summary

Rapporteur notes by **Christiane Rudolph**, Head of Division, DEG – Deutsche Investitions- und Entwicklungsgesellschaft mbH/ KfW Bankengruppe, Germany

The Working Group on Kenya kicked off with a presentation by Ivy Mwai, General Manager Education of the Equity Group foundation, a foundation that strives for socio-economic transformation in East Africa. Ms Mwai outlined the different challenges that low-educated and higher-educated youth face when entering into employment. She raised the important question of ‘what is the job of the future?’ She called for better preparation for the jobs of the future at all levels of education by focusing public and private interventions and strategies on the most promising sectors in order to create more employment. Ms Mwai stated that companies are looking for employees who are capable of coping in real-world settings. Internships are a useful approach to address this need. She then presented the activities of her Foundation in the area of education, which have mainly four pillars:

1. A comprehensive secondary scholarship programme which is enriched with mentoring and leadership development;
2. Internships within the banks with salaried employees that are provided with additional training elements and the ability to network;

3. Entrepreneurship training that reaches about 10,000 people and is focused on small business skills;
4. Financial literacy for women and youth, a 12-week training to teach them to make the most out of their money. After the input by Ivy Mwai the working group split up into three subgroups.

Subgroup 1 – Tools to address critical gaps for school leavers

The questions raised in this subgroup were: What are the critical gaps that school leavers face as they enter the labour market? What mechanisms should be installed for young people to gain relevant work experience?

As critical gaps, the subgroup identified ‘experience’, access to information and insufficient quantity of job opportunities. Among the solutions discussed by the group were the use of social media in order to improve access to information, the provision of career guidance, improving policy inclusion for youth as well as updating curriculums and training programmes.

Subgroup 2 – Creating more youth employment requires a joint effort by governments, employers and the youth

The second group discussed the question: ‘How might employers be better integrated to enhance job creation?’

The participants agreed that government has a special role to play in paving the way for employers, for example, by improving

infrastructure and by developing proper strategies and policies. Incentives or even concrete laws to promote the hiring of young people were also discussed.

Employers should acknowledge the demographic situation by considering youth as the workforce of the future and by investing in them now. Employer associations should also take up the point of youth employment. A fruitful tool that was also discussed in detail was vocational trainings that should be offered increasingly by companies.

Youths themselves have to raise their voices better by addressing governments, companies and the public. One important suggestion was that youth should learn from the women’s associations to empower themselves. There was also an interesting discussion on how to create more and better jobs in agriculture – one of the sectors with very high potential. Jobs can be created directly by food production and processing companies but also indirectly by developing the supply chain. It is however necessary to develop a modern agricultural sector with intelligent tools also to make it more attractive for youth.

Subgroup 3 – Youth-friendly reproductive health and family planning to open up access to education and skill development

The third group discussed the question: ‘How can youth-friendly health services be enrolled in a sustainable way in Kenya?’

The participants emphasised that there is a need to have evidence-based policies.



This is a necessity to be able to provide youth-friendly reproductive health and family planning services. Access to affordable family planning methods is a problem for a lot of young people and – as was also discussed in the second working group – they recommended that employers provide more jobs for young people. A concrete step to increase access to family planning would be to ‘de-medicalise’ contraceptives. The group also suggested a multi-stakeholder approach to enhance implementation of health and family planning from good curricula to be put into practice, including sex education at schools and teacher training. Employers should be motivated to treat pregnant women in a non-stigmatising way (pregnant women often lose their jobs when pregnant).

There was also a strong emphasis on improving health and family planning services in rural areas, because these areas are usually poorer and have less access to health and family planning services. One successful approach put forward was to connect community health workers to regional health centers. Another tool the group discussed were gender-sensitive vocational programmes.

Scaling up good practice

In addition to the discussions within the sub-working groups, the following points were raised.

1. There is a need for better coordination between the various public and private programmes in order to move successfully in the same direction.
2. There is a need to exchange information on good practice, which also in-

cludes learning from failures. There are many approaches and solutions already available on the continent; it is crucial to have better exchange on these and to scale up good practice approaches.

3. Talking about creating employment is not just about ‘more’ it is about more qualitative and decent work especially for youth – not only in Kenya. ■

Country Working Group Indonesia



Summary

Rapporteur notes by **Michael Herrmann**, Economics Advisor, United Nations Population Fund (UNFPA), New York and **Ridwan Rinaldi**, Communication Officer, Rutgers WPF, Indonesia

While a youthful population is an important condition for countries to seize a demographic dividend, the demographic dividend does not depend on a perpetual growth of the youth population. By contrast, only a significant and rapid decline in fertility levels – the number of children per woman – will lead to a fall in dependency ratios. The fall in the dependency ratio is mirrored by an increase in the working-age population.



The current demographic realities in Indonesia are in an intermediate stage. Although the fertility decline has stalled in the last years, Indonesia has seen a considerable fertility decline during the past decades. Because of this, many Indonesian families today have fewer children. Furthermore, the generation that has entered the working age – between 15 and 64 years – has not yet retired. In Indonesia, a country of more than 240 million people, currently about 66 per cent of the total population, is of working age. However, this proportion is expected to peak and then decline starting in 2030, when about 68.5 per cent of the population will be of working age. While the working-age population is relatively large, countries benefit from a window of opportunity to boost economic development.

The fall in the dependency ratio is a necessary, but not a sufficient, condition for countries to realise a demographic dividend. Countries can reap this dividend only if their labor force is able to find productive and remunerative employment. More important than the 'demographic dependency ratio' – the number of people of working age relative to those below or above working age – is the 'economic dependency ratio' – the number of people who have a productive and remunerative job relative to all others. The capacity of the working-age population to support its dependents does not simply depend on the employment rate. More important than the employment rate is the labor productivity and labor income of the workers.

While the unemployment level in Indonesia is relatively low, compared especially to the developed countries, underemployment in Indonesia continues to be high. Many people are working in the informal economy and find it hard to make a living. Furthermore, a considerable number of young people are neither working nor currently in school—unemployment rates for individuals in the 20-24 age range is above 20 per cent and about 2.5 times as high as adult unemployment.

A continuing fall in fertility could deepen and extend the period during which Indonesia can reap a demographic dividend. However, it is also essential that the Indonesian economy is creating full, productive and remunerative employment; and that governments address hurdles to entrepreneurship and productive investments. Accordingly, the discussion of the Indonesian case highlighted three priority areas for action:

1. Health, education and culture

Indonesian society continues to be marked by notable differences between the sexes. In general, boys are preferred to girls, women are expected to take care of the household, and women are expected to support the parents. As a consequence, many women get married and have children earlier in their lives, and thus find it more difficult to achieve higher education and participate in labor markets than men.

In the Indonesian case, the stalled fertility decline and the gender imbalances in education and labor markets were largely attributed to cultural factors. To address these challenges, government may need to take measures that promote the equality of the sexes not only in the laws, but also in the social, economic, political and cultural life of the country and its many diverse communities.

The development of human capital requires considerable investment in education and health – as is also emphasised in the following section – but it most fundamentally begins with the right and access to sexual and reproductive health. Failure to ensure universal access to sexual and reproductive health care, including family planning services, can derail all efforts to strengthen human capital and develop stronger societies and economies.

2. Employment and economic growth

To address the considerable unemployment and underemployment of young persons is of critical importance for Indonesia to realise the potential of a relatively large and youthful population. To this end, it was suggested

that Indonesia should (i) strengthen education, including higher education and technical and vocational training, (ii) should train a new generation of entrepreneurs, and (iii) ensure a better match between the education and the skills demanded by the labor markets and companies.

Indonesia has made major efforts to strengthen technical and vocational training and also makes great efforts to train young entrepreneurs. However, because of the size and geographic diversity of Indonesia, it is particularly important that all programmes are brought to scale in the different geographic regions. It is also important to further increase efforts to ensure the full participation of girls and women at all levels of education and in all types of educational institutions, including technical and science-oriented institutes.

Arguably, Indonesia could also do more to make sure that educational institutions pay more attention in their teaching to the demands of the market. In addition to being important for the market and economic development, education has a value in itself and is important for the development of societies at large. The common call to ensure a better match between the teachings of educational institutions and the needs of the market is therefore mostly relevant to technical and vocational training programmes, professional schools, and applied research and development. In addition, more attention needs to be paid to the promotion of life-long learning, as it helps people to remain active and productive and contribute to society in many different roles. The discussion of the Indonesian case also suggested

that Indonesia should do more to facilitate the transition from school to employment. One way of doing this is by expanding the offer of internships, and by instituting trainee programmes in companies. It was also suggested that women who are successfully integrated into the work force may offer mentorships to younger women who are just starting their career.

Investment in human capital strengthens the employability of people, but productive investment in physical capital is needed to create employment opportunities for the people. One cannot completely replace the other. The productive investment in human and physical capital, as well as a wise and sustainable use of natural capital, is essential for sustained and sustainable economic development. Social policies that focus on health and education therefore need to be complemented by economic policies that focus on promoting productive investment and employment creation, and by environmental policies that focus on increasing the reliance on green and renewable energy sources, increasing resource efficiency in all sectors, increasing recycling, and decreasing waste. In Indonesia, both the investment in physical capital, including physical infrastructure, and the sustainable use of natural resources, including the tropical forests, are significant challenges.

Likewise, while programmes focused on creating and supporting young entrepreneurs are of critical importance, it is important to recognise that such programmes will not be able to address the challenge of mass unemployment and underemployment. It takes much more than that for people to become

successful entrepreneurs who not only create a subsistence enterprise that feeds their families, but create an enterprise that productively and remuneratively employs others. To stimulate productive investment by entrepreneurs and create full employment for the masses depends on sound economics goes well beyond the power of educational institutions and programmes. It requires sound economic, social and environmental policies, the formulation of which is the responsibility of governments, the line ministries and the central banks.

3. Investment climate and administrative barriers

Indonesia, which is one of the most dynamic economies in the world today, continues to rank low on the doing-business index of the World Bank. In accordance, there seems to be considerable scope for the country to improve its investment climate in order to encourage productive investments in the real economy. While the investment climate is often associated with administrative hurdles faced by businesses, it is important to emphasise that investment decisions depend on much more than the red-tab. Investment decisions are, amongst other things, influenced by access to finance, inflation, exchange rates, infrastructure and human capital, as well as the overall social and political conditions of countries. Promoting investment in the real economy, which contributes to sustained and sustainable development, therefore requires a comprehensive approach that cuts across many different sectors.

to pursue a comprehensive approach that cuts across many sectors. This approach must recognise that health, including sexual and reproductive health, and education, including comprehensive sexuality education, represents an indispensable foundation of development. It is critical for the development of human capital, as well as the sustained and sustainable development of societies and economies. The development of human capital needs to be complemented by the development of the real economy to ensure that countries can realise the demographic dividend. ■

In conclusion, to realise a demographic dividend, a country like Indonesia will need

Final Remarks



Karin Kortmann

Deputy Director General, Sectoral Department,
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) GmbH, Germany

I have been listening carefully to your discussions. We had days of intense discussion and I am sure that every one of you takes something home. I hope these are more gains than losses, but most of all I hope that the experience in Berlin animate and empower you to continue the discussion in your countries with your peers and colleagues.

In the World Café we explored the contributions of the various development sectors to facilitate the access of young people to the labour market. We also had a look at how young people can contribute to and participate in policy solutions in regard to employment. We discussed in working groups the experiences Bangladesh, Indonesia and Kenya made in this regard.

In the Bangladesh Working Group we discussed the importance of decent work in the context of a country with poor demographic data which indicates that 87 per cent of employees working in the informal sector. It became understood that creation of a legal framework for employment that is needed.

In the Indonesian working group we had a look at how we can bridge the gap between education and employment for young people, specifically for girls.

In the Kenyan working group we identified major tools and processes to create

employment especially for young people and for people from disadvantaged backgrounds. We learnt that the window for a demographic bonus there will not open before 2030, even if the average birth rate will be reduced now. The huge areas to influence population dynamics are education and secondary education especially for girls and family planning. So, the German Development Cooperation need to continue to support the education systems as well as health system strengthening in these countries.

We all especially enjoyed listening and talking to the young men and women among us. They were hard working, since they met already on Monday to prepare their inputs to the International Dialogue. They especially pointed out the importance to diversify, develop and grow in order to harness the potential of young women for companies. Through Facebook and Twitter they also shared their ideas and thoughts on youth and employment with those who could not come to Berlin and provided them the opportunity to also take part in the discussion and think about the question where the 'gold for young people lies'. For instance Gillian Godsell from South Africa posted today 'Political literacy is crucial to workers being able to advocate for themselves'.

We really appreciate the contributions of all youth participants, creativity and outspokenness at this conference. It is very important to us to listen to your perspectives and have the chance to talk with you as we unfortunately too often forget what really matters to you. I am very impressed by the variety of the International Dialogue on

Population and Sustainable Development.

Countries: we as participants are coming from 17 countries. The institutions and networks: we are representing – almost 60. Different religious backgrounds. The age. Gender: 69 women and 55 men.

We learnt to talk to each other and although we are so different we share the same hopes, dreams and fears when looking at the possibilities for the young men and women but also the opportunities they provide for our countries.

Looking at all the brochures, fact sheets and flyers being displayed during the conference, I am sure that your suitcase will be much heavier than when you arrived. Also your ideas and thoughts will be richer and I encourage you to reflect about what has happened here. Some of the things might be like first aid equipment for you. Others, specifically the very good things take their time and finding solutions to the problems we discussed during the last two days can be a long journey. So do not be impatient, don't be frustrated if things move slow or the challenges seem to be overwhelming.

Remember how we discussed the importance of quality education and gender equality or reproductive rights. Or the questions 'What opportunities of employment in rural areas do you see in your country?' or 'what are the promising effects of successful youth participation?' It is like building the society as a whole and there are many construction sites we have to work on.

Let me tell you what I find in my suitcase

when I unpack it tomorrow. I will find the following six aspects to reflect in the coming days and weeks or even months:

1. Education is power

High quality education is crucial for finding decent and productive work. But the educational sector needs to respond stronger to the needs of the economy and vice versa. Formal education provides us with life skills that help us to engage in society and interact with our colleagues. But especially in the working groups of Bangladesh and Indonesia we learned that it does not teach us how to undertake a surgery or how to tailor a dress. Therefore technical and practical training is of utmost importance and we need to strengthen our efforts in providing

high quality practical learning opportunities for young people.

2. A good infrastructure needs to be provided

Our living conditions influence our possibilities, specifically those of girls and women, to have access to good quality education or to get a foothold in the labour market a lot. Access to electricity, water and sanitation or transport, all in all a good infrastructure, have a large impact on gender equality and influence our job opportunities.

3. Young people are a diverse group

Let's remember that young people are a diverse group with different needs. We have to address the 15 to 18 year olds in a dif-



ferent way than those above 20. And we have to think of how we can better address the needs of the vulnerable and marginalised young men and women among us, such as youth with disabilities, lesbian, gay and transgender youth or youth living with HIV/AIDS. There is no 'One size fits all!' But: Girls and boys have to be addressed equally.

However we need to invest more in creating a conducive environment that enables the empowerment of girls and young women. Only with the help of girls and women a country can benefit from its young age structure.

4. Think about the young, but don't forget the old!

To foster mutual learning Nancy Gitonga from Kenya invited the youth to work together with her in the African's Women Entrepreneurship Programme. She made a good point with that! The young ladies and gentlemen around us have lots of skills. Especially when it comes to IT or marketing, they can offer and help us to be more successful in achieving our goals. But we have also a lot to offer to them. Just think about the experiences we have accumulated over the years in setting up a business or writing a business plan, in doing accounts or talking to business partners, to mention just a few. It is nothing you learn overnight. Companies' need a good mix of labour and can only benefit from intergenerational learning. But we need to think more about how young and old can be engaged in these learning processes and which entry points can be created for young people to enter these companies.

5. Work should be fun!

Having a job is important, because we need to pay our bills, we need to send our children to school and we need to buy food and cloths. But given the fact that we spent around one third of the day or even more at work, our working environment needs to be enjoyable and safe. I have asked some of you what a good job means for you and you told me it is a job that is fun and offer demanding and interesting tasks. It should be paid well and last but not least it should be in a safe environment. Work is not just work, ladies and gentlemen. Only if we are motivated and offered favorable working conditions, if we can identify with what we are doing we are less sick and more productive. Being happy healthy and safe is especially important for young people! Only if their creative minds and ideas are supported and perspectives are offered to them they can contribute to realise the demographic dividend and a bright future lies ahead of us!

6. It's all about evidence

Our plans, strategies and actions need to be evidence based. We need to collect, analyse and make use of valid and disaggregated data to develop specific and target oriented interventions. Only when we can prove that for example offering technical and vocational education and training to girls contributes to harness the demographic dividend, we can mobilise our governments to invest in these systems.

Ladies and gentlemen, harnessing the demographic dividend means investing in education and employment. If invest in education and vocational training and cre-



ate jobs, more young people can become wage earners who will choose to have fewer children than their parents. GIZ supports these investments so that well-educated and healthy young people can become the engine for socio-economic growth and development.

Through the BMZ Initiative for Rights-based Family Planning and Maternal Health, GIZ is committed to ensuring that more parents can exercise their human right to decide when, with whom and how many children they wish to have. This will have a positive impact on children's health and education, on the economic prospects of the whole family and on our partner countries' overall development.

Maternal and infant mortality and fertility rates decline only where girls and women gain access to education and economic independence. Therefore GIZ promotes the dialogue between the generations and the sexes. We also involve boys and men in gender-specific and comprehensive sex education and life-skills training. Furthermore we support sexual and reproductive health services that enable boys and men to assume responsibility for their sexual relations, contraception and family health and that empower girls and women to make their own choices.

Talking about girls and young women, I would like to draw your attention to the public panel discussion 'The female face of youth employment'. It aims at taking a closer look at the relation between girls' and young women's sexual and reproductive health and rights and female youth em-

ployment. I would like to encourage you to share what you have learned with the audience of the panel that have not been with us and at the same time to be open for new ideas.

On your way to the public panel I encourage you to think about the words of Chafiqua, an Afghan woman, when asked whether she has ever suffered under discrimination. She answered the following:

'When girls and boys are little their parents tell them that they are not equal. And unfortunately their mothers say it too – above all the illiterate women. Our society is run by men, so the women prefer to have sons than daughters. As boys are given preference as they grow up, they feel superior to girls. The girls do nothing expect work in the house, while the boys can have a job outside, trade, sell sheep ... and so they can earn money. That's why mothers want to have sons.'

Is this a face of female youth employment? ■



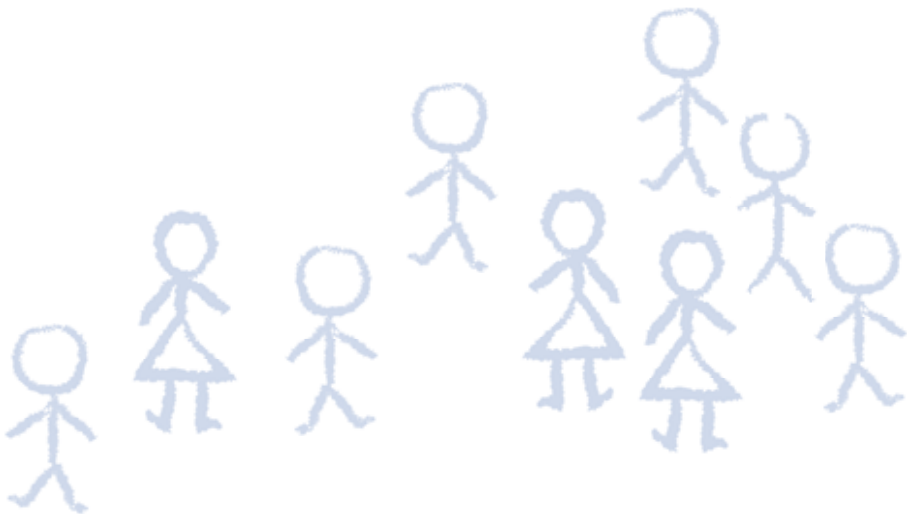
Youth and Employment

Realising the
demographic
dividend

11

11th International Dialogue
on Population and
Sustainable Development

Youth Preconference



Inputs



In dialogue with the private sector:
How does the market work and are jobs generated?
The Input was based on a powerpoint presentation.

Eva Erhardt

Economist, KfW Development Bank, Frankfurt

»» What do students study? University graduations in Africa and the world (2008-2010)								
	Education humanities and arts	Social sciences, business and law	Science	Engineering, manufacturing and construction	Agriculture	Health and welfare	Services	Other
Sub-Saharan Africa	26%	44%	12% (3% ICT)	4%	2%	5%	0%	7%
North Africa	22%	51%	8% (1% ICT)	10%	1%	6%	1%	1%
Asia	23%	30%	6%	20%	4%	9%	4%	4%
Latin America	23%	38%	7%	9%	2%	13%	3%	5%
OECD	25%	37%	10% (3% ICT)	11%	2%	11%	4%	1%

Source: AEO data, UNESCO.

››› More jobs are needed

- Sufficient number of jobs is key to demographic dividend
- Increase in jobs not keeping pace with growing number of young people
- 73 million young people (or 12.6%) look for work, 200 million young people are employed for less than 2 US dollars a day ('working poor')
- Young people 3 times more often hit by unemployment, informal employment or under-employment than adults
- Young women face highest barriers for accessing job markets

Example: Job market for African youth

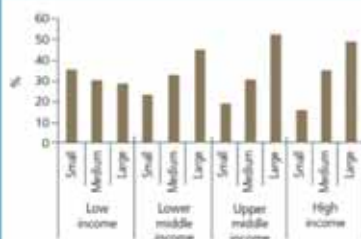


Source: OECD

- Most young people between 15 and 25 are still students
- Small proportion actually counted as unemployed
- Only about 1 in 3 working at all
 - small proportion full-time wage-employed
 - vast majority involuntarily under-employed, voluntarily works part-time or self-employed

KFW

››› Private sector creates 90 percent of all jobs



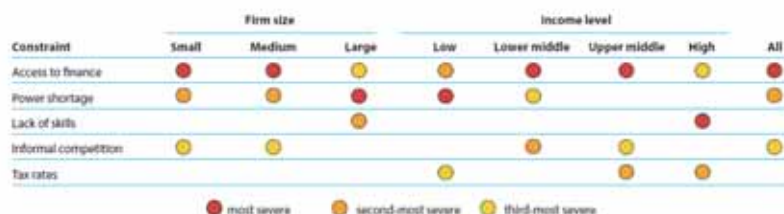
Source: Worldbank

- › Low-income countries: small firms have largest share of employment
- › Higher income countries: large firms have most jobs
- › Small firms grow twice as fast as average firm, but are also more likely to go out of business
- › Larger firms tend to be more productive, invest more in training, offer higher wages, and often better working conditions.

Growth of small, medium and large firms is the key to large-scale job creation

KFW

»» Lack of finance, power supply and skills are key constraints to firm growth



Source: Worldbank

- **Access to Finance** important for all firms, but particularly for micro, small and medium enterprises
- **Power supply** is the most important issue for companies in low-income countries
- **Lack of workers' skills and skills mismatch** constitute a key challenge for larger businesses and businesses in high-income countries

KfW

»» KfW contributes to enabling job creation

- KfW is development bank of the German Federal Government
- Goal: Promotion of economic and social progress in developing and transition countries
- Financing volume 2012: 4.9 billion EUR
- Sample Impacts for 2012:
 - **Access to finance** for over 6,7 million people
 - **Better Education** for over 4 million people
 - **Health** measures for birth control and HIV/AIDS-prevention for 50 million people



Example from KfW's work: Support to job creation in Ghana (in cooperation with GIZ)

- › Improve **Access to Finance** by supporting microfinance and branchless banking
- › Improve **Workers Skills** through Vouchers for Vocational Training
 - › Distribution of subsidized vouchers to workers of small and medium firms
 - › Private Sector Associations ensure certification of training institutes, match of curricula with private sector needs, monitoring of training outcomes



KfW





Tanja Kiziak

Deputy Manager, Berlin Institute for Population and Development, Germany

Population dynamics – challenges and opportunities

If mortality and fertility decrease, a young population can become the engine for the national economy. The experience of the Asian Tigers is proof of this. At the beginning of their impressive development, these countries had a demographic starting point similar to that of many sub-Saharan countries today and their level of development at that time was just as low. The development boost of the Asian Tigers was made possible by two fundamental changes:

Firstly: A demographic bonus was created because the number of people of working age increased in relation to the number of dependent young and old people.

Secondly: The demographic bonus could be transformed into a demographic dividend, into a gain for the national economy, because the many employable people actually have had the opportunity to become employed. For this people must be educated and jobs have to be created.

The Asian Tigers have simultaneously invested in education and family planning, and have carried out necessary economic reforms and initiatives. In addition, these societies recognised that high female labour force participation is absolutely necessary for economic progress and that education is a crucial prerequisite for this goal.

Even if the concept of the demographic dividend cannot simply be transferred from the Asian Tigers to today's countries with high population growth due to cultural, political

and economic differences, the way to the demographic dividend, in principle, is open for them, too. Yet politics has to determine the correct course.

As long as mortality, especially child mortality, and fertility remain high, a demographic bonus cannot emerge and therefore no opportunity for economically favourable development will arise. Investments in health and family planning, as well as in education can be identified as the most important starting points to attain a demographic bonus.

When people are able to exercise their sexual and reproductive rights, if contraceptives are available, sex education is provided and reproductive health and information services are expanded, the number of children will decrease in accordance with the wishes of the people.

Since, on average, women in developing countries wish to have fewer children than men, the way to lower the birth rates is mainly through the empowerment of women. Birth rates decrease demonstrably, if women have more to say in their families and in society, and if they have alternatives to their role as mothers. If girls and women attain a better education, this also reduces fertility. In particular, attending secondary school causes women to have children later and to be more actively engaged in family planning.

Children, whose mothers have attended secondary school, also have a significantly lower mortality risk, because the longer women have attended school the more they know about preventive measures such as

vaccinations, hygiene and nutrition. A study of 118 countries has shown that a decrease in child mortality was followed by sinking fertility rates with a delay of approximately ten years. This shows that couples are willing to have fewer children if there is a higher chance of survival for each individual child.

Education thus prepares the way for the demographic bonus is a key component for achieving a demographic dividend, once a favourable age structure has been reached.

It is, however, the job market which decides whether a country will be able to turn a favourable age structure into a demographic dividend. An economic upswing can only come about if people find productive employment opportunities. It is thus essential to first invest mainly in sectors with a high need for low-skilled workers. Once the population's level of education has increased, the focus should be on jobs in knowledge-intensive sectors that achieve greater added value.

The demographic bonus will not last forever because the large population cohorts eventually become older and the following generations do not equal them in size. Sinking fertility rates thus only open a window of opportunity. If it is used wisely, so that a demographic dividend emerges, this enables countries to invest into their education, health and social protection systems in order to prepare for population ageing – thereby giving them an advantage over countries that are faced both by population ageing and by strong population growth. ■

Reflections



Mohamed Magdy Elkhayat

NGOs' coalition against FGM,
Advocacy and communication associate, Egypt

We all came from different countries that almost represent five continents; bringing all those participants together was such a thrill, and getting to know each others was very interactive and amasing by asking us to group up according to the factors that influence youth unemployment as geographical distribution, number of family members, age, labour, gender.

During the introduction the International Conference on Population and Development (ICPD)-Programme of Action was brought up into discussion many times as an international framework that goes through a plus 20 review process where youth are engaged and included in all steps. **Maria Antonieta Alcalde**, Director of Public Affairs of the Advocacy of the International Planned Parenthood Federation/Western Hemisphere Region, High Level Task Force for ICPD shed light on the ICPD and Millennium Development Goals (MDGs) review process. We went into a very comprehensive discussion about MDGs and the fact that it didn't include youth specifically and considered them a cross cutting issue yet with the recent circumstances. Young people became a priority on all levels.

She also emphasised that the high level task force is working very hard with the governments to adopt the recommendations that came out of the review process hoping to push the young people's agenda as the core of development. She addressed other ques-

tions that urged young people, such as how to implement a global development framework and how to create accountability for it. Young people expressed the importance of political will, availability of all range of commodities at low prices, to target also communities in a comprehensive social norms change process.

All through the day boredom had no place with successive new warming up activities made between the sessions to regain focus and energy. Days before our meeting we were talking on social media about our expectations and hopes.

Since demography of countries is important to understand to reach to the welfare of humans, there was an open dialogue with demographic experts **Tanja Kiziak**, Berlin Institute for Population and Development, who explained what the demographic dividend is, when do fertility rates decline and how is that related to living better. Emphasising on the fact that having a large bulge of population in the working age, it is an opportunity to trigger development.

South Korea was presented to us as a successful example in bringing down fertility rate and how development should work to reach demographic dividend. With this example, the link between demographics and social development was much clear. Some of us had many questions youth demographic bulge, questions like how to benefit from it to turn it into an advantage or how African countries have the chance to reach the demographic dividend their own way. Tanja Kiziak also replied by stressing that no coercion is needed to realise lower fer-

tility rates and to realise the demographic dividend. Fertility rates usually decline automatically when living conditions in a country improve. However, politicians are often more interested in population growth, so it is important to explain them the economic benefits of fertility decline.

In one of the discussions one of us expressed the importance that all key players have to be on board to tackle the youth unemployment issue. **Eva Erhardt**, Economist, KfW Entwicklungsbank, **Klaus Brill**, Vice President, Corporate Commercial Relations, Bayer Healthcare explained to us how the job market work and how are jobs generated. These two examples of different big private sector entities elaborated how market works and the current status of employment for young people. Most of the participants tackled many issues concerned with efforts made to address gender equality and more young people employment by private sector in their questions.

Afterwards we were divided into two groups discussing youth input into the conference through the youth representative speech and the panel discussion.

Youth representative speech

The speech focused on the huge potential youth employment carries since we consist the larger part of communities; it also shed the light on women unemployment and role of each sector in its enhancement giving example of India in women empowerment and the importance of awareness.

Youth representative at panel discussion

During the last day of the conference, ac-



According to the agenda a public panel discussion about the 'Female Face of Youth Employment' to be organised. **Nargis Shirazi** was chosen to be the youth representative for this panel. We helped her preparing for the panel by discussing in small groups the expected questions for the public panel discussion. For example, we discussed the question how sexual and reproductive health and rights relates to young girls' employment.

At the end of the day major points agreed on in the two groups were presented to us all for final review and adoption.

Danya Bashir Hobba practiced her keynote speech for us and a simulation of the public panel discussion was done to get an idea of how the real conference was going to take place.

The meeting was followed by dinner in a special restaurant that promotes young people employment and offers them internships as a good example of young people inclusion and empowerment. We were involved into different discussions that revolve around young people status in each country and how can we address it through the conference. ■





Emmie Kio Wachira

Programme Assistant, Kenya Feed the Future
Innovation Engine, Kenya

Its a few minutes past 4 pm and a crowd of young people is slowly gathering in the Winters Hotel lobby in Berlin, Germany. They are a mix of nationalities, namely Africans, Asians, Europeans and Americans. Two lovely ladies are planning to take them on a tour around Berlin and as they announce that it will be a walk through the city, some remarks like ‘Aaaaa twatembea tena?’ (Hmmmh are we walking again?) Can be heard from the crowd... Definitely from one of the East African residents.

Don't be confused, these are not ordinary tourists. They are the youth participants of the 11th International Dialogue on Population and Sustainable Development, This year discussing on youth and employment. They have just shared their thoughts at a youth pre-conference on bridging the gap between young people and employment in order to realize the demographic dividend. Before the youth pre-conference, for me personally, the idea of the demographic dividend made little sense. I asked myself what my love for urban farming has to do with this dividend thing.

You see, many developing countries, for instance in Africa and Asia, experience a demographic transition in which mortality rates amongst young children decrease while life expectancy rises. During this transition there is a period in which there is a bulge in the numbers of young people which I learned is aptly referred to as the Demographic Bonus. This can be an opportunity for the economy of a country if the public and private sectors work together and establish jobs and policies that convert this demographic bonus into a demographics dividend. Countries like South Korea are already reaping their demographic

dividend. But for most developing countries; this is still a long way off.

Why is it so?

The transition from school to employment in some countries isn't automatic. Take for instance issues that were discussed during the Indonesia working group that took place on day two of the conference. Things like internships in Indonesia are apparently unheard of. Incorporating them into the system would prove a great help to young people. They would learn how to apply their skills and become familiar with the labour market. At the same time, women in areas like Bali are the main workers in low paying jobs while the men just gamble at cock fights.

Most jobs discriminate a lot especially against women. In addition, most of these young women get married off at a tender age which means that they have to cut short their education and hence end up in low paying jobs. If they make it through the education system, challenges await them at the workplace and many aren't seen as equals to their male counterparts. Unfortunately, these are challenges that cut across many of the so called developing nations. Young girls with little or no knowledge of sexual education get pregnant, or are married off early. They drop out of school, are forced to be housewives and the vicious cycle that is the female face of unemployment goes on.

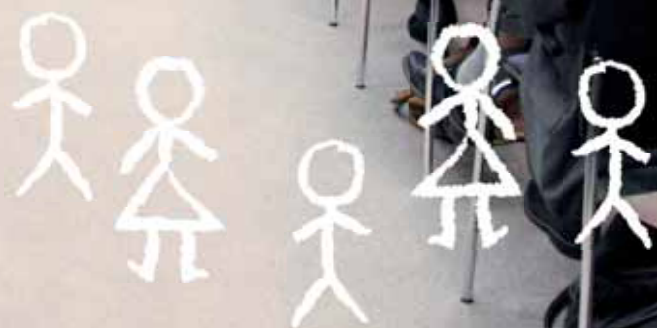
Empowering young women by providing education, including information on sexual and reproductive health and rights goes a long way in helping a country realise the demographic dividend. As the African saying goes, 'If you educate a woman, you educate

a whole society'. In other cases it could be the provision of social services that mean that if a young girl becomes pregnant she doesn't necessarily need to end her education. Kenya in particular has set forth rescue centers for young girls who are coerced in to early marriages and hence offers them a chance to continue with their education.

That is not all; the government too has a mandate to ensure that these labour and economic policies are followed to the letter. For a good policy that is not implemented is worth nothing.

Some young people in different areas of the world have taken a lead and started to create their own employment. That is where I come in. Agriculture, despite being one of the least considered options by young people, has the potential to create employment for millions of jobless youths. Borrowing from the words of Danya Bashir's keynote speech, 'as young people we are ready to be the change; development partners, government institutions, implementing agencies – are you ready?'

For my part, there was so much I learned about how population can be a positive or a negative factor in the growth of an economy. It all depends on how the government and the private sector behave and the policies and practices they implement. ■



Youth and Employment

Realising the
demographic
dividend

11th International Dialogue
on Population and
Sustainable Development

Panel Discussion

The Female Face of Youth Employment



Keynote



Babatunde Osotimehin

Executive Director, United Nations Population Fund (UNFPA), New York

This is my second time addressing the International Dialogue on Population and Sustainable Development, and this time I do it on a subject that I feel very passionate about.

The issue of women and girls in the world is one that we have to address upfront, and not only from the perspective of developing countries but globally. Inequalities and lack of equity and access are global issues. They vary from place to place but I think it's something that we need to address as a global community.

Much has been said about today's young generation: the largest the world has ever seen. Adolescents and youth account for 1.8 billion of the 7 billion people on the planet, and 90 per cent of them live in the developing world. Now that constitutes an opportunity but could also be a challenge. We reckon that in the least developed countries about 60 per cent of the population is under the age of 25 – and I've been to many countries where, when you look at the demographics and the censuses, you see that it's actually around 70 per cent in some places, depending on the country. And due to high fertility in those countries, the number is going to increase. We're going to continue to sustain that increase over a period of time. Even if – and I say this some degree of confidence – we intervene now actively and we provide these young people with the education and the services they require, there will be growth. So what

you are dealing with is a large generation of young people going forward.

The developing world can take this as an opportunity to use this human capacity for development. We have seen in other parts of the world how that can happen: South East Asia developed in this way and actually became very aggressive in terms of their economic growth. These young people can become agents of change, but it's not a given. The demographic dividend is not given. It's something that you have to actively bring about. You have to educate young people and not just in numeracy or literacy. It's about education and skills development. It's about entrepreneurship training; it's about access to credit; it's about access to services.

I think that there is one thing that we must, as development practitioners, continue to speak to the developing world about: the need to make investments. And those investments are huge. When I look at the profile of the investments that developing countries give to education and health, I have to say it is small. So beyond the fact that the entire budget is not large, the percentage of it that goes to education and health is small. We have to advocate so that countries invest effectively.

Today seven per cent – or seven out of ten – of the most rapidly growing economies in the world are in Africa. Why are they growing?

First they are growing because of extractive industries. They are growing because of oil, diamonds and gold. I think we must ensure that we encourage those countries to re-in-

vest that money into inclusive development because that is the only way that they can realise the demographic dividend and make progress.

The second thing that is important in terms of the demographic dividend is that we must also ensure that women, and young women in particular, have access to reproductive health services, particularly family planning, because you cannot continue to have a high dependency ratio and think that you'll grow – that will not happen. If you have one million people looking for jobs today, are you able to provide them? That one million is also having four, five, six or ten children per family. So you have to do two things: educate and provide family planning services. We have to address the issue of fertility levels – not in a coercive way. We are not going to do anything beyond just ensuring that we provide information and services so that people can make these choices themselves – and this has happened in many parts of the world.

When you educate a young woman, especially beyond secondary education, beyond the age of 18, usually what you see is that they tend to make very different fertility choices than those who don't complete secondary education. Indeed we find that in countries that have prioritised girls' education, fertility drops off considerably. In Bangladesh and Pakistan, for example, you can see that over, of course, a period of time, education, employment and being able to migrate from rural communities to urban communities brings down fertility and ensures the demographic dividend. I think that's a very important point. But we have to be careful not to give the impression

that's all you have to do and the population momentum would go down immediately. It won't, but over time you would get that demographic dividend.

Now, let's talk about employment. Employment is a major issue for most countries. Some 50 million young people in the poorest countries in the world are looking for work in the labour market and many of them are not going to find productive work because of these countries economic circumstances.

In its youth employment report, the International Labour Organization (ILO) notes that the globalised relation of youth-to-adult employment rates hardly changed in recent years. In 2013 youth unemployment is almost three times as high as adult unemployment

and it's an upward trend. It is expected to continue into the near future. This year, as many as 73 million young people are estimated to be unemployed, or 12.6 per cent. But the broad trends mark considerable differences between regions. Unemployment rates in East Asia, South Asia, and sub-Saharan Africa, were below the world average, while in Europe and the Commonwealth of Independent States they were significantly above the world average at about 18 per cent. In North Africa youth unemployment is about 24 per cent and in the Middle East, it stands at 29 per cent.

Unemployment among young women was lower than among young men in the developed economies and in East Asia, but it was higher in all other regions. The largest share of unemployment amongst young women



is in the Middle East and North Africa. But Latin America and the Caribbean also have a considerable share of unemployed young women.

Addressing these challenges requires not only stronger investments in youth, in girls and women, but also a change in discriminatory laws and practices, which exclude even well-educated women from the labour market.

A large challenge in developed countries is the proliferation of temporary work, and in developing regions it is the large number of poor quality informal, subsistence jobs. Indeed, in the least developed countries, unemployment is rather small. But almost all young people are suffering from underemployment. There's unemployment, there's underemployment and I think we have to look at that very, very carefully.

One of the things that I always talk about is the issue of women in domestic work, something that we never really take into consideration. They are often not even paid or given any remuneration. Against this background, what can we do to help countries realise the demographic dividend and the potential of their young people?

I will give you some specifics again: In countries with high fertility the focus must be on reducing fertility levels. This is the only way to create conditions for a demographic dividend. Promoting sexual and reproductive health and rights is a key to this by empowering families to decide on the number, timing and spacing of their children. Universal access to sexual and reproductive health

services, especially voluntary family planning; education beyond primary level; the empowerment of women; and investment in young people will make a world of difference for young people, their families and their societies. In countries with a shrinking youth population, the focus must be on increasing labour productivity. How countries such as Germany will cope with an aging population depends on how these countries treat their younger generation. Germans have to look after their young very, very well.

Now, we've seen that when you encourage families to have children, they actually do have children. If you have family friendly policies that actually ensure that women can have children and still have their careers and fathers can be part of it and you have crèches very close to work, you actually do find you stimulate population growth.

In all countries – whether they have a large and growing youth population or a comparatively small and shrinking one – sustainable social and economic development depends on full, productive and remunerative employment.

Investment in the human capital of young people is essential for a prosperous future, but it is too simplistic to say that human capital investment will solve youth unemployment. In many countries economic recovery has been too weak to create jobs, or growth is simply jobless. Investment in human capital must therefore be complemented by adequate economic and environmental policies that promote sustainable and productive investment in physical and natural capital.

Current patterns of economic growth are associated with accelerating depletion of natural resources and more frequent and intense natural disasters. These patterns are a major liability for the younger generations. We need to transform the current economic and development paradigm to deliver better social benefits – not just economic outcomes, and nurture the well-being of people and the planet.

Investment in human capital requires investment in education beyond the primary level, as well as technical and vocational training. But it is most fundamentally investment in health. I want to speak about the focus of the 2013 State of World Population report: too many young women become teenage mothers, too many of them drop out of school, too many of them confront discrimination and exclusion, and too many are unable to actively participate in labour markets and economic, social and political life more broadly. As a result, too many are stuck in poverty. In high-fertility countries, pregnancy constitutes a significant obstacle to girls' education and career opportunities. In countries with high incidences of HIV/AIDS, girls are particularly vulnerable to HIV infection. So investment in health and education is such an important thing moving forward.

While in some regions girls have achieved parity and even surpassed boys with respect to education indicators, women still account for two thirds of the world's 776 million illiterate people, and female education continues to lag behind male education in much of Africa and Asia. Improving the quality, relevance and inclusiveness of

education and building on successful experiences in vocational education emphasising life skills and livelihoods is important for women and young people.

There's a large and growing gap between the demands countries place on young people and the opportunities that countries provide to them. In reality a large and growing number of young people do not find productive and remunerative employment and the marginalisation in the economic sphere brings with it marginalisation in political, social and cultural life. Young people are the custodians of today and of the future and all countries must recognise and cultivate their powerful potential.

As Executive Director of UNFPA, it is my vision to deliver a world where the potential of every young person is fulfilled. For this to be achieved, young people must have a voice in decisions that affect them and their world. If we are to solve the most pressing issues of our time, we need to ask ourselves how UN agencies and other stakeholders can empower young girls to drive social and economic progress and environmental sustainability.

As the Secretary-General has reminded us, 'A Failing to invest in youth is a false economy'.

Each one of us carries a cell phone and each one of us has many gadgets that have affected our lives in ways we've never really thought of. Today if you look at the production lines of everything that we produce, there are fewer human hands than before. So we have a situation where the private

sector, the public sector is actually in a position to employ fewer people. At the same time, these same technologies are the technologies that enable us to get information from the internet, that enable us to educate ourselves without even going to universities. What we are heading for is a world where everybody's empowered and will ask for his or her rights. Now we have to think about it: how do we then make sure that every one of us can be creative? And how do we empower young girls to be part of this.

This evening's topic is 'the female face of youth employment', so I'd like to leave you with this one thought: Today there are about 600 million girls in the world – 90 per cent of them in developing countries. Empowering those girls to make choices about their own lives – to stay in school, to delay marriage and childbirth, to seek decent employment – is one of the surest ways to transform in-

dividual lives, strengthen families and communities and ensure equitable, sustainable development for all. Let them be creative and innovative and give them a space – a safe space – to be part of the communities in which they live.

If a girl is educated, healthy, safe and skilled she will invest in herself first, and as a physician I know that she not only invests in herself, she invests in her child. If she is educated, she is going to make quality investments in her child, and this means the health of that child and the education of that child will be primary. She will have fewer children, so we're talking now of moving into the demographic bonus and making sure that her future, her family's future and our common future is assured.

Tomorrow is today aged 10, and it's a girl. Change her life and you change the world. ■



Statements from the Panel Discussion

Moderator: We are now dealing with the largest youth generation in world history. What are the global trends that you at the International Labour Organization (ILO) perceive as far as youth employment is concerned?



Charles Dan

Special Representative on Youth and Social Inclusion, International Labour Organization (ILO), Geneva

I am not bringing good news and if I were talking about youth employment today, millions of young women and millions of young men around the world would be wondering what I am talking about. The reality is that we have four out of ten young people who are unemployed and in some countries, let's take the European Union, the average unemployment rate is 23 to 24 per cent. In some countries like Spain you have an unemployment rate of 55.6 per cent. And in Greece it's 63 per cent. In countries like Portugal and Italy the unemployment rate is over 35 per cent, but when you come to developing countries, the unemployment rate is definitely lower. In East Asia, for instance, the unemployment rate is 9.5 per cent, in South Asia 9.3 per cent and in Latin America this year the youth unemployment rate is projected to be 14.4 per cent. When it comes to Africa it is even lower, but that doesn't mean this is good news; it is only

because people, young men and young women are simply forced to work so they are in fact working poor, and are underemployed.

The situation is definitely bad and the global crisis has aggravated the situation in many countries. Given this gloomy picture, you will not be surprised when I say that the situation is also not so good when it comes to gender. The global crisis has aggravated the situation everywhere, particularly when it comes to female employment and female youth employment. The only region where we can say it has not been aggravated is the developed economies in the European Union where, if you take the statistics from 2007 to 2011, the youth unemployment rate among men increased by 6.1 per cent, while the unemployment rate among young women worsened by 4.7 per cent. Why? This is simply because the crisis has actually hit the sectors that are predominantly male, like the construction sector, whilst some sectors that are predominantly female-driven, like the care services, have been hit less.

The question is to know what can actually be done to counter this situation. We have to take a life cycle approach and I would like to highlight here four areas where something could be done globally to improve the situation of young females. The first issue I would highlight is child marriage and early pregnancies. The second issue is of course education. According to the World Bank, each

time that a young woman is offered the possibility to have one year of secondary education, it increases her chance to increase her income by 10 or 20 per cent. The third factor is of course discrimination as well as misconceptions and stereotypes about male and female occupations or categories. The fourth factor is the possibility for women to have access to tertiary education.

Moderator: Maria Antonieta Alcalde, you are not only with the International Planned Parenthood Federation (IPPF), but also a member of the High-Level Task Force of the International Conference on Population and Development. Can you bring us better news?



**Maria Antonieta
Alcalde**

Director of Advocacy,
International Planned
Parenthood Federation
(IPPF)/Western Hemisphere Region, Mexico

When I was invited to the panel to discuss ‘The female face of employment’, some colleagues asked me what does this have to do with the High-Level Task Force on ICPD, because we are for sexual reproductive health rights and gender equality. It has been very clear here, what the linkage between sexual reproductive health rights and employment is. It is very clear if you are a child and you are not able to go to school because your parents do not allow girls, or the law in your country does not allow girls to go to school. It is then going to be very hard for you to get decent employment. If you manage to get to school but you are

forced to get married when you are 10 or 11, it will be very hard for you to escape from poverty. If you manage to go to secondary school but you don’t have information about sexual reproductive health and you get pregnant, it is going to be very hard for you to escape poverty and get a decent job. And if you even make it to college and you get pregnant when you want to get pregnant, there may be no law or very bad laws for maternity in your country – this is not only about developing countries, but also about developed countries. If there are very bad maternity leave policies and you have to choose between staying home with your kids or continuing your career, it is going to be very hard for you to access development and have a decent job.

What always puzzled me about the conservative forces is that they are the ones saying ‘we are for family, we are for children’. They are the ones that are actually prohibiting women from having access to development, not allowing families really to develop and forcing women into poverty, preventing women from having access to good education, to good health from being able to make own decisions.

We need to think about how can we have better arguments, how we can go beyond their religious arguments or the conservative arguments and convince the policy-makers that this is the right thing to do, that we need sexual reproductive health and rights to be a priority in the post-2015 global development agenda. It is crucial not only for health, but also for employment, it is crucial for development and it is crucial for women, girls and young people.



Moderator: When it comes to implementation, Lucia, how do you implement the advice on the ground? How difficult is it? Is it a case-by-case study, not a blanket for all?



**Lucia Chebett
Laboso**

International Project
Coordinator, DSW
(Deutsche Stiftung Welt-
bevoelkerung), Kenya

We do integrated sexual and reproductive health at the core of our work. Alongside that we also provide information on business skills, especially to those young people that have unfortunately dropped out of school and also mentorship, vocational training and at advocacy level, ensuring that we have all the stakeholders on the table to have all the work anchored at the legal and policy level. It is not like instant coffee, pour some water and stir, and voilà you have your coffee, no. The contexts that we work in are very different. Young people are not a homogenous group. Every young person has got their needs. We need to have responsive programmes to demands. So context is very important. There is no ‘one size fits all’.

Just to use the example of Kenya: For instance, the ‘Youth Enterprise Fund’, which has just been initiated, is basically a very good idea. But the criteria are that you must be in a group or you must have a limited company, you must have registered a company. Now I am considering this for a young lady who maybe dropped out in primary school: The processes of registering this company are very literacy-heavy and to

even register the company or go for the government tenders you must be literate. You must go to the county capital and you must know how to sign, you must invest some money in it and in the process. You can see that this programme ends up being only for the elite, for those who had access to higher education and unfortunately most of them are male, since girls drop out of school more.

Furthermore, if you look at the transition from primary to secondary, we have had great improvement in the last few years in Kenya. But we are now at 40 per cent and for the boys it is heading to nearly 70 per cent. And if we look at university level, the gap between males and females is even bigger.

We have to admit we have made progress; in fact our topic was the ‘female face of employment’. I think a few years back, it would have been ‘the female face of unemployment’. But there still needs to be a lot more done to improve not just the quantity but the quality, especially because girls are already represented at the lower level of the employment food chain.

Political will is important. There needs to be agreement between policies and political pronouncements. In Kenya, for instance, though the government has policies for family planning, some politicians have been discouraging their constituents against using it to improve their own chances of winning elections. When will women’s bodies stop being misused for selfish ends?

Moderator: Turning to the business sector, the private sector. Can you tell us a little bit

about the role of the private sector when it comes to the female face of employment? How does the private sector contribute, if at all, to increasing the labour force participation of young women?



**Judith
Helfmann-Hundack**
Director of Foreign
Trade and Development
Policy, Afrika Verein der
Deutschen Wirtschaft e.V.
(German-African Business Association), Berlin

It is probably not very polite to do that, but I have to answer back with – why should they? What difference does it make for the private sector companies, who are doing the work? Does it make any difference whether it is a boy or a girl, young, old, whatever? Employers have a task that needs to be done. Full stop.

That is the pure economic answer to your question. We have DSW and all sorts of organisations that will work on questions of gender equality, female youth employment etc.. But we all know I am trying to be a little bit provocative on this point.

I am speaking for 600 companies organised in the Afrika Verein der Deutschen Wirtschaft that invest in Africa, export to Africa, do trade and they are not closing their eyes. One of the biggest problems they are facing is skilled workforce. They need it, want it and are willing to do a lot for it. It's part of their investment. It would therefore be really helpful if we had supportive governments. We need some basic education

and then the private sector can go in. It is not really the task of the private sector to secure basic education. Reading, writing and calculation should be the bottom line and then vocational training can come in. This should also be provided for the girls, because the private sector also wants them and their special abilities and talents.

I am talking especially about Africa. We are trying to work together, the private sector and development corporation. There are very good reasons for that and very successful example concerning training of the youth and promote – female – youth employment. Let me give you another answer to the question why private companies should care about the females' workforce: because, in the long run, we have to accept that for many jobs women are just more reliable, do the more diligent work. They have social skills that a company needs in the long run. You cannot easily have a successful company where there are only men working.

Finally, I think it's not just about changing laws, it's really about changing the understanding that there is a lot of spirit, a lot of skills, of ideas, of motivation that women can contribute to the business sector in general. Yes we will miss a lot, if we don't take them into account and don't make sure that they get their fair share and good support.

Moderator: We heard that an employer doesn't care who he gives the job to – men or women. He just needs that problem to be solved – whoever solves it doesn't really make a difference. What's your opinion?



Nargis Shirazi

One of the 100 Global Young Leaders nominated by Women Delivers, Uganda

It is important to have women in the different companies, it is important to have women working, not only in the informal sector, but also in the formal sector at the same time. I have noticed that governments don't quite understand the health language. They don't quite understand the education language. The language they really understand is when we are talking about money – then you got their attention. So you have to say: There is a negative cost of not including young women in the labour market.

Especially in Africa, it is the women in the household who are doing all the work. We need more involvement of men. I think it is also very important as we are discussing this to know that, especially with the African context, we definitely need to include men in all our work. I am the kind of person that is really passionate about male involvement in everything to do with women and specifically with sexual reproductive health and rights. One thing I have noticed, especially with my experience working in villages is, at the end of the day, the women do not make the decisions. In a rural area where I worked with the Millennium Villages Project UNDP, I met a pregnant lady who had 9 children and she was pregnant with the 10th. I asked her, if she knew anything about family planning. The funny thing is, we normally think that these women are ignorant, but not

all of them are. The lady took me through the long-term methods and the short-term methods. So I asked, 'If you know all this, what's stopping you from seeking counselling on family planning?' She looked at me and said, 'The man'. So, at the end of the day, if – especially when we are dealing with the female face of youth employment – we do not look into issues of men and male involvement in sexual and reproductive health and rights, if we do not get that support, if we just focus on the girls and the women, then I think we are going to have a more difficult time trying to change the face of today when it comes to women and employment.

I just want to clarify male involvement. We have to think about the context in which we are working. In some communities women can stand strong, but in others, especially rural, that is not that certain. Male involvement does not mean men making decisions for women. It is men supporting women in their decisions – I just wanted to clear that up. Political will is very important. When I go back to Uganda, I will be away from this community here. What happens is in the hands of the leadership. I also want to stress adolescent-friendly youth services. One problem we have in my country is a cultural attitude towards youth and sex. I can give you an example: once when a young boy bought a condom, the lady behind the counter gave him a lecture telling him using a condom was wrong. At the end of the day we cannot blame young people for not seeking these services even if they can be accessed. The reception they get when they seek these services will affect their decision and choice. Just talk openly about sex to young people and give them

comprehensive sexual health and reproductive rights education.

Charles Dan: When it comes to the title of this fascinating discussion – the female face of youth employment – I think that the role of leadership is key. It is very important first to place employment at the centre of policies, especially macroeconomic policies. Then you can achieve the rest. It is also important to place youth employment at the centre of

policies and the female face of employment. If things are not going the way we want, it is because we know that we need a different kind of policy scenario.

The challenge is huge and nobody can do it alone. The governments can't do it alone, parliaments can't do it alone, and everybody has to be involved. This is why the ILO launched in June 2012 a call for action, it highlights that nobody can do it alone. ILO



cannot do anything without the UNFPA, the WHO, UNESCO, without the entire system. At regional level, we have to look beyond borders because regional integration is going to become the name of the game in years to come.

Don't think at national level this is going to be done by the governments or the parliaments – it is going to be done by everyone. I would like to end by saying there is a change

happening right now in Africa. But at the same time we can never forget that, even if we have impressive growth rates in Africa, we still have the key issue which is the redistributive dimension of this growth – not only for the rest of the population, but also for the women in the population. ■



Final Remarks



Tewodros Melesse

Director General, International Planned Parenthood Federation (IPPF), London

The profile of the panel represents what it's all about: we have Dan Charles from the International Labour Organization (ILO), the multilateral organisation giving the perspective on the data, but I think the other side of the ILO is the trade union movement which is a very critical part of the whole balancing. Then we have Maria Antonieta Alcalde, Deputy Director of Public Affairs, International Planned Parenthood Federation (IPPF) and from the High Level Task Force for ICPD she brings that engine, that perspective of the young person and how young peoples' voice can be heard globally. There is the best practice perspective as Lucia Chebett Laboso, International Project Coordinator at DSW (Deutsche Stiftung Weltbevölkerung), Kenya tells us.

We have to be on the ground because whatever we are advocating, we need to give you what works, what doesn't work – practically. She gave us the example of the girl taking an exam while she's in the maternity ward. But now here I, Mr. Optimist, join in saying that, a couple of years ago, she may not have even been taking an exam, she might have been dead. She might not have been in the maternity hospital but still she shouldn't have been in a maternity bed to take her exam.

That's why I join Judith Helfmann-Hundack, Director Foreign Trade and Development Policy, German African Business Association, Berlin – there is some level of misunderstanding of what is stated. To separate out

a couple of things: If businessmen want to do business, if they want to succeed in the private sector, they are not going to employ women for charity: they want a capable, productive and educated workforce. She's not saying they'll not employ women, but she's challenging society to create the right environment to give the potential for women to be educated, to be productive and to have the skills – but don't expect business to assume that responsibility that you have foregone. That's the message.

So, if we want the business community to engage women we can ask them – they contribute through taxes – we can ask them to give social responsibility funds, we can ask them as citizens to be working, but as a society, let's invest in girls, in education, in empowerment and making sure that this inequality in employment and in education is not accepted so that all girls have a chance. Let's advocate for young people, successful women, so that they are not given away when they are 12, so that they are not taken out of school.

Let's address the challenge of the practices which are unacceptable, let's make sure that sexual reproductive health and rights are respected for every girl in every village, irrespective of where they live. The legal barriers should be removed. Those governments, those politicians should be held accountable. 2015 is around the corner: it took us 7 years to have a reference in MDG 5, we cannot afford to be a comma beyond 2015.

We have all got to fight to make sure that the priority is human-centred and that humans

and the youth are practically involved in that. And that is not a charity: the voice of young people should be heard but the young people should also realise: you are never given freedom – you have to fight for it. So, let's unite those of us who believe in that.

And finally, I end my summary of what this wonderful thing has been, with what Doris Witteler-Stiepelmann, Federal Ministry for Economic Cooperation and Development (BMZ), has said: 'let's make sure that women, young or old, own their bodies in life'. ■



Youth and Employment

Realising the demographic dividend

11

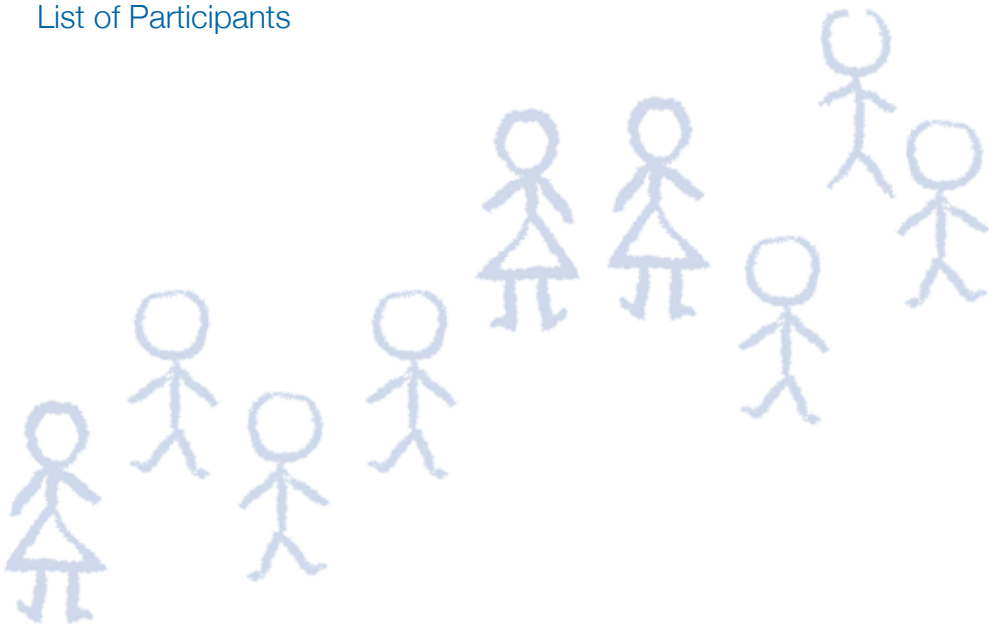
11th International Dialogue
on Population and
Sustainable Development

Annex

Programme

Biographies

List of Participants



Programme

21.10.2013 (Monday) – Youth Preconference

► Location: KfW Berlin, entrance via Behrenstraße 32, 10117 Berlin, Germany, Room E 301

22.10.2013 (Tuesday) – Day 1

► Location: KfW Berlin, entrance via Behrenstraße 33, 10117 Berlin, Germany, Kassensaal

12:00 h Registration with small lunch

13:00 h **Opening Session**

Facilitators

Janet Jobson, South Africa / **Nanjira Sambuli**, Kenya

Welcomes

Marc Engelhardt, Director, Department for Development and Sector Policy, KfW Development Bank, Frankfurt

Klaus Brill, Vice President, Corporate Commercial Relations, BayerHealthcare Pharmaceuticals, Berlin

Friedrich Kitschelt, Director General, Africa and Latin America; Global and Sectoral affairs, Federal Ministry for Economic Cooperation and Development (BMZ), Germany

Keynotes

Charles Dan, Special Representative on Youth and Social Inclusion, International Labour Organization (ILO), Geneva

Danya Bashir Hobba, Ambassador to Libya for the One Young World, Tripolis

14:30 h **World Café**
sharing challenges and good practices in youth employment

16:30 h World Café hosts' reports/results – all discuss

Final Remarks

Dianne Stewart, Director Information and External Relations Division, United Nations Population Fund (UNFPA), New York

17:30 h End of Day 1

23.10.2013 (Wednesday) – Day 2

► Location: KfW Berlin, entrance via Behrenstraße 33, 10117 Berlin, Germany, Kassensaal

9:00 h **Keynote**

Reiner Klingholz, Managing Director, Berlin Institute for Population and Development, Berlin

9:30 h **Working Groups**

Country Working Group Bangladesh:

Moderator: **S.M. Shaikat**, Executive Director, SERAC-Bangladesh

Input: **Mohammad Hussain Choudhury**, General Manager of Services, Marie Stopes International (MSI), Bangladesh

Rapporteur: **Heather Barclay**, Senior Adviser, United Nations Engagement, International Planned Parenthood Federation, (IPPF), London

Country Working Group Kenya:

Moderator: **Claudia Levy**, DITSL – German Institute for Tropical and Subtropical Agriculture, Witzenhausen

Input: **Ivy Mwai**, General Manager, Education, Equity Group Foundation, Kenya

Rapporteur: **Christiane Rudolph**, Head of Division, DEG – Deutsche Investitions- und Entwicklungsgesellschaft mbH/ KfW Bankengruppe, Köln

Country Working Group Indonesia:

Moderator: **Kaja Juczynska**, Population Act International, Washington

Input: **Laurentius Sumadi**, Director, Solo Techno Park, Jakarta

Rapporteur: **Michael Herrmann**, Economics Advisor, United Nations Population Fund (UNFPA), New York

12:30 h Lunch break

- 14:00 h **Results of Working Groups**
The rapporteurs of the Country Working Groups present the results.
All participants discuss results.
- 16:00 h **Final Remarks**
Karin Kortmann, Deputy Director General, Sectoral Department,
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH,
Germany
- 16:15 h End of 11th International Dialogue followed by Public Panel Discussion



Public Panel Discussion: The Female Face of Youth Employment

11. International Dialogue on Population and Sustainable Development

► Location: KfW, Charlottenstr. 33 a, 10117 Berlin, Germany

Welcome

Bettina Tewinkel, Director Policy Department: Health, Education, Social Protection, KfW Development Bank, Frankfurt

Doris Witteler-Stiepelmann, Head of Division: Federal Government/States/Local Authorities; Migration and Employment; Returning Experts; Export Credit and Investment Guarantees, Federal Ministry for Economic Cooperation and Development (BMZ), Germany

Keynote

Babatunde Osotimehin, Executive Director, United Nations Population Fund (UNFPA), New York

Discussants

Maria Antonieta Alcalde, Director of Advocacy, International Planned Parenthood Federation (IPPF), High Level Task Force for ICPD, Mexico

Charles Dan, Special Representative on Youth and Social Inclusion, International Labour Organization (ILO), Geneva

Judith Helfmann-Hundack, Director Foreign Trade and Development Policy, German African Business Association, Berlin

Lucia Chebett Laboso, International Project Coordinator, DSW (Deutsche Stiftung Weltbevölkerung), Kenya

Nargis Shirazi, One of the Young Leaders appointed by Women Deliver, Uganda

Moderator

Ali Aslan, Deutsche Welle, Berlin

Closing Remarks

Tewodros Melesse, Director General, International Planned Parenthood Federation (IPPF), London

20:00 h

End of Panel discussion followed by reception

Biographies



Afutu-Kotey, Robert Lawrence

is currently a Doctoral Fellow at the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana. He is investigating youth livelihoods and entrepreneurship in

the mobile telephony sector for a PhD in Development Studies. He holds an M.Sc. in Regional and Urban Planning from the London School of Economics and Political Science (LSE), UK, and has previously researched and published on youth entrepreneurship in the informal sector, urban governance and conflict, and micro-health insurance.



Alcalde, María Antonieta

is Director of Advocacy at International Planned Parenthood Federation (IPPF). She develops and implements IPPF/WHO's advocacy strategy at the regional and international levels and supports

the advocacy work of their member associations. She has co-founded several organizations including the Latin American Youth Network for Sexual and Reproductive Rights and the International Youth Coalition. Previous to joining IPPF/WHO, she was the General Coordinator of Balance, Promotion for Development and Youth in Mexico City, where she designed and implemented workshops on gender, sexual and reproductive rights, advocacy, and youth leadership. Ms. Alcalde holds a degree in Accounting from the Universidad Nacional Autónoma de México (UNAM).



Alexander, Nicholas

is a Master's student in the Health and Society programme at the Berlin School of Public Health (Charité Universitätsmedizin Berlin), with a background in health and

gender dynamics. He is currently researching the applicability of the global burden of disease-quantifying tools for men's health indicator sets. His previous academic background includes a B.Soc.Sci (Hons) at the University of Cape Town, where he explored working fathers' perceptions on the development of possible paternity leave laws in South Africa, as well as the gendered dynamics of the sexual double standard among students in South Africa. His work experience includes the fields of market research, teaching, translation, and web content management.



Arisandi, Yusi

is Head of Environment Management Technology Study Programme at the Center of Educators and Educational Staff Quality Improvement Malang/Indonesia. She completed her Master degree in

Environmental Chemistry at Brawijaya University in 2011. She became a government employee under Ministry of Education and Culture, since 2005. Now she is working at PPPPTK BOE/VEDC Malang as a trainer. Her main task is to train educators and educational staff to improve their knowledge and skill in environmental education and also plan, design and package environment training programmes.



Aslan, Ali

is the host of the international talk show 'Quadriga' on Deutsche Welle TV. Previously he has worked as a journalist for leading television networks around the world. His work at CNN, ABC News and Channel

News Asia took him to Washington, New York, Istanbul, Barcelona and Berlin. Upon his return to Germany, he ventured into politics, serving as a policy and media advisor to the federal government before returning to broadcast journalism in 2012. Mr. Aslan holds a Master of International Affairs from Columbia University's School of In-

ternational and Public Affairs, and a Master of Science in Journalism from the Columbia University Graduate School of Journalism. He received his Bachelor of Science in Foreign Service from Georgetown University.



Baehr, Renate

is the Executive Director of DSW (Deutsche Stiftung Weltbevölkerung). Ms. Baehr has a long-standing record of successful international advocacy work for population as well as sexual and reproductive health

and rights issues. Ms. Baehr has served on various German government delegations to major conferences, including the International Conference on Population and Development (ICPD), and was appointed as member of the High Level Task Force for ICPD in 2012. She holds degrees in Political Science and Mathematics by the University of Hannover.



Barclay, Heather

leads the United Nations engagement on behalf of the International Planned Parenthood Federation (IPPF). Ms Barclay is a human rights specialist with legal background. She has extensive experience in international

human rights systems and national human rights institutions, translating high-level strategic objectives into practical outcomes. She holds a B.A. in Jurisprudence from the University of Oxford and a B.A. in Political Science from Carleton University, Canada.



Bashir Hobba, Danya

is a Libyan author and activist. She is Ambassador to Libya for the One Young World and works with the Dubai School of Government on the Arab Social Media Report. Ms. Bashir

Hobba recently attended and spoke at the Yahoo Change Your World Conference in Cairo on the panel for revolutionary women where she discussed the role of social media to ensure women's rights in the new Libya, as well as at the United Nations, General Assembly on Fostering Cross-Cultural Understanding for Building Peaceful and Inclusive Societies. Currently she is working on a new project utilizing social media to create positive democratic change in areas such as entrepreneurship, leadership, politics, economics, health and social awareness to those who are unable to engage in traditional learning process.



Begum, Husne Ara

has been working as Project Coordinator, adolescent sexual reproductive health and rights project of Family Planning Association of Bangladesh (FPAB). Her roles and responsibilities are to coordinate the

staff and activities related to projects which includes management, planning, supervision and monitoring of health promotion campaigns to adolescent and youth on sexual, reproductive health (SRH) and their rights. Since completing her Masters in Social Science in 2005, she has ten years long experiences of working in the field of health, family planning, maternal and child health and adolescent health in different non governmental organisations and received training on counselling, family planning, marketing and behaviour change communication, vaccination and quality management.



Begum, Kulsum

is working as Joint Secretary at the Ministry of Health and Family Welfare in Dhaka, Bangladesh. She works in the field of population family planning.



Biomndo, Bornice

holds a B.Sc. in Publishing and Media Studies and is currently finishing up her Master degree at Charité Universitätsmedizin, Berlin School of Public Health. She has worked as a news journalist in Kenya and also as

a public relations and communications person for a health project that specialises in care, training and research. Her experience working as a journalist, and later as a communications specialist for the health project, exposed her to the social, economic and political challenges that burden communities and hinder development in Kenya.



Bolderson, Claire

is a news journalist and documentary maker now working independently after more than 25 years as a foreign correspondent and news anchor at the BBC. She is an experienced moderator of live radio discus-

sions, podcasts, conferences and public debates. She advises charities on communications strategy and teaches the Media and Society course for the University of North Carolina's London Honours programme. Ms. Bolderson is vice chair of the board of governors at an elementary school. Her latest documentary, on health care in Indonesia, will be broadcasted on BBC radio on November 21st. She is responsible for the social media at the 11th International Dialogue on Population and Sustainable Development.



Brill, Klaus

is Vice President of Corporate Commercial Relations at Bayer HealthCare Pharmaceuticals, Berlin. Further career milestones were: Head of Department of Medical Affairs Gynaecology and Marketing Gynaecology,

Head of Gynaecology Business Unit in the German operation and Head of Strategy and Portfolio Management as well as of the Global Women's Health-

care Business Unit. He is member of the Steering Committee of the 11th International Dialogue on Population and Sustainable Development.



Bruning, Sonja

in January 2013 she became International Team Manager Community Work at DSW (Deutsche Stiftung Weltbevölkerung). She studied Social Work at the Technical College in Hildesheim and also completed internship pro-

grammes overseas in Paraguay, Israel and Namibia. In 2004, she pursued an advanced professional qualification in International Project Management for development and humanitarian aid. From October to December 2004, Ms. Bruning researched DSW programmes as part of her continuing education. She has worked with the Development Programmes team since January 2005, since 2007 as Senior Programme Officer.



Calov, Annika

has held different positions in KfW Development Bank since 1999. After some years in urban infrastructure, especially in the Balkans, and questions of private sector participation in urban infrastructure she worked during 4

years as freelance consultant in the Caucasus. Since 2008 she is an active moderator/mediator within KfW as well as other organisations. As of January 2014 her field of responsibility within KfW Development Bank will shift towards Health and Education as Head of Division Competence Centre for Sustainable Economic Development, Health and Education.



Chaerani, Dela

is Secretary for Department of Multimedia at State Vocational School Bekasi City/Indonesia. In 2005 she was graduated from department of Management Informatica, faculty of

Computer Technology and Science at University Computer Indonesia. Since 2007 she works as computer teacher in a private High School, and in 2011 become local government employee under Ministry of Education and Culture. At this moment she attends the International Leadership Training for Climate Change and Green Jobs which is provided by Deutsche Gesellschaft für Internationale Zusammenarbeit und Entwicklung (GIZ) GmbH.



Chebett Laboso, Lucia

is an International Programme Coordinator at DSW (Deutsche Stiftung Weltbevölkerung) leading the implementation of an advocacy programme aimed at leveraging European Union, national and sub national

funding to address the unmet need of family planning in low and middle income countries in East Africa, West Africa and South Asia. She is a development practitioner with ten years experience integrated programme cycle management, advocacy, partnerships and institutional strengthening. Ms. Chebett Laboso has post-graduate training in Children and Youth Development, Programme Management and an MA in Education, Gender and International Development.



Chetty, Dhianaraj

is a Senior Project Officer responsible for Programme and Technical Development at United Nations Educational, Scientific and Cultural Organizations (UNESCO) Section on HIV and Health Education in

Paris. His expertise covers a range of work including education policy, sexuality education, gender and broader sexual and reproductive health issues affecting adolescents and young people. He has worked in the education sector for over twenty years including a period as a senior civil servant in South Africa and as a senior advisor to ministries of education in East and Southern Africa on HIV and education policy, programming and response management.



Choudhury, Mohammad Hussain

is working at Marie Stopes Bangladesh in the field of reproductive health as General Manager – Services. As Senior Management Team Member, he contributes to the strategic

planning of the organisation and is responsible for operation of the multiple country programmes and projects. He obtains a Bachelor of Medicine & Bachelor of Surgery (MBBS) degree and a Master in Public Health from Dhaka University, Bangladesh. He started his career as Medical Officer in the Ministry of Health and Family Welfare, Bangladesh. In 1987 Mr. Choudhury left the government service and joined development sector.



Coppard, Dorothea

is an experienced educationalist with a Master in Public Health. She has worked in development cooperation for more than 20 years and spent the greater part in various countries in sub-Saharan Africa. At present, she

heads the Sector Programme Education with 16 members of staff which advises the Federal Ministry for Economic Development and Cooperation (BMZ) regarding the field of education



Dan, Charles

is the Special Representative of the International Labour Organization (ILO) on Youth and Social Inclusion since 1 May 2013, after having served as Assistant Director-General and Regional Director for Africa of the

ILO (2008-2013) and Senior Adviser in the Office of the ILO Director-General (1999-2008). Mr. Dan's international experience started in 1987 with the International Organisation of Employers (IOE). He is a Graduate of the Institute of Political Studies in Paris (Sciences-Po Paris). He has also a Degree in Law and a Master's Degree in Public Law from the University of Paris II – Assas, as well as a Diploma of Higher Studies in Public Law from the University of Paris I Pantheon – La Sorbonne.



Datta, Neil

is Secretary at European Parliamentary, Forum on Population and Development. He holds a Master's degree in European Public Administration from the College of Europe in Bruges and a Bachelor of Arts in His-

tory and Languages from the State University of New York at Binghamton. In 2000, he together with a select group of Parliamentarians founded the European Parliamentary Forum on Population and Development and since 2004 has served as its Secretary.



Davidashvili, Marina

is Senior Policy Officer at the European Parliamentary Forum on Population and Development (EPF). Prior, she has been Network and Knowledge Sharing Facilitator for the Reproductive Health Initiative in the

South Caucasus, a joint EC – UNFPA project. Ms. Davidashvili holds a Master's degree in European Studies from the Hamburg University of Economics and Politics, where she graduated with a thesis on Women in the Labour Markets of Czech Republic, Hungary and Poland.



Elkhayat, Mohamed Magdy

is the Egypt Representative of the Arab Youth Coalition for ICPD providing recommendations and new policies. Mr. Elkhayat is also an advanced trainer, core member and national coordinator for the Youth

Peer Education Network(Y-PEER). Besides that he coordinates the Action Aid Activista Egypt youth network and is a member of the Youth Leading Work Group providing consultation on the post 2014 review agenda. Since 2012 Mohamed Magdy Elkhayat works as advocacy and communication associate in the NGOs coalition against female genital mutilation (FGM). After his graduation at the Kasr AL Ainy faculty of medicine at Cairo University, Mr. Elkhayat started his professional career 2012 as Logistics Intern at the Arab Foundation for freedom and equality in Lebanon.



Engelhardt, Marc

is Director of the Department for Development and Sector Policy at KfW Development Bank.



Eppel, Dr. Gerd

is specialised in internal medicine and public health. Since 1987 he is employed by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. From 1991 – 1995 he has been heading

a primary health care programme in Madagascar focusing on district health system, family planning, regional drug supply and health financing. From 1996 – 2005 has been heading a HIV/AIDS – family planning project in Senegal. The main areas of work consisted in health system strengthening via integrated FP/HIV services, community participation in HIV prevention and promotion of family planning. Since 2005 he has been heading the German Cameroonian Health and AIDS Program. Focus areas: Support to community participation in a national drug supply system and the management of health structures, SWAp support, health financing, HIV/AIDS prevention, HIV/AIDS/TB intervention in prisons, hospital maintenance, campaigns against harmful practices and gender based violence.



Erhardt, Eva

is Economist at KfW Development Bank in Frankfurt, Germany. As a member of the Competence Center for Development Research at KfW, she is responsible for all matters concerning employment pro-

motion by German Financial Cooperation. She joined KfW in 2006. In her previous positions she was senior project manager for KfW's activities in the water sector in Sub-Saharan Africa as well as the financial sector in Eastern Europe, Caucasus and Central Asia. Before joining KfW, Ms. Erhardt started her career as a management consultant

in Accenture's financial services practice in Germany, Austria and Switzerland. She holds a Master degree in Economics and a Master degree in Political Sciences from the University of Innsbruck in Austria and the Tulane University in the United States."



Ettema, Lydia

is Policy Advisor for Marie Stopes International (MSI) based in the MSI Europe Office in Brussels. Prior to joining the MSI Europe Office in 2006, she worked for three years in China for MSI and spent

over a decade working in developing countries. She worked in emergency situations in Burundi, Guinea Conakry and South Sudan with Médecins Sans Frontières (MSF), and on HIV/AIDS projects in Cambodia, with MSF and CARE International. Ms. Ettema studied at Maastricht University and the University of Applied Sciences Leiden gaining a University degree in Health Sciences, a Diploma in Community Health and Bachelor degree in Nursing.



Gitonga, Nancy

is the Chief Executive Officer for African Women's Entrepreneurship Program (AWEP-Kenya Chapter), Executive Board member with The African Women's Development and Communication Network

(FEMNET) and Director at Network for Capacity Building, Training and Research, an organisation working with youths from marginalised communities and from informal settlements. Her core areas of experience revolve around entrepreneurship development, private sector growth, gender mainstreaming and promoting of women's rights. Ms. Gitonga seats in the National Steering Committee of the Promotion of Women in Business and Investment in Kenya, a project under the Ministry of Industrialisation and also in all the Steering Committees of African Growth Opportunity Act (AGOA) under the Ministry of EAC, Commerce and Tourism.



Grace, Edward Warren

is a United States university student studying and working in the Charité Hospital in Berlin for a year on a governmental exchange. He has been involved in research linking youth health education to hypertension,

a large health problem in the USA. The findings maybe could be used to help look at social based health problems in less developed nations. This conference has special relevance to his area of interest, as there is undoubtedly a connection between the public health of young people and their respective employment opportunities.



Günther, Dr. Kilian

works as an Advisor on multi-sectoral responses to HIV and AIDS, his main areas of work being the linkages between SRHR & HIV, HIV and education, gender and human rights at Deutsche Gesellschaft für

Internationale Zusammenarbeit (GIZ) GmbH. He studied medicine at the Universities of Freiburg, Buenos Aires and Harvard Medical School. He completed basic studies in sociology, philosophy and psychology, before gaining practical experience in various hospitals and public health projects in Uganda, India, Venezuela and Mexico.



Häfner, Kristin

is working as an Advisor at the Sector Initiative Population Dynamics, Sexual and Reproductive Health and Rights with a focus on Population Dynamics at Deutsche Gesellschaft für

Internationale Zusammenarbeit (GIZ) GmbH in Germany since July 2012. After her graduation in Health Promotion and Management in 2009, she worked as a Technical Advisor for GIZ in Zambia in the area of HIV and AIDS prevention and Health Promotion workplace programmes, focusing on the transport and construction sector. She is a member of the Steering Committee of the 11th International Dialogue on Population and Sustainable Development.



Haile, Sahlu

is the Regional Advisor for sub-Saharan Africa of Packard Foundation. He has over 30 years of experience in the development and management of family planning programmes. He has extensive experience in

programme and human resources management in a multicultural and multidisciplinary environment. He is familiar with the international donor environment including USAID, the UN system, foundations and bilateral organizations. He has vast knowledge of the African continent as a result of working with communities, governments and non-government organisations in more than thirty English and French speaking African countries.



Hanne, Dr. Detlef

works for the KfW Development Bank in the Financial Cooperation Section. He is a geoscientist by training who spent several years working internationally in research projects of development cooperation and

industry after his first degree. After his PhD, he was responsible for the Africa Initiative of the Volkswagen Foundation as a Program Manager. One of his key interests is research capacity development in Low Income Countries (LICs), especially sub-Saharan Africa. He is member of the Steering Committee of the 11th International Dialogue on Population and Sustainable Development.



Haslegrave, Marianne

having studied history for her BA and MA degrees, now semi-retired, she still spends part of her time working as the Director of the Commonwealth Medical Trust (Commat). She also served as a consultant on

Partnerships for Sexual and Reproductive Health and the Millennium Development Goals (MDGs) within the UN Millennium Project and has been a member of UK government at International Conference on Population and Development in Cairo in 1994.



Helfmann-Hundack, Judith

is Director Foreign Trade and Development Policy at the Afrika Verein der Deutschen Wirtschaft e.V. (German-African Business Association) in Berlin, seconded by the Federal Ministry for Economic Cooperation

and Development (BMZ). She studied law and politics in Germany and China, specialising in international and trade law. She started her professional career in 1998 with the Bundesverband der Deutschen Industrie e.V., BDI (Federation of German Industries), in the field of international relations and development policy. In 2000 she joined Ernst&Young as an auditor and business consultant. Before joining the Afrika Verein in 2011 she has been working with the Deutsche Investitions- und Entwicklungsgesellschaft mbH (DEG) as an Investment Manager for Asia and Microfinance.



Herrmann, Michael

is Adviser on Population and Economics with the United Nations Population Fund (UNFPA), and member of the United Nations Lead Economist Network. He is responsible for assessing the linkages between demo-

graphic and economic change, and for informing policy dialogues on developmental challenges. His focus is on sustainable development, green and inclusive economic growth, and poverty; employment, social security, and pension; as well as economic trends and prospects, sovereign and private debt, and macroeconomic policies.



Hinz, Catherina

is working as Project Manager of the Global Programme "Promoting the Agenda of the International Conference on Population and Development" at Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. She has more than 19 years

of experience working in the field of information, communication and advocacy on development

issues with a special focus on population issues and sexual and reproductive health and rights. Before joining GIZ, she has been working for DSW (Deutsche Stiftung Weltbevölkerung) for 15 years, in her last position as Director of Communications and Advocacy. She has been member of the Steering Committee of the International Dialogue on Population and Sustainable Development for several years in the past.



Jacobs, Floortje

became in 2011 a Youth Advocate for CHOICE for Youth and Sexuality. She's been to Nairobi to provide an advocacy training to a youth-led partner organisation. The International Dialogue on Population and Development

will be her first conference as a youth advocate of CHOICE. She is 26 years old and currently living in Amsterdam. She has a Bachelor's degree in Human Geography and recently graduated for the Master Human Geography as well as for the Master International Development Studies, all at the University of Amsterdam. Her main focus was on urban studies and she's done research projects in India and South Africa.



Jobson, Janet

is facilitating the International Dialogue on Population and Sustainable Development. Since 2011 she is working as Portfolio Manager of the DG Murray Trust's Leadership for a Winning Nation portfolio. She

has a long background in civic activism, which began in campaigning for girls' and women's rights through organisations such as Amnesty International and the South African Girl Child Alliance which lead to an increased passion for supporting young people to actively contribute to their communities, countries and at global decision-making levels. She completed a BA (Hon) degree in History at Rhodes University and an MPhil in Development Studies at Oxford University, focussing on the role of young people in global civil society. In 2009/10 Ms Jobson spent the year as a Sauvé

Scholar in Montreal – an international professional and personal development programme for emerging young leaders.



Jurczynska, Kaja

is a Research Associate at Population Action International (PAI), experienced in designing and executing research to inform sexual and reproductive health and rights policy advocacy. Ms. Jurczynska special-

izes in demographic analysis as well as family planning and reproductive health (FP/RH) financing research. She is currently developing a new body of work around the demographic dividend. She recently served as the principal investigator for a year-long systematic analysis of the global, regional and country-level (Kenya, India and Pakistan) FP/RH landscape, with special attention to evaluating the demographic context, key stakeholders, the policy/program environment and financing. She was born in Krakow, Poland and is a graduate of the London School of Economics and Political Science, earning her M.Sc. in Population and Development in 2010.



Kalla, Britt

has been working at the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH as an Advisor in the Sector Project "Realising the Rights of Children and Youth in German Development

Cooperation" since 2009. She studied Diplomacy, International Relations and Human Rights at the University of Canterbury in Christchurch, New Zealand. Following that, she worked at the German Institute for Human Rights in Berlin on the topic of human rights in development cooperation and in the communications department. In 2008, she undertook a second postgraduate degree in International Development at the Centre for Rural Development, located at the Humboldt-Universität, Berlin.



Kent, Caroline Jane

is the International Director Partnerships and Communications at DSW (Deutsche Stiftung Weltbevölkerung). In January 2009, Ms. Kent became Advocacy and Campaigns Manager and 2011 Director

German Advocacy. She was awarded an MSc in European Studies from the London School of Economics in 1998 and prior to this she studied Social Sciences at the University of Hanover. From 2000 to 2004, she worked at DSW as a Project Coordinator on several different international communication projects, then went on to London to become the Chief Editor of the UN Millennium Campaign. She returned to DSW in June 2006.



Kibrea, Golam

is an Environmentalist and Sustainable Development Activist and part of several national, regional and global level projects and organisations working with very specific focus on the youth development processes. Since

2006, he has been working for many global youth platforms and youth led projects including International Youth council (IYC), UNEP-TUNZA Asia Pacific Youth Network, International Network for Environment (INE), Asia Pacific Youth Network (APYN), UNFPA National Youth Forum, Ministry of Health, Bangladesh, and US Embassy, Bangladesh.



Kissi, Samuel

is a Youth Advocate and independent youth development consultant based in Accra with a primary focus on country development plans, adolescent and youth sexual and reproductive health and rights

(SRHR). He has been working since 2004 at the international level on youth development as well as with AfriYAN, where he has been working to provide technical expertise to country networks on engagement with country development plans and national youth policies. Mr. Kissi was a member of the International Steering Committee for the ICPD Global Youth Forum in Bali and chaired the

Outcomes Task Force which produced the landmark ICPD Bali Youth Declaration. He was a key member of the drafting team of the Accra Call to Action as part of civil society consultation for Africa for the ICPD Operational Review and Chair of the ICPD Africa Youth Pre-Conference.



Kitschelt, Dr., Friedrich

is Director General for Africa, Latin America and Global and Sectoral Affairs in the German Federal Ministry for Economic Cooperation and Development (BMZ). He studied Sociology, National Economics and Law

and is a professionally trained Journalist. He was awarded his PhD in 1985. Friedrich Kitschelt has worked for more than 12 years in various countries abroad.



Kiziak, Dr., Tanja

is Deputy Manager for the Berlin-Institute for Population and Development. Her main areas of interest are Africa's demographic challenges and educational issues. She studied linguistics and computer science

in Tübingen and Newcastle upon Tyne (Great Britain) and graduated with an M.A. in 2004. After graduating, she joined the collaborative research centre 441 at the University of Tübingen as a research associate and carried out investigations on the relation between empirical data and theory in linguistics. She completed her Ph.D. in 2009.



Klingholz, Dr., Reiner

is the Managing Director of the Berlin Institute for Population and Development. Under his guidance the Institute has developed into one of the most influential German think tanks, and has published numerous

studies and discussion papers on demographic change in Germany, Europe and the world. He was graduated in 1977 and completed his PhD in molecular biology at the University of Hamburg (1983). As the Director of GEO's Tropical Rain For-

est Project (1997-2003), Klingholz has evaluated and planned numerous development and conservation projects in developing countries. This non-profit NGO supports integrated development projects designed to protect the rainforests and their indigenous peoples.



Kloss-Quiroga, Dr., Barbara

is Head of the Sector Initiative Population Dynamics, Sexual Health and Reproductive Rights at Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. She has been working for DSE/InWEnt since

October 1988 as Head of the Primary Health Care Division. She was Senior Project Manager responsible for HIV/AIDS cross sector representative as well as Gender and Equality Representative for InWEnt. She is member of the Steering Committee of the 11th International Dialogue on Population and Sustainable Development.



Koech, Sylvester

is Second Secretary of the Kenya Embassy in Berlin. Born in 1979, he obtained his Bachelor of Arts degree in Sociology from Egerton University, Nakuru, Kenya, in 2006, and Master of Arts degree in Inter-

national Relations from the United States International University, Nairobi, in August, 2013. He joined the Ministry of Foreign Affairs in 2007 as a Foreign Service Cadet. In 2012, he was posted to the Kenya Embassy Berlin as a Second Secretary where he is responsible for Education, Health, Sports and Cultural Affairs, among other duties.



Kortmann, Karin

is Deputy Director General at the Sectoral Department of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. In her work at the executive committee of Care Germany-Luxembourg from

2011-2012 and her church-based voluntary activities Ms. Kortmann has been honoured with the Walter and Marianne Dirks award for her commitment to fight poverty, social exclusion and injustice. During her time as Member of the Parliament, she has been State Secretary at the Federal Ministry for Economic Cooperation and Development (BMZ) from 2005 to 2009 and was at the same time member of the executive committee of the German Foundation for Peace and Research.



Kretz, Jürgen

is Desk Officer for Bangladesh, Bhutan and SAARC at the Federal Ministry for Economic Cooperation and Development (BMZ). His areas of responsibility include cooperation on climate adaptation, energy efficiency & renewable energies,

justice reform as well as social & environmental standards in the ready-made garment sector. He is member of the BMZ steering committee on sustainability. Prior to joining BMZ he was a policy advisor to MP Viola von Cramon in the German Bundestag. He also served as a lecturer in China Studies at Freie Universität Berlin. Mr. Kretz studied Political Science and Intercultural Communication at Technische Universität Chemnitz, Freie Universität Berlin and Beijing International Studies University.



Kühn, Thierry

is Desk Officer in the Division for Health and Population Policy at the German Federal Ministry for Economic Cooperation and Development (BMZ). Before, he worked with the German Academic Exchange Service (DAAD)

in Germany, with Doctor without borders (MSF) in the Democratic Republic of Congo and with the Welthungerhilfe (German Agro Aid) in Ethiopia. He is member of the Steering Committee of the 11th International Dialogue on Population and Sustainable Development.



Lawrence, David

is a Junior Doctor working in the UK who has been a volunteer with the International Planned Parenthood Federation (IPPF) for a number of years. Most recently, David has worked closely with IPPF on efforts related to the Commission on Population and Development and the numerous consultations on the future of the Millennium Development Goals. Mr. Lawrence is a member of the Steering Committee for the 11th International Dialogue and has been particularly involved with the programme for youth delegates.



Lemmer, Sophie-Charlotte

is a student committed to UNICEF since six years. Additionally, she is Youth Ambassador of the initiative WorldWeWant which aims to represent the youth's interests with regard to the Post 2015 Development Agenda (initiative of the Federal Ministry of Economic Cooperation and Development and UNICEF). Moreover, she is an active volunteer supporting a local project in Brazil focusing on deprived girls. Thus, her special interest lays in the advocacy of children's rights and in building the future in a sustainable way.



Levy, Claudia

since 2009 Ms. Levy joined DITSL – German Institute for Tropical and Subtropical Agriculture. She is specialised in society-nature relations, study of fringe communities and management of conservation areas. She holds an M.Sc. on Human Geography from the São Paulo State University of Campinas – UNICAMP Brazil and a Joint International M.Sc. on Regional Development Planning and Management under the SPRING Program from the University of Dortmund, Germany and the Kwame Nkrumah University of Kumasi, Ghana.



Lugoe, Naomi

is working at Femina HIP in the Monitoring and Evaluation Department. With more than ten years working with youth in Tanzania, Femina through its Ruka Juu (Jump Up!) economic empowerment initiative is raising youth awareness on entrepreneurship, financial literacy, business and livelihood opportunities.



Lukale, Nelly

is a trained Community Health Nurse and Master Peer Educator, born and raised in Kenya. She is a member of Kenya Young Women's Christian Association (YWCA), where she serves as the National Youth Coordinator. Ms. Lukale is also currently an expert resource person for a multi country programme on SRHR in eight countries in Africa supported by the World YWCA in partnership with the David and Lucile Packard Foundation and ARROW. This is towards generating a global south SRHR report "Southern Voices": reclaiming and redefining the SRHR Agenda for 2015. She also was a youth representative at the 10th International Dialogue on Population and Sustainable Development.



Maryana, Mr.

is working at Directorate General for Childhood, non formal and informal Education – Head Sub Directorate of Vocational Education and Training at Ministry of Education and Culture in Jakarta, Indonesia. He is also currently part of the Doctorate Program in Technological Education of the Faculty of Education at Jakarta University. Mr. Maryana has training experiences in Thailand, South Korea, Japan, China, Israel and Germany.



Melesse, Tewodros

is Director-General of International Planned Parenthood Federation (IPPF). He studied at the Catholic University in Louvain, Belgium. He has over

25 years' experience in family planning and reproductive health, starting in 1984 as a programme officer with FPIA. He subsequently joined IPPF Africa Region and gained extensive experience planning, developing, monitoring, and managing large-scale development and reproductive health programmes in Africa. Mr. Melesse assumed the directorship of the Africa Regional Office in 2002, and vigorously refocused and restructured the operation.



Moinuddin, Hassan Rashid

joined United Group in Dhaka/Bangladesh in 2007 as a Second Generation Director. In July 2011 he was appointed as Managing Director of United Enterprises & Co. Ltd simultaneously holding the position of

the Managing Director for United Power Generation and Distribution Co. Ltd. and many more sister concerns. Mr. Rashid is an Active Trustee of the United Trust, a CSR organisation of the Group and United International University Foundation. In 2011 he oversaw commissioning of 208 MW Power Generation under three projects (KPCL II, KJAPCL & UAPL) with combined project cost of USD 1 Billion. He also established United Maritime Academy in 2010, one of the finest academic institutions in Bangladesh.



Monas, Nanja

joined in April 2013 CHOICE for Youth and Sexuality and became a youth advocate. The International Dialogue on Population and Development will be her first international conference as a CHOICE youth

advocate. She is 24 years old and currently living in Amsterdam. She has a Bachelor's degree in Psychology with two specifications (Organisational Psychology and Free Bachelor Psychology) and recently she obtained her Master's degree in International Development Studies, both degrees at the University of Amsterdam. The focus of Ms. Monas Master thesis was on social movements,

on which she did research in Chile. Aside from this research she has been involved in several projects in Peru as an intern as well as a volunteer.



Mubiru, John Bosco

is currently a Co-Researcher on the Minimum Wage Study that focuses on minimum wage as an option for social protection in Uganda. Previously he served as an ethnographic researcher during the African

Power and Politics Programme (DRT in partnership with Overseas Development Institute-UK) that was generating information about local governance and public goods service deliver and poverty. Other studies Mr. Mubiru has participated in other studies including Domestic Response to Humanitarian Crises in Uganda (DRT in partnership with Development initiatives – UK), Social Exclusion of Persons with Disabilities in Accessing Social Services. He holds a M.Sc. in Social Protection Design and Financing from Maastricht Graduate School of Governance, Netherlands and a BA in Social Work and Social Administration from Makerere University, Kampala.



Mwai, Ivy

is General Manager of the Education and Leadership Pillar at Equity Group Foundation. She is charged with overall management of the Wings to Fly scholarship programme. The programme is a partnership with

various corporate foundations and bi-laterals to provide scholarships to enable 10,000 academically promising students from needy family's access to secondary school education. Before joining Equity Group Foundation, Ms. Mwai worked as the Director of Admissions for the African Leadership Academy in South Africa for four years, where she was instrumental in the recruitment of over 3,000 applicants to the Academy. She is a Dean's list graduate of Ohio Wesleyan University with a double major in International Relations and French (Honors) and holds Diplomas in Business French, Marketing and Personnel Management.



Ngito, Kepha

is Founding Trustee and Executive Director of Map Kibera Trust, a community-based organisation with programmes in Kibera, Mathare and Mukuru, three of Nairobi's largest slums.

He is community organiser and peace activist with more than ten years experience in civic engagement and conflict management in Nairobi's informal settlements. Besides that Mr. Ngito is a part time student for a Bachelor of Arts in Political Science and Public Administration at the University of Nairobi. As motivational speaker on youth leadership; he did a successful ten city speaking tour called – The Great Generation Speaking Tour of the UK in 2009. He has also travelled and spoken to audiences in Uganda, Switzerland and Ghana as well as in many towns within Kenya. In 2011 he received the Generation of Leaders Award for Youth Leadership in Nairobi.



Nilsson, Karin

is Program Officer of Public Policy and Advocacy at the Swedish Association for Sexual Education (rfsu). The objective of the rfsu is an equal world in which the individual rights of all

people including women, homosexual, bisexual, transgender persons and the poverty-stricken are respected. Their international development efforts aim to increase the conditions for productive work with SRHR issues in various countries through long-term cooperation with local partner organisations.



Omolo, Dr., Jacob

holds a BA (Economics), MA (Economics) from Kenyatta University, MA (Economic Policy Management) from Makerere University, Uganda and Ph.D (Economics) from Kenyatta University. Before joining

Kenyatta University in the year 2010, Dr. Omolo worked in the Ministry of Labour and the Institute

of Policy Analysis and Research. His areas of research interest are youth employment challenge; poverty-targeted employment creation strategies; wage determination; minimum wage policy; ripple effects of minimum wages; productivity management; and development of effective monitoring, evaluation and reporting systems.



Opoku, Daniel

is studying the Master's programme Health and Society: Gender and Diversity Studies at the Berlin School of Public Health, Charité Universitätsmedizin. He worked previously as a Senior Research Assistant

at the Department of Community Health, School of Medical Science, KNUST, Ghana under the NPT/SMS Disability Project (now the Centre for Disability and Rehabilitation Studies). His area of interest is public health, especially health systems research and service delivery. Mr. Opoku's aim is to use diplomacy, experience and capability to facilitate cooperation and solutions in order to achieve organisation's goal and create mutual benefit for the entire society.



Osotimehin, Dr., Babatunde

is Executive Director of United Nations Population Fund (UNFPA). Before, Dr. Osotimehin was Nigeria's Minister of Health. Prior to that, he was Director-General of Nigeria's National Agency for the Control

of AIDS, which coordinates HIV and AIDS work in a country of more than 160 million people. Dr. Osotimehin qualified as a doctor from the University of Ibadan, Nigeria, in 1972, and went to the University of Birmingham where he got a doctorate in medicine in 1979. He was appointed Professor at the University of Ibadan in 1980 and headed the Department of Clinical Pathology before being elected Provost of the College of Medicine in 1990. He also served in several organisations, including as Chair of the National Action Committee on AIDS, from 2002 to 2007.

Dr. Osotimehin received the Nigerian national honour of Officer of the Order of the Niger (OON) in December 2005.



Popp, Silvia

has worked for the German Institute for International and Security Affairs/SWP since January 2012 as a member of the Global Issues Division. Her main focus is on demographic changes in developing economies and the link between youth bulges and related social issues. In one of her previous positions as a Research Assistant for a member of the German Parliament, she was involved in research on German foreign policy. Ms. Popp studied Economics and Political Science in Potsdam and Bergen.



Pramono, Setyoko

is working as Trainer in Center for Industrial Education and Training (CIET) Jakarta, Indonesia. His main job is to train officers / government employees and small medium enterprises to develop their skill and

knowledge. One of his institution responsibilities is to supply industries with skilled workers and create more entrepreneurs to open more jobs and decrease the rate of unemployment. After finishing his Master at Gadjah Mada University majoring in Human Resource Management, he was recruited as Government Employee in Ministry of Industry.



Rahman, Towidhur

has been President of the Bangladesh Apperlars Workers Federation (BAWF) for the last eight years. In 1989 he joined the Garment Workers Employees Union, Dhaka Division and in 1992 he got his diploma in

Management of Trade Union System from the International Labour Organisation in Turin, Italy. After that, he was following up Coordinator of the

International Confederation of Free Trade Unions – Bangladesh. Mr. Rahman has been working in the readymade garment field for the last 25 years. He is joint General Secretary of Bangladesh Labour Federation – BLF (affiliated with the International Trade Union Confederation – ITUC) and is a member of the workers side Conciliation cum Arbitration Committee – BGMEA.



Reiplinger, Lena

is desk officer in the Federal Ministry for Economic Cooperation and Development (BMZ). She has been working at BMZ for two years and is responsible for strategic and overarching issues, such as the

BMZ Education Strategy, the post-2015 process in the education sector as well as inclusive education and strengthening of education systems. Ms. Reiplinger holds a master degree in European Studies.



Ridwan, Rinaldi

is serving as Member to the Board of Director Youth Coalition for Sexual and Reproductive Rights. He is also working with Rutgers WPF Indonesia as Communication Officer. His specialties include experienc-

es of working with young people's issue, media, development communication, health communication, global affair, and youth mobilisation in national, regional, and international organisation in multicultural environment worldwide. Mr. Ridwan started working with Women Journal Foundation, a feminist organisation working to promote women's rights. He was then working with IPPF ESEAOR as youth coordinator for YSNAP, a regional youth network consisting of young people working to promote young people's sexual and reproductive rights in 26 countries in East and South East Asia and Oceania region. On 2012, he was serving as one of the co-chair of the Global Youth Forum: Youth Rights at the heart of development as thematic forum for ICPD review process.



Riemann, Lena

is a Youth Representative, who took part in the „World We Want“ initiative of the Federal Ministry for Economic Cooperation and Development (BMZ) and developed an own project for sustainability within a finep

seminar. Since October 2012 she began to study Political Sciences at Freie Universität Berlin, Germany. She is actively engaged in development politics, for example she worked as consultant for Global Learning for „Bildung trifft Entwicklung“. For one year, 2008/09, Ms Riemann studied at Whippany Park, an American high school. She spent one year in Pucallpa, Peru, doing volunteer work for two NGOs: the Peruvian NGO AIDER and the American NGO Alianza Arkana. She assisted developing and realizing projects and taught English.



Riobó Souto, Alba

is responsible for Employment and Youth in EU development policy, within the sector “Employment, Social Inclusion and Social Protection”, EU Directorate-General for Development and Cooperation (EuropeAid).

Her current position involves the formulation of EU strategies on those areas, thematic support to country operations and management of the Thematic Programme ‘Investing in People’. Ms. Riobó Souto holds a Master’s degree in International Law and a postgraduate diploma in development cooperation. Prior to her current position, she worked for the Spanish Permanent Representation to the EU and as development cooperation officer for the regional representation of Galicia in Brussels. She has large experience in working for civil society organisations, particularly in the field of the rights of young migrants.



Roda-Pulkowski von, Jens

is Project Manager with KfW Development Bank. He works in the Sector and Policy Division Health, Education, Social Protection which is acting as a resource base for education

within KfW, advising external and internal colleagues and partners on sector strategies and product development. His special interest lies in new instruments to finance education innovations and vocational training. Mr. Roda-Pulkowski is also handling KfW’s education portfolio in Kenya. He studied economics in Mannheim, Louvain-la-Neuve and Namur and holds a graduate degree in economics (equivalent M.Sc.) from Mannheim University.



Rudolph, Christiane

is Head of Division of Corporate Strategy and Development Policy at Deutsche Investitions- und Entwicklungsgesellschaft (DEG), a member of KfW Bankengruppe. She has been working for DEG for 15 years with

a start in the division she is leading today. For almost ten years, she has been working as Senior Environmental and Social Specialist within DEG’s Sustainable Department. Main focus of her work has been applying international environmental and social standards with a sector focus on hydropower and agriculture and a regional focus on Asia and Africa. In doing so, she followed closely trends in international good environmental and social practice. She studied geography. In addition, she holds an M.A. in international politics, economics and history where she focused on the developing world.



Saal, Irina

is working as Advisor of the Executive Director of DSW (Deutsche Stiftung Weltbevölkerung). In this capacity, she supports the Executive Director in matters of organisational development as well

as in the coordination of advocacy for SRHR in the framework of the High-Level Task Force for ICPD. Following studies in Germany and France, Ms. Saal holds a Bachelor of Arts in Political Science and a Master degree in European Business. Previously, she worked for the promotion of German-Arab relations with the Euro-Mediterranean Association for Cooperation and Development.



Sambuli, Nanjira

is facilitator at the 11th International Dialogue on Population and Sustainable Development. She is a musician, mathematician, new media strategist and tech enthusiast based in Nairobi, Kenya. She has worked with

reputable organisations, brands and campaigns, fusing the technology and creative industry sectors to work towards enhancing each other, and with various United Nations organisations (UNEP, UN HABITAT), Oxfam GB and Legal Resources Foundation. On the technology front, she has created the Tech4Traffic event series that brings together the tech community, policy makers, law enforcers, government officials and citizens in one space to discuss how best all interest groups can collaborate towards creating efficient traffic management systems in Nairobi. She has also been part of think-tank processes for most of Africa's music-based tech start-ups.



Schmidt, Mette Kirstine

works as International Policy Advisor for the Danish Family Planning Association (DFPA). She has been with the DFPA for four years, mainly focusing on national advocacy and, increasingly global policy processes – from Rio+20 to the post 2015 discussion. She is chair of the PSDA Steering group. She has a Master degree in Political Science from the University of Copenhagen. Her final thesis was on International Politics, with a special emphasis on conflict resolution and democratisation. She also has studied European Studies in France. Before working for the DFPA, Ms. Schmidt worked for, among others, the Danish Youth Council, and, shortly, the Ministry of Foreign Affairs, Denmark.



Schuster, Christine

is working as a Technical Adviser in the Sector Initiative Population Dynamics, Sexual and Reproductive Health at Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in

Germany. She worked in SRHR and youth population development since 2008, in Yemen and East and Southern Africa. As a social scientist she has a focus on Development Cooperation Mechanisms for SRH promotion and the analysis of socio-demographic conditions for SRHR, including for adolescents and young people.



Sebati, Ngwakana Asnath

is the founder of The Tennis Foundation. She started participating in a broad spectrum of sports from a very young age in her hometown of Limpopo in South Africa. She obtained her tennis coaching certificate

in 2009 and has qualified in mini tennis and level one tennis coaching. In 2012 Ms. Sebati pursued her studies through Unisa, majoring in Sports Management and Sports Psychology. She is also a member of the Northern Cricket Umpires Association with D and C umpiring qualifications. She has taken part in numerous tournaments and held a comfortable 32nd position in South Africa when she left Junior Tennis. Ms. Sebati currently works with the youth from all walks of life and continues to exhibit her flair both in cricket and in tennis.



Setiawan, Sofyan

is Head of Programme and Evaluation of BBLKI Serang at Ministry of Man Power and Transmigration in Indonesia. From 2009 until 2011 he was Head of the Section for Program at BBLKI Serang. He holds a Bachelor

degree in Machine Engineering at the University of Muhammadiyah, Sukarta and a Master degree in Demography and Employment from Pascasarjana, University of Indonesia – Jakarta. He attended international Training programmes in Germany, Japan, South Korea, India, and Singapore.



Shaikat, S. M.

is a youth leader and young human rights activist working in SERAC-Bangladesh as its Executive Director. Being a law graduate from the University of London, Mr. Shaikat is leading a number of causes and network-

ing spaces for young people's participation in mainstream development, establishment of civil rights and liberty of young girls and women. Recognising his activism Women Deliver, USA has nominated him as one of the 100 global young leaders in 2013. Mr. Shaikat has been a grantee of youth employment project by the UN-Habitat Youth Fund in 2010. Since then he has been representing Bangladesh in a number of global platforms like the ICPD Global Youth Forum in 2012, Bali or the World Justice Forum IV held in the Hague, Netherlands in 2013.



Shirazi, Nargis

is one of the 100 Global Young Leaders nominated by Women Deliver. She is a 29 years old community psychologist with a Master in Public Health. She is Global Health Corps alumni (GHC) and Global Change

Leaders alumni 2013. She has also won numerous awards, among others the Young Achievers Award 2010, Most Inspirational Woman by CEDA International for her fight in the advocacy for health equity and social justice. She was recently quoted by UNAIDS on her concept of power, space and change. Ms. Shirazi is also a playwright and poet and uses the arts and entertainment for health.



Shuma, Diana

is a Project Officer for the East Africa Investing in Adolescent Project at DSW (Deutsche Stiftung Weltbevölkerung) Tanzania. She has six years experience in coordinating and managing national and international health

funded programmes and projects, in HIV/AIDS, adolescent sexual and reproductive health, including maternal health and family planning, gender and development, and population issues. Health advocacy is one of her great strengths and she is looking forth to contribute in improving pro poor health policies

and strategies that improve young people health and overall development.



Simoni Pedersen, Klaus

is a Senior Resource Mobilisation Adviser with United Nations Population Fund (UNFPA) responsible for relations with donor governments. Prior to joining the UN, he worked for 13 years for the Foreign Ministry of Denmark, serving most recently as head of the Political Section at the Mission of Denmark to the United Nations.



Spanke, Jakob

is board member of the Green Youth Party since 2013. Since 2011 he is also a trainer for Plant for the Planet. Moreover, Mr. Spanke is a member of Amnesty International, the Green Party, Verdi, Attac and

the Green Youth. He holds a Bachelor degree in Political Science at the University of Erfurt. In 2008-2009 he spent eight months as a volunteer in Kenya with the Weltwaerts-Programme.



Staiger, Thomas

is Desk Officer for Maternal Health / Sexual and Reproductive Health and Rights in the Division for Health and Population Policy at the Federal Ministry for Economic Cooperation and Development (BMZ) in Bonn. From

2009 to 2013 he was responsible for German Development Cooperation with Zambia and Malawi at BMZ. Before joining BMZ he worked with the German Development Institute (DIE) in Germany and Laos, with InWEnt and the German Chamber of Commerce and Industry in Nicaragua.



Steneker, Sietske

is the Director of the Brussels Office of the United Nations Population Fund (UNFPA). Previously, she served as UNFPA Representative in the Russian Federation, Honduras, El Salvador and Bolivia. She holds

degrees in International Law and in Public Health.



Stewart, Dianne

is the Director of the Information and External Relations Division of United Nations Population Fund (UNFPA). Before that, she served as Vice President at the International AIDS Vaccine Initiative overseeing

their fundraising activities around the globe and managing advocacy, policy and communications activities. She was previously the Head of Board and Donor Relations at the Global Fund to Fight AIDS, Tuberculosis and Malaria, where she was responsible all governance processes, including the Board and its Committees, and for managing relations with public donors, coordinating the Global Fund's replenishment mechanism and implementing the resource mobilisation strategy as it related to Overseas Development Assistance and government allocations.



Subagyo, Sankan

is Head of Evaluation and Report of BBLKI Medan at Ministry of Man Power and Transmigration in Indonesia. In 1997 he graduated in Engineering at the Institute Sains & Technology National in Indonesia. Fur-

thermore, in the last 4 years, he attended trainings in making a report, in quality management and in leadership training.



Sumadi, Laurentius

is Executive Director for Solo Technopark since 2011, a co-operation between the Local Government of Surakarta City and Politeknik ATMI. From 1981 until now he has been working at Politeknik ATMI in Surakarta,

Indonesia. In 1988 he graduated in Mechanical Engineering at Ingenieurschule St. Gallen, Switzerland. He also attended a Post Graduate Programme in Environmental Science and Water Resource Management at Sebelas Maret University of Sukarta.



Tewinkel, Bettina

heads the Sector Policy Division for Health, Education and Social Protection at KfW Development Bank.



Troxler, Roman

is an employment promotion expert, working at the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Berlin office. As an advisor to the Federal Ministry for Economic Cooperation and Development

(BMZ), he is currently developing and drafting a new BMZ strategy 'Good jobs and income for all'. Mr. Troxler holds a M.A. in International Economic Policy from Sciences Po Paris and an M.A. in International Affairs and Governance from University of St. Gallen. Before joining GIZ, he has been working in Ethiopia, France as well as Switzerland.



ul Hoque, Emdad

is Deputy Secretary at Bangladesh Garment Manufacturers and Exporters Association (BGMEA) in Bangladesh.



Vuorenmaa, Hilikka

has done a long career in Västöliitto, the Family Federation of Finland, which is a nationwide and well-known NGO in Finland working in the field of sexual and reproductive health and rights (SRHR) both on national and global levels.

Since 1994 Ms. Vuorenmaa has been managing the political advocacy work to promote global SRHR, as a Senior Advocacy Officer. The work is done among parliamentarians, civil servants, other development NGOs as well as with the media on national and European levels. In cooperation with other Finnish, European and international CSOs she is also actively involved in global development processes such as the ICPD@20 and post-2015.



Wachira, Emmie Kio

is an agricultural writer, a social media reporter and a change agent using social media to demystify the notion that agriculture is a poor man's profession. Her interests are vested on global issues pertaining to agriculture,

agribusiness, food security, youth agri-prenuership, social media, food security and agricultural policies. Find her works at (www.emmiekio.blogspot.com). Follow her on Twitter : @emmiewakio



Weber, Larissa

worked as a Junior Advisor for Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in Eschborn in the Department of Education, Health and Social Security, with a working focus on family

policy since September 2013. In 2012 she graduated from the University of Trier with a Master's degree in Sociology. Major fields of her studies were social policy and empirical research methods. During her studies she worked in the field of comparative social policy as an assistant for the Chair of Sociology/Social policy at the University of Trier. In Berlin she gained practical experience in political consulting at Ramboll Management Consulting, where she worked in several projects on behalf of the Federal Ministry for Families.



Wein, Matthias

is International Project Coordinator and based at DSW's (Deutsche Stiftung Weltbevölkerung) Berlin office. He is a member of the Steering Committee for the 11th International Dialogue.



Wepler, Nina

as National Team Coordinator for Advocacy Germany at DSW (Deutsche Stiftung Weltbevölkerung), she is coordinating DSW German Advocacy work towards political decision mak-

ers. She studied Political Sciences and Peace and Conflict Studies at Marburg and Berlin. For several years, she worked as Scientific Assistant for members of the German Parliament focusing on development cooperation and Africa. Afterwards, as Advocacy Officer at DSW she was responsible for the development of the foundation's Parliamentary Advisory Committee (PAC) and networking with other NGOs, after having worked for other developmental NGOs inbetween.



Werner, Benjamin

studied Political Management in Bremen as well as International Relations and Development Policy at the University of Duisburg-Essen and the University of Cape Town. Currently he is taking the opportunity of

preparing his Master's thesis during an internship at GIZ's Sector Programme Peace and Security. His thematic interests include causes and prevention of violence as well as peace- and state building in fragile contexts.



Witteler-Stiepelmann, Doris

is Head of Division: Federal Government/States/Local Authorities; Migration and Employment; Returning Experts; Export Credit and Investment Guarantees, Federal Ministry for Economic Cooperation and

Development (BMZ), Bonn.



Woellert, Franziska

works as Research Associate at the Berlin Institute for Population and Development, an independent think tank that researches questions about regional and global demographic changes. As Geographer she

is responsible for various topics related to demographic developments world-wide and its effects on socio-economic processes. For her researches she can build on work experience in Africa, Latin America and Asia.



Youssouf, Dr. Mohamed M.

is a Manager of the Social Protection Division of the Human Development Department at the African Development Bank (AfDB). He is the focal person of youth employment. The

AfDB is a regional multilateral development financing institution established in 1964 and engaged in mobilising resources towards the economic and social progress of the African countries. Dr. Youssouf is a graduate from the University of Pittsburgh (USA) in public health epidemiology. He has more than 30 years experience in the social sector, including health and social protection. Prior to joining the AfDB, Dr. Youssouf worked at the Ministry of Health in Djibouti as an epidemiologist for eight years. He has been with AfDB since 1991, both as task manager and manager. Dr. Youssouf is a Djibouti national.

List of Participants

Afutu-Kotey	Robert Lawrence	ISSER, University of Ghana	Accra	Ghana
Alcalde	Maria Antonieta	International Planned Parenthood Federation (IPPF)/ Western Hemisphere Region	New York	USA
Alexander	Nicholas	Berlin School of Public Health – Charité	Berlin	Germany
Arisandi	Yusi	PPPPTK BOE / VEDC Malang	Malang	Indonesia
Aslan	Ali	Deutsche Welle	Berlin	Germany
Baehr	Renate	DSW (Deutsche Stiftung Weltbevölkerung)	Hannover	Germany
Barclay	Heather	International Planned Parenthood Federation (IPPF)	London	UK
Begum	Husne Ara	FPAB/ABDC-GIZ – Shylet	Sylhet	Bangladesh
Begum	Kulsum	Ministry of Health and Family Welfare	Dhaka	Bangladesh
Biomndo	Bornice	Berlin School of Public Health – Charité	Berlin	Germany
Bolderson	Claire	Social Media Journalist	London	UK
Brill	Klaus	Bayer Pharma AG	Berlin	Germany
Bruning	Sonja	DSW (Deutsche Stiftung Weltbevölkerung)	Hannover	Germany
Calov	Annika	KfW Development Bank	Frankfurt	Germany
Chaerani	Dela	Ministry of Education and Culture	Magdeburg	Indonesia
Chetty	Dhianaraj	UNESCO/Esa Initiative	Paris	France
Choudhury	Mohammad Hussain	Marie Stopes Bangladesh	Dhaka	Bangladesh
Coppard	Dorothea	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Eschborn	Germany
Dan	Charles	International Labour Organization (ILO)	Geneva	Switzerland
Datta	Neil	European Parliamentary Forum on Population and Development (EPF)	Brussels	Belgium
Daves	Jennifer	Bill and Melinda Gates Foundation	Seattle	USA
Davidashvili	Marina	European Parliamentary Forum on Population and Development (EPF)	Brussels	Belgium
Elkhayat	Mohamed Magdy	NGOs' coalition against FGM	Cairo	Egypt
Engelhardt	Marc	KfW Development Bank	Frankfurt	Germany
Eppel	Gerd	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Bonn	Germany

Erhardt	Eva	KfW Development Bank	Frankfurt	Germany
Ettema	Lydia	Marie Stopes International (MSI)	Brussels	Belgium
Gitonga	Nancy Kinanu	African Women's Entrepreneurship Programme (AWEP-Kenya Chapter)	Nairobi	Kenya
Grace	Edward	Middlebury College	Middlebury	USA
Guenther	Kilian	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Berlin	Germany
Häfner	Kristin	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Bonn	Germany
Hanne	Detlef	KfW Development Bank	Frankfurt	Germany
Haslegrave	Marianne	Commonwealth Medical Trust (Commat)	Deal	UK
Hausotter	Kristin	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Eschborn	Germany
Helfmann-Hundack	Judith	German African Business Association	Berlin	Germany
Herrmann	Michael	United Nations Population Fund (UNFPA)	New York	USA
Hinz	Catherina	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Bonn	Germany
Hobba	Danya Bashir	Youth Forum BMZ	Tripolis	Libya
Höllriegl	Regina	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany
Jacobs	Floortje	Choice for Youth and Sexuality	Amsterdam	Netherlands
James	Owain	International Planned Parenthood Federation (IPPF)	London	UK
Jobson	Janet	The DG Murray Trust	Cape Town	South Africa
Jurczynska	Kaja	Population Action International (PAI)	Washington	USA
Kalla	Britt	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Berlin	Germany
Kent	Caroline Jane	DSW (Deutsche Stiftung Weltbevölkerung)	Berlin	Germany
Kibrea	Golam	Kairos Society Bangladesh	Dhaka	Bangladesh
Kio	Emmie	Kenya Feed the Future Innovation Engine	Nairobi	Kenya
Kissi	Samuel	AfriYAN	Accra	Ghana
Kitschelt	Friedrich	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany

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Kiziak	Tanja	Berlin Institute for Population and Development	Berlin	Germany
Klingholz	Reiner	Berlin Institute for Population and Development	Berlin	Germany
Kloss-Quiroga	Barbara	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Eschborn	Germany
Koech	Silvester Cheruiyot	Embassy of Kenya	Berlin	Germany
Kortmann	Karin	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Bonn	Germany
Kretz	Jürgen	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany
Kühn	Thierry	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany
Laboso	Lucia Chebett	DSW (Deutsche Stiftung Weltbevoelkerung)	Nairobi	Kenya
Lawrence	David	International Planned Parenthood Federation (IPPF)	Brighton	UK
Lemmer	Sophie-Charlotte	World We Want	Berlin	Germany
Levy	Claudia	DITSL – German Institute for Tropical and Subtropical Agriculture	Witzenhausen	Germany
Lugoe	Naomi Benny	Femina HIP	Dar es Salaam	Tanzania
Lukale	Nelly	Young Women's Christian Association (YWCA)	Nairobi	Kenya
Maryana	Mr.	Ministry of Education and Culture	Jakarta	Indonesia
Melesse	Tewodros	International Planned Parenthood Federation (IPPF)	London	UK
Moinuddin	Rashid Hasan	United Group Power Generation	Dhaka	Bangladesh
Monas	Nanja	Choice for Youth and Sexuality	Amsterdam	Netherlands
Mubiru	John Bosco	Development Research and Training (DRT)	Kampala	Uganda
Mwai	Ivy	Equity Group Foundation	Nairobi	Kenya
Ngito	Kepha	Map Kibera Trust	Nairobi	Kenya
Nigeriawati	Ani	Embassy of the Republic of Indonesia	Berlin	Germany
Nilsson	Karin	RFSU	Stockholm	Sweden
Odhon'g Omolo	Jacob	Kenyatta University	Nairobi	Kenya
Opoku	Daniel	Berlin School of Public Health – Charité	Berlin	Germany
Osotimehin	Babatunde	United Nations Population Fund (UNFPA)	New York	USA
Popp	Silvia	Stiftung Wissenschaft und Politik	Berlin	Germany
Pradopo	Kusuma	Embassy of the Republic of Indonesia	Berlin	Germany
Pramono	Setyoko	Center for Industrial Education and Training (CIET)	Magdeburg	Indonesia
Rabier	Serge	Equilibres & Populations	Paris	France

Rahman	Towhidur	Apparels Workers Federation (BAWF)	Dhaka	Bangladesh
Ressel	Gerhard	Federal Ministry for Economic Cooperation and Development (BMZ)	Berlin	Germany
Ridwan	Rinaldi	Rutgers WPF	Jakarta	Indonesia
Riemann	Lena	World We Want	Berlin	Germany
Riobó Souto	Alba	European Union	Brussels	Belgium
Rudolph	Christiane	DEG-Deutsche Investitions- und Entwicklungs-gesellschaft	Köln	Germany
Saal	Irina	DSW (Deutsche Stiftung Weltbevoelkerung)	Hannover	Germany
Sahlu	Haile	Packard Foundation	Addis Ababa	Ethiopia
Sambuli	Nanjiira	Moderator	Nairobi	Kenya
Sankan	Subagyo	Ministry of Man Power and Transmigration	Jakarta	Indonesia
Schmidt	Julia	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Bonn	Germany
Schmidt	Mette Kirstine	Sex & Samfund	Copenhagen	Denmark
Schröder	Ulrike	Bayer Pharma AG	Berlin	Germany
Schuster	Christine	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Eschborn	Germany
Sebati	Asnath	The Tennis Foundation	Pretoria	South Africa
Setiawan	Johny	Embassy of the Republic of Indonesia	Berlin	Germany
Shaikat	S M	SERAC-Bangladesh	Mymensingh	Bangladesh
Shirazi	Nargis	International Health Sciences University	Kampala	Uganda
Shuma	Diana	DSW (Deutsche Stiftung Weltbevoelkerung)	Arusha	Tanzania
Simoni Pedersen	Klaus	United Nations Population Fund (UNFPA)	New York	USA
Setiawan	Sofyan	Ministry of Man Power and Transmigration	Jakarta	Indonesia
Spanke	Jacob	Green Party / Green Youth	Potsdam	Germany
Staiger	Thomas	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany
Steneker	Sietske	United Nations Population Fund (UNFPA)	Brussels	Belgium
Stewart	Dianne	United Nations Population Fund (UNFPA)	New York	USA
Sumadi	Laurentius	Solo Tecchno Park	Surakarta	Indonesia
Tewinkel	Bettina	KfW Development Bank	Frankfurt	Germany
Troxler	Roman	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Berlin	Germany
ul Hoque	Emdad	Bangladesh Garment Manufactures & Exporters Association (BGMEA)	Dhaka	Bangladesh

11th International Dialogue on Population and Sustainable Development

von Roda-Pulkowski	Jens	KfW Development Bank	Frankfurt	Germany
Vuorenmaa	Hilkka	Väestöliitto, the Family Federation of Finland	Helsinki	Finland
Weber	Larissa	Deutsche Gesellschaft für internationale Zusammenarbeit (GIZ) GmbH	Frankfurt am Main	Germany
Wein	Matthias	DSW (Deutsche Stiftung Weltbevölkerung)	Berlin	Germany
Wepler	Nina	DSW (Deutsche Stiftung Weltbevölkerung)	Berlin	Germany
Werner	Benjamin	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Berlin	Germany
Witteler-Stiepelmann	Doris	Federal Ministry for Economic Cooperation and Development (BMZ)	Bonn	Germany
Woellert	Franziska	Berlin Institute for Population and Development	Berlin	Germany
Wolf	Monika	Bayer Pharma AG	Berlin	Germany
Yousseuf	Mohammed M.	African Development Bank (AfDB)	Tunis	Tunesia

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