ZIMBABWE YOUTH INVESTMENT CASE STUDY
BUSINESS CASE REPORT

August 2016
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ABOUT THE REPORT

The Zimbabwe Youth Investment Business Case Report was commissioned by the Ministry of Youth Indigenisation and Economic Empowerment (MoYIEE) with funding from the United Nations Children’s Fund (UNICEF) and technical support from the Zimbabwe Youth Council (ZYC).

It presents results of a nation-wide study whose objective was to identify and document the current situation of youth, the cost of doing nothing about this situation, investment priorities identified by the youth, the cost of these investments and returns to such investments. The study covered six thematic areas for investment in the youth which were prioritised by the National Youth Policy for Zimbabwe, namely: (i) youth health; (ii) youth gender equality; (iii) youth education and skills development; (iv) youth employment and sustainable livelihoods; (v) culture, arts, recreation and sport (CARS); and (v) youth empowerment and participation. Youth gender equality was not treated as a stand-alone theme but mainstreamed into the other five themes as part of the analysis.
The National Youth Investment Case for Zimbabwe (YICZ) was commissioned by the Ministry of Youth Indigenisation and Economic Empowerment (MoYIEE) with technical support from the Zimbabwe Youth Council (ZYC) and financial support from United Nations Children’s Fund (UNICEF).

The report has been produced by the Lead Facilitator, complemented by inputs from the Core Team, four Co-Facilitators and three Youth Research Assistants seconded to the Core Team by ZYC. The analysis is based on the findings contained in the Provincial Consultations Synthesis Report prepared by the Core Team as well as the Youth Situational Analysis (SITAN) Report prepared by an independent team commissioned by MoYIEE, ZYC and UNICEF. The YICZ team is indebted to consultants that conducted the SITAN as they generated vital background information and statistics which informed the approach and methodology for the provincial consultations as well as this Youth Investment Business Case Report.

The Lead Facilitator is very grateful for the real-time technical advice, and administrative and logistical support provided by the MoYIEE, ZYC and UNICEF during the planning, consultation, analysis, drafting and dissemination phases of the assignment. The author also extends sincere appreciation to the United Nations Population Fund (UNFPA) and United National International Labour Organisation (ILO) who also provided important reference materials on the demographic dividend and youth skills development for employment interventions promoted in the country.

The Youth Investment Business Case Report builds on, and does not duplicate the findings contained in the SITAN and the Provincial Consultations Synthesis Report. The Business Case adds to the findings already documented through the review of additional literature drawn from within and outside Zimbabwe. Such literature includes reports on surveys conducted by Zimbabwe National Statistics Agency (ZIMSTAT) and other government institutions, independent impact assessments done on previous youth investment interventions, and international evidence on returns to investment in young people across the six thematic areas studied. Furthermore, ZIMSTAT are sincerely thanked for providing population projections on the age-group 10-35 years for the period 2016-2025, and estimates on the cost of doing nothing about the current situation of the youth. ZIMSTAT statistics served as the backbone of the analysis presented in this business case.

Participants at the national workshop to disseminate findings of the SITAN, the national methodology workshop for the YICZ, the validation workshop for the Provincial Consultation Synthesis Report, the Costing Workshop for the YICZ and the Brown Bag Seminar on the ZYIC, are all thanked for their wisdom and inputs into the methodology, and analysis done herein.

Above all, compilation of this report would not have been possible without the generous technical inputs and availability of various stakeholders who participated in joint planning and coordination of the consultations carried out nationally, as well as those who were consulted. A special appreciation goes to more than 1,100 individuals of which at least 600 were youth who availed themselves countrywide and dedicated their precious time to contribute to the process and provide information on their views, experiences and lessons with regard to the situation of youths, the cost of doing nothing, what works and what does not work, proposed effective interventions, possible costs, and implementation arrangements.

Finally, the Honourable Minister of Youth Indigenisation and Economic Empowerment, Patrick Zhuwao, deserves special recognition for being the guest of honour at the UNICEF Brown Bag Seminar held on 11 August 2016 to validate the Youth Investment Business Case Study findings and for sharing suggestions that greatly enriched this final version of the report.
**Contributors to the Zimbabwe Youth Investment Case Business Case Study**

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<table>
<thead>
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<th>Expertise</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lennet Munjoma</td>
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<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
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<td>Zimbabwe Youth Council</td>
</tr>
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</tr>
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<td>Zimbabwe Youth Council</td>
</tr>
</tbody>
</table>

### Team 2 – Matabeleland Provinces

<table>
<thead>
<tr>
<th>Name</th>
<th>Expertise</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dorothy Kadzikano</td>
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<td>JIMAT Development Consultants</td>
</tr>
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<td>Zimbabwe Youth Council</td>
</tr>
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<td>Zimbabwe Youth Council</td>
</tr>
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<td>Ministry of Small and Medium Enterprises</td>
</tr>
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</tr>
</tbody>
</table>

### Team 3 – Harare and Mashonaland West

<table>
<thead>
<tr>
<th>Name</th>
<th>Expertise</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abba Paradza</td>
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<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
<tr>
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<td>MoYIEE, Mashonaland West Province</td>
</tr>
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</tr>
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</tr>
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<td>Zimbabwe Youth Council</td>
</tr>
</tbody>
</table>
### Team 4 – Mashonaland East and Central

<table>
<thead>
<tr>
<th>Name</th>
<th>Expertise</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Simba Musarira</td>
<td>Development Studies</td>
<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
<tr>
<td>Tafadzwa Machirori</td>
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<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
<tr>
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<td>Youth Health and Gender</td>
<td>Zimbabwe Youth Council</td>
</tr>
<tr>
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</tr>
<tr>
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<td>Ministry of Small and Medium Enterprises</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Name</th>
<th>Expertise</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
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<td>Debrah Maleni</td>
<td>Policy</td>
<td>UNICEF</td>
</tr>
<tr>
<td>Innocent Kapito</td>
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<tr>
<td>Elvas Mari</td>
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</tr>
<tr>
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<td>Youth Development</td>
<td>Zimbabwe Youth Council</td>
</tr>
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<td>Social Policy</td>
<td>UNICEF</td>
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<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
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<td>Ministry of Youth Indigenisation and Economic Empowerment</td>
</tr>
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</tr>
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<td>Ministry of Home Affairs</td>
</tr>
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</tr>
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<td>JIMAT Development Consultants</td>
</tr>
</tbody>
</table>
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This study was conducted by a group of consultants led by Mr Munhamo Chisvo of JIMAT Consulting to whom we are all indebted and are truly grateful for the stellar job done in completing this complicated but much-needed study.

We salute him and the team for a job well done!
<table>
<thead>
<tr>
<th>Acronym</th>
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</tr>
</thead>
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<td>African Development Bank</td>
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<tr>
<td>AIDS</td>
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<td>ANC</td>
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<td>ART</td>
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<td>ASRH</td>
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<td>AU</td>
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</tr>
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</tr>
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</tr>
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</tr>
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</tr>
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</tr>
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</tr>
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<td>World Health Organisation</td>
</tr>
<tr>
<td>YFHS</td>
<td>Youth Friendly Health Services</td>
</tr>
<tr>
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<td>Youth Health Professionals</td>
</tr>
<tr>
<td>YICZ</td>
<td>Youth Investment Case Zimbabwe</td>
</tr>
<tr>
<td>YPHCWs</td>
<td>Youth Primary Health Care Workers</td>
</tr>
<tr>
<td>ZDHS</td>
<td>Zimbabwe Demographic Health Survey</td>
</tr>
<tr>
<td>ZIMSTAT</td>
<td>Zimbabwe National Statistics Agency</td>
</tr>
<tr>
<td>ZYC</td>
<td>Zimbabwe Youth Council</td>
</tr>
<tr>
<td>ZYIC</td>
<td>Zimbabwe Youth Investment Case</td>
</tr>
</tbody>
</table>
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACKNOWLEDGEMENTS</td>
<td>i</td>
</tr>
<tr>
<td>LIST OF ACRONYMS</td>
<td>v</td>
</tr>
<tr>
<td>EXECUTIVE SUMMARY</td>
<td>x</td>
</tr>
<tr>
<td>A. INTRODUCTION</td>
<td>x</td>
</tr>
<tr>
<td>B. CONTEXT AND RATIONALE</td>
<td>x</td>
</tr>
<tr>
<td>B1. Demographic dividend potential</td>
<td>xi</td>
</tr>
<tr>
<td>B2. Links to economic growth models</td>
<td>xi</td>
</tr>
<tr>
<td>B3. Links to regional, continental and global commitments</td>
<td>xi</td>
</tr>
<tr>
<td>B4. The political, economic, social, technological, legislative, environmental sustainability and governance environment</td>
<td>xi</td>
</tr>
<tr>
<td>C. APPROACH AND METHODS</td>
<td>xii</td>
</tr>
<tr>
<td>C1. Evidence gathering views from the Youth</td>
<td>xii</td>
</tr>
<tr>
<td>C2. Computing the cost of doing nothing</td>
<td>xii</td>
</tr>
<tr>
<td>C3. Computing the cost-benefit ratios</td>
<td>xii</td>
</tr>
<tr>
<td>D. KEY MESSAGES ON CURRENT YOUTH SITUATION</td>
<td>xiii</td>
</tr>
<tr>
<td>D1. Current level of investment in the youth is grossly inadequate</td>
<td>xiii</td>
</tr>
<tr>
<td>D2. Youth face multiple challenges and their well-being is getting worse</td>
<td>xiii</td>
</tr>
<tr>
<td>E. THE COST OF DOING NOTHING</td>
<td>xvi</td>
</tr>
<tr>
<td>E1. Youth health</td>
<td>xvi</td>
</tr>
<tr>
<td>E2. Youth education and skills development</td>
<td>xvi</td>
</tr>
<tr>
<td>E3. Youth Employment and Sustainable Livelihoods</td>
<td>xvii</td>
</tr>
<tr>
<td>E4. Culture, Arts, Recreation and Sport</td>
<td>xvii</td>
</tr>
<tr>
<td>E5. Youth Empowerment and Participation</td>
<td>xvii</td>
</tr>
<tr>
<td>F. INVESTMENTS PRIORITISED BY THE YOUTH AND COSTS</td>
<td>xix</td>
</tr>
<tr>
<td>F1. Youth Health Investments</td>
<td>xix</td>
</tr>
<tr>
<td>F2. Youth Education and Skills Development</td>
<td>xix</td>
</tr>
<tr>
<td>F3. Youth Employment and Sustainable Livelihoods</td>
<td>xx</td>
</tr>
<tr>
<td>F4. Culture, Arts, Recreation and Sport</td>
<td>xx</td>
</tr>
<tr>
<td>F5. Youth Empowerment and Participation</td>
<td>xx</td>
</tr>
<tr>
<td>G. RESULTS OF COST-BENEFIT ANALYSIS OF PROPOSED YOUTH INVESTMENTS</td>
<td>xx</td>
</tr>
<tr>
<td>G1. Youth Health</td>
<td>xxi</td>
</tr>
<tr>
<td>G2. Youth Education and Skills Development</td>
<td>xxi</td>
</tr>
<tr>
<td>G3. Youth Employment and Sustainable Livelihoods</td>
<td>xxi</td>
</tr>
<tr>
<td>G4. Culture Arts, Recreation and Sport</td>
<td>xxi</td>
</tr>
<tr>
<td>G5. Youth Empowerment and Participation</td>
<td>xxi</td>
</tr>
<tr>
<td>H. CONCLUSIONS AND RECOMMENDATIONS</td>
<td>xxii</td>
</tr>
</tbody>
</table>

## 1 INTRODUCTION

1

## 2 APPROACH AND METHODS

2

## 3 MAIN FINDINGS ON THE CURRENT SITUATION OF YOUTH BY THEMATIC AREA

3

### 3.1 Current Situation of Youth in relation to Health

3.1

### 3.2 Current Situation of Youth in relation to Education and Skills Development

3.2

### 3.3 Current Situation of Youth in relation to Employment and Sustainable Livelihoods

3.3

### 3.4 Current Situation of Youth in relation to Culture, Arts, Recreation and Sport

3.4

### 3.5 Current Situation of Youth in relation to Empowerment and Participation

3.5

## 4 COST OF DOING NOTHING

4

### 4.1 Cost of doing nothing about current youth health situation

4.1

### 4.2 Cost of doing nothing about Education and Skills Development Situation of the Youth

4.2

### 4.3 Cost of doing nothing about Youth Employment and Sustainable Livelihoods Situation

4.3

### 4.4 Cost of doing nothing about the Situation of Youth in Culture, Arts, Recreation and Sport

4.4

### 4.5 Cost of doing nothing about Youth Empowerment and Participation Situation

4.5
5 LESSONS LEARNED FROM PREVIOUS INTERVENTIONS ............................................. 23

6 INVESTMENTS PRIORITISED BY THE YOUTH PER THEMATIC AREA .................. 25
6.1 Youth health priorities and goals .............................................................. 25

6.1.1 Goal 1 - Review Legislation, Policies and Strategies pertaining to youth access to rehabilitation and sanitation services by 2025 (10-35 year olds) .................................................. 26

6.1.2 Goal 2 - Youth Social and Behaviour Change Communication (SBCC) for demand generation by 2025 (10-35 year olds) ................................................................. 26

6.1.3 Goal 3 - Integrated Youth Health Care Service Delivery (10-35 year olds) .......... 26

6.1.4 Goal 4 - Youth Community Participation in Public Health and Care (10-35 year olds) ................................................................. 26

6.2 Youth education and skills development priorities and goals ........................... 27

6.2.1 Goal 1 - Reducing drop-out rates and increasing transition and “O” Level pass rates (10-18 year olds) ..................................................................................... 28

6.2.2 Goal 2 - Strengthen VTC capacity to provide technical, vocational and entrepreneurship skills through conventional and outreach programmes in rural and urban areas (15-35 year olds) .................................................. 29

6.2.3 Goal 3 - Provide sustainable support for tertiary education to increase enrolment and provide grants and loan support annually (17-24 year olds) .......................... 30

6.3 Priorities and goals for youth employment and sustainable livelihoods .............. 31

6.3.1 Goal 1 - Youth Enterprises Developed for 15% of Youth in the Age-group 18-35 years by 2025 ................................................................. 31

6.3.2 Goal 2 - Markets Secured and Developed for 100% of Youth in Business by 2025 (18-35 year olds) ................................................................. 31

6.3.3 Goal 3 - All youth in business are provided with land and infrastructure for their enterprises by 2025 (18-35 year olds) .................................................. 32

6.4 Priorities and goals for culture, arts, recreation and sports .............................. 33

6.4.1 Goal 1 - Intangible and tangible Cultural Heritage preserved and promoted by 2025 (10-35 year olds) ................................................................. 33

6.4.2 Goal 2 - Arts promotion and development (10-35 year olds) ........................ 34

6.4.3 Goal 3 - Sport promotion and community development (10-35 year olds) .......... 34

6.5 Youth empowerment and participation priorities and goals ............................ 35

6.5.1 Goal 1 - Ensure that Youth participate in at least 25% of policy making processes, in political, social, economic and environmental issues by 2025 (10-35 year olds) .................. 35

6.5.2 Goal 2 - Support 5% of youth to establish SMEs by 2025 (18-35 year olds) .......... 36

6.5.3 Goal 3 - Establish and fully equip one youth Centre per district by 2025 (10-35 year olds) ................................................................. 36

6.5.4 Goal 4 - Promotion of the National Youth Policy (10-35 year olds) ............... 36

7 COST BENEFIT ANALYSIS OF THE PROPOSED INTERVENTIONS BY THEMATIC AREA .................. 37

7.1 Youth Health ............................................................................................ 37

7.1.1 Benefits of investing in youth health ...................................................... 37

7.1.2 Cost-benefit analysis of investments in youth health ......................... 39

7.1.2.1 Short, medium and long-term benefits .................................. 40

7.1.2.2 Sensitivity analysis ....................................................................... 40

7.2 Youth Education and Skills Development ................................................. 40

7.2.1 Benefits of investing in education and skills development .................. 40

7.2.2 Cost-benefit analysis of investments in education and skills development .......... 42

7.2.2.1 Short, medium and long-term benefits .................................. 43

7.2.2.2 Sensitivity analysis ....................................................................... 45

7.3 Youth Employment and Sustainable Livelihoods ..................................... 45

7.3.1 Benefits of investing in Youth Employment and Sustainable Livelihoods .......... 45

7.3.2 Cost-benefit analysis of investments in youth employment and sustainable livelihoods ................................................................................ 45

7.3.3 Other Youth Unemployment and Sustainable Livelihoods ................. 46

7.4 Culture, Arts, Sport and Recreation ............................................................. 46

7.4.1 Benefits of investing in Culture, Arts, Sport and Recreation ............... 46

7.4.2 Cost-benefit analysis of investments in Culture, Arts, Sport and Recreation .......... 46

7.4.3 Cost of doing nothing about Culture, Arts, Sport and Recreation .................. 47

7.5 Youth Empowerment and Participation ...................................................... 47

7.5.1 Benefits of investing in Youth Empowerment and Participation ............... 47

7.5.2 Cost-benefit analysis of investments in Youth Empowerment and Participation .......... 47

7.5.3 Cost of doing nothing about Youth Empowerment and Participation .............. 47

8 DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS ................................................. 48

REFERENCES ........................................................................................................ 51
A. INTRODUCTION

Drawing from global best practice, the Government of Zimbabwe, together with its development partners, is pursuing the demographic dividend for economic growth which is presented by its population structure in which 41% of the people are below the age of 15 years\(^1\). The demographic dividend is the accelerated economic growth that can be achieved when the population age structure changes together with strategic investments in health, education, economic policy and governance giving rise to conditions where the dependency ratio is reduced and productivity of a significant proportion of the workforce increases, thus resulting in a corresponding increase in income per capita.

As a first step, through funding from UNICEF, technical support from the Zimbabwe Youth Council, the Ministry of Youth Indigenisation and Economic Empowerment commissioned, in 2015, a study on the Youth Investment Case for Zimbabwe (YICZ).

The study sought to answer the critical questions of interventions where the country should invest (as identified by the youth themselves and what has worked in the past) and the viability of such investments. The study computed cost-benefit ratios for each identified investment, analysed sensitivity to socio-economic and environmental pressures, and where possible simulated investment scenarios by age group and geographical location based on the risks associated with each investment option. It articulated the roles of government, donors, private sector and the youth in these efforts.

The Youth Investment Business Case Report is intended to inform the discourse on national policy and strategy for youth investment and empowerment in Zimbabwe as well as guide the refinement of programmes, projects and resource allocation in support of this sector.

B. CONTEXT AND RATIONALE

B1. Demographic dividend potential

The youth bulge in Zimbabwe’s population structure, whereby 35.7% are youth (15-34 years)\(^2\) and 13% are young adolescents (between the age 10-14 years)\(^3\), offers a rare opportunity for strategic investments to be made now in young people focusing on promoting among others, their survival and development, delaying early marriages and child bearing, preventing unintended pregnancies, promoting child spacing, enhancing the quality of primary and secondary education, increasing the enrolment and retention of girls in basic, secondary and tertiary education, reaching out-of-school young people with second chance education and equipping all young people (boys and girls) with relevant practical life-skills training and vocational skills to improve their ability to generate and grow their income.

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\(^1\) Zimbabwe Population Census 2012.
\(^2\) Zimbabwe National Youth Policy definition of youth.
\(^3\) UNICEF definition.
This development will require a change in the population structure as a first step, such that the number of dependent children in relation to the working population becomes smaller. When this is accompanied with strategic investments in health, education, vocational training, economic policies that create jobs and governance systems that reduce mismanagement and corruption, it creates a once-in-lifetime window period for accelerated economic growth.

**B2. Links to economic growth models**

The conceptual framework adopted for the Youth Investment Business Case is based on the Harrod-Domar Model of Growth which emphasises that labour and capital are key drivers of economic growth, hence balancing investments in social and economic development to produce a labour force of high quality (in good health, educated, groomed in practical and business skills, and empowered to participate in decision-making) that is well-resourced (with finance, technology, land and business spaces) could spur growth that produces wider and more sustainable impacts.

The Youth Investment Business Case thus posits that while investments in economic development are necessary, on their own are not sufficient to answer (in the short to medium terms) multiple challenges faced by the youth in Zimbabwe. Economic and social investments are complementary. Both are needed to ensure inclusive, equitable and sustainable growth. The approach advances the philosophy that direct social investments – for example, in health and education are needed to reduce mortality and morbidity, empower the youth and create the quality of labour fit for self-generation of jobs and modernisation of industry to address both unemployment and underemployment challenges faced by young people in Zimbabwe.

The analysis takes cognisance of and is sensitive to the current transitional nature of the Zimbabwean economy with an emphasis on agricultural recovery and commercialisation, industrialisation for value-addition, regional integration, diversification for resilience to imports, and growth in the service sector, all being enabled by more inclusive governance systems.

**B3. Links to regional, continental and global commitments**

The YIC study has been undertaken in the context of Zimbabwe’s commitments to a global, continental, regional and national development agenda that is inclusive of and pro-youth. This is in the context of the Sustainable Development Goals (SDGs), the African Youth Charter, the AU 2017 Summit Theme, the SADC Youth Strategy, the Revised SADC Regional Indicative Strategic Development Plan (RISDP), the Zimbabwe Agenda for Socio-Economic Transformation (Zim-Asset), Social Services Cluster, and the National Youth Policy, all of which recognise the central role that youth play in social and economic development and political transformation, that which must be supported and nurtured in order to maximise the contribution of the youth to social and economic development. With respect to SDGs, in particular, the Youth Business Case contributes to the achievement of Goals 1, 2, 3, 4, 5, 6, and 8.

**B4. The political, economic, social, technological, legislative, environmental sustainability and governance environment**

The YIC study situates the analysis within the current context of the governance discourse, recent economic trends, social environment, and what obtains in relation to technological, and environmental conditions. The study analyses empowerment of the youth from all perspectives (political, economic and social).

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C. APPROACH AND METHODS

C1. Evidence gathering views from the Youth

The report is based on findings from YIC provincial consultations carried out during the period 3-28 August, 2015 and a synthesis and validation workshop held from 14-18 September 2015. The study covered all 10 provinces and gathered views from more than 1,100 individuals (of which at least 600 were youth). These were sampled from central and local government, civil society, development partners, education institutions, the private sector, and youth associations and businesses through workshops, key informant interviews and focus group discussions.

The report was also informed by the Youth Situational Analysis study conducted in 2014 and concluded in May 2015, as well as secondary literature from within and outside Zimbabwe on the six thematic areas studied and population projections and statistics on the cost of doing nothing provided by Zimbabwe National Statistics Agency (ZIMSTAT).

The term ‘Youth’ used in this report refers to those who fall within the age group 10-35 years, encompassing UN, AU and Zimbabwe definitions of age groups for children, teenagers, adolescents and young people and young adults.

Participation of key informants and in- and out-of-school youth was voluntary and consistent with purposive and convenience sampling methods. Study site identification and coordination of convening of provincial and district workshops was done in consultation with MoYIEE Provincial and District Officials who convened them.

C2. Computing the cost of doing nothing

ZIMSTAT provided projections on the situation of the youth in the coming 10 years (2016-2025) using some key indicators of their welfare drawn from the six thematic areas of investment prioritised in the National Youth Policy. Both the feedback form the youth and ZIMSTAT statistics were used to estimate the cost of doing nothing in an objective manner.

C3. Computing the cost-benefit ratios

The costs and benefits of the interventions prioritised by the youth were determined and modelled using cash flows that assumed three scenarios: 3-year (short-term); 5-year (medium-term); and 10-year (long-term) investment plans, aligned to international standard practice in costing short, medium, and long-term strategies. Costing beyond 10 years was considered not feasible as the costing parameters can change significantly over longer time horizons and would be more difficult to estimate.

For education the horizon was altered considering the time a child takes to complete primary (7 years), secondary (4 years) and tertiary education (e.g., 4 years for some diploma courses). The main costing approach was activity-based. This was preferred as it ensured thoroughness. Costing data were historical and flexed by inflation and youth population growth projections provided by ZIMSTAT. Costing was done in United States Dollars (USD).

Costing was also intervention-specific and results-based. Strategic goals, strategies and activities were first agreed upon for each prioritised intervention. Then unit costs for common activities were discussed and agreed upon to standardise the costing across the thematic areas. Wherever possible UN rates were used to benchmark costs across the thematic areas.

The benefits were based on empirical evidence on how such interventions have worked in Zimbabwe (if such existed before) or other countries.
Health impacts were assessed in disability adjusted life years (DALYS) saved through improved health and reduced mortality. For education, benefits were quantified in terms of incremental income per additional year of schooling. For investments in business incubation and support for the youth and investments in livelihoods, benefits were in incremental income from such investments.

The employment and income benefits as well as health benefits were quantified using a conservative base case scenario. This was then flexed using sensitivity analysis that assumes 25% more benefits and 25% less benefits to capture the low-road (low impact), middle road (medium impact) and high road (high impact) scenarios. Costs and benefits were weighed in the short-, medium- and long-term as well.

Benefits from CARS, gender equity and equality and youth empowerment and participation were considered catalysts to the health, employment and income benefits. Throughout the analysis, gender equity and equality were imbedded in the other thematic areas.

The cost and benefit streams were then discounted using a rate of 10%, used for development assistance support by donors (e.g., DFID in Zimbabwe), which is also flexed by 12% discount rate for sensitivity analysis reflecting higher risk. Based on these discount rates and cash flows the net present values of future net cash-flows, the internal rates of return and pay back periods for the various scenarios were computed for the investments proposed by the youth and costed by the Core Team.

Detailed estimation of costs and benefits of intervention options was carried out by the National YICZ Study Core Team made up of thematic experts from government ministries, ZYC, UNICEF, other UN agencies, and ZIMSTAT. Computation of cost-benefit ratios for the investments is based on impact assessments of previous similar interventions in Zimbabwe and elsewhere.

A large share of the background information on the situation of the youth, the cost of doing nothing, investment priorities by age and location, unit costs, potential financiers and risks were already documented in a separate reports, the YICZ Provincial Consultations Synthesis Report and the Youth SITAN Report 2015. The Youth Investment Business Case Report should thus be read jointly with these two reports for purposes of drilling deeper on the statistics and analytics on the current situation. The voices of the youth from all over the country were clearly captured in the YICZ Provincial Consultations Synthesis Report.

D. KEY MESSAGES ON CURRENT YOUTH SITUATION

D1. Current level of investment in the youth is grossly inadequate

The findings in this report clearly demonstrate that while investment in youth has many benefits in the short, medium and long-term, it has hitherto been neglected when compared to what is needed to transform the lives of the youth or investments in other population groups. The consequence of a combination of underinvestment in youth, the youth bulge and the fast population growth rate of 2.2% per annum, is that the number of problems facing young people in Zimbabwe will continue escalating as reported by the youth and corroborated by ZIMSTAT projections.

D2. Youth face multiple challenges and their well-being is getting worse

Youth health challenges include:

- early and forced marriages, as 32.8% of women (20-49 years) get married before 18 years (MICS, 2014);
- inter-generational sex (19.9% of women aged 15-19 years married or in union have spouses that are 10 or more years older);
early sexual debut (4.1% of girls and 3.9% of boys under 15 years) are sexually active (ibid);
early, unwanted teen pregnancies (24% of girls and young women having started child bearing when they were 15-19 years (ZDHS, 2010-11);
gender-based violence (32% of females in the age group 18-24 years experienced sexual violence prior to age 18);
sexual exploitation (e.g., Hopely Farm where girls aged 10-14 years are rounded up by organized groups and hired out for commercial sex);
no protection from abuse (39% of families do not report their children’s experience of sexual abuse and keep it secret);
inadequate access to basic health services (preventive and curative care, ASRH services, including family planning, due to inadequate supply, high cost and youth-unfriendliness of health services) – up to 11% of women aged 15-19 years in Matabeleland South have an unmet need for contraception;
youthful students and health staff interviewed at tertiary colleges and universities (e.g. Midlands and Mashonaland West Provinces) have inadequate access to health and sexual education and drugs for reproductive health-related illnesses (47% of University of Zimbabwe students voluntarily tested for HIV were found positive);
occupational health challenges in informal mining and other non-formal jobs done by youth;
inadequate access by girls (12-21 years) to menstrual hygiene supplies and facilities at school and home;
shortage of safe drinking water and improved sanitation facilities in urban and rural areas was cited, with more adverse impacts on girls than boys due to their reproductive gender roles and needs, while most schools in urban areas do not have disposal bins used for menstrual materials; and
drug abuse and addiction among the youth (16-35 years) especially in large urban areas (Bulawayo and Harare) and by children from affluent families and those with absentee parents (e.g., those in the diaspora).

Youth education and skills development challenges include:

- inability to pay school fees is widespread countrywide especially among orphans and vulnerable children, with 700,000 learners estimated to be at risk of dropout and about 300,000 pupils dropping out of primary school every year, with the 10-14 year age group in rural areas and girls being the worst affected (UNICEF, 2008);
- about 40% of primary school drop-outs are female learners and this increases to 52% at secondary school level;
- about 50% of children delay enrolling for Grade 1 and some then never attend primary school due to financial difficulties;
- low transition rates (especially for girls) from primary to higher levels of education - about 22% of primary school pupils fail to transition to secondary, while 72% of those who complete Form 4 fail to transition to Form 5 (ibid); they fail to enrol for university education due to lack of resources to pay the fees, accommodation and other costs;

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8 One in four households (24%) lack access to improved sources of drinking water, and only 35% of household members use improved sanitation facilities which are not shared (MICS, 2014).
9 Zimbabwe Youth Situation Analysis Report, 2016, March.
11 Basic Education Assistance Module, Proposal for Funding to Donors, UNICEF, 2008.
youth who drop out of school before they complete primary and secondary education reported that they could not secure decent work;

- low completion rates (e.g., Harare’s primary school completion rate was reported in 2013 to be only 69%\(^\text{13}\) which implies that almost a third of pupils fail to complete school);

- low and declining pass rates in both primary and secondary schools\(^\text{14}\) due to a combination of inadequate availability of trained teachers, large class sizes, limited access to textbooks and other teaching and learning materials, and the poor state of the learning environment in several schools (for example, limited access to proper school structures in resettlement areas, and lack of improved water and sanitation facilities in several schools);

- limited opportunities for enrolling for vocational technical education and training;

- lack of facilities for learners with disabilities;

- lack of birth certificates (MICS of 2014 found that only 32% of births of under-five children had been registered country-wide) and children whose births are not registered grow into adults without birth certificates and bear other children without birth certificates as they cannot register their children without themselves being registered first, thus cannot sit for examinations, or benefit from development or humanitarian programmes that require positive identification;

- inadequate access to ICTs in schools, as only 24% of schools have computer equipment, while only 12% have computers for students; only 9.4% of schools have internet connectivity and significantly less (6.3%) have a broad-band connection\(^\text{15}\);

- inadequate knowledge, skills, tools, financial resources and job opportunities for formal or self-employment; and

In relation to youth employment and sustainable livelihoods, the following characterises the situation of youth:

- Youth report corruption and nepotism as being endemic. It affects every sphere of their lives and features at the top of the list of barriers identified to youth development in Zimbabwe. Youth report not being able to benefit from interventions aimed at supporting them due to corruption and lack of transparency. Youth cited programmes being ‘hijacked’ by officials for personal gain.

- Youth (18-35 years) are marginalised from mainstream economic activities as a result of resource mismanagement and rampant corruption\(^\text{16}\).

- Youth cited the absence of training in practical life-skills, vocational skills, business start-up skills, leadership skills and management skills as inhibiting their employment prospects.

- Over 80% of economically productive youth are not employed in permanent paid work\(^\text{17}\).

- Industry also confirms that youth skills and training do not match today’s demands – out-dated equipment and syllabi mean that youth are graduating without learning about the latest technologies.

- Few youth (less than 20%) own land for housing, farming or doing business in urban areas and the proportion is even smaller for women. Land is owned mostly by adults (parents and guardians) who parcel out small plots to their children, normally when they get married.

\(^{13}\) Ministry of Primary and Secondary Education Annual Statistics Report of 2013.

\(^{14}\) According to the Ministry of Primary and Secondary Education, Annual Statistics Report of 2013, “Grade 7 examination pass rates have not recovered since 2007” when the national pass rate reached 70.5%. The pass rate declined to its lowest point of 39.7% in 2009 before rising slightly to 49.6% in 2012. The ZIMSEC Ordinary Level Examination national pass rate remains very low at 21% (in 2012) although having increased from 11% in 2007.

\(^{15}\) Annual Statistics Report for 2013 for the Ministry of Primary and Secondary Education.

\(^{16}\) According to Transparency International Corruption Index, Zimbabwe was ranked 150 out of 175 countries in 2015, slight improvement from an all-time high of 166 in 2008 and 163 in 2012. It was ranked 43 in 1998. [http://www.tradingeconomics.com/zimbabwe/corruption-rank](http://www.tradingeconomics.com/zimbabwe/corruption-rank) visited 19 August 2016.

\(^{17}\) According to ZIMSTAT Poverty, Income, Consumption and Expenditure Survey Report of 2011/12, about 85% of the economically active persons do not have permanent paid jobs.
With respect to culture, arts, recreation and sport, youth are concerned the adoption of ‘social patterns’ from neighbouring and other foreign countries due to influence of the media and youth in the diaspora. Ready access to foreign uncontrolled television programmes, facilitated by better transmission signals from South Africa and Botswana than Zimbabwe, and pornographic movies on the street are eroding cultural values and norms and triggering high risk behaviour among youth. Youth lack information on their national and cultural heritage.

As regards arts and sports, programmes for talent identification, nurturing, recognition and rewarding are inadequate due to insufficient funding. More than half of the schools in the country fail to nurture young talent as schools lack qualified teachers in arts and sport. Youth are made to believe that arts and sport are less important than academic subjects. This undermines emerging talent and suppresses youth creativity.

Other issues that were raised by youth were low incomes, undervaluing of arts produces, high entry fees at national heritage sites, lack of business management, training and financial literacy and professionalism by youth involved in arts and sport. High taxes on income from culture, arts and sport were also raised as areas affecting development of youth talent in these domains. Sports and recreation facilities are in short supply and most facilities in urban areas are dysfunctional and need rehabilitation.

With respect to empowerment and participation, youth have limited participation in key decision-making processes that influence their well-being (e.g., policy and strategy development, programme formulation, implementation and monitoring and evaluation of youth development interventions). They are not empowered to do so and consultation processes are not sufficiently inclusive or youth-friendly.

E. THE COST OF DOING NOTHING

E1. Youth health

Without investing in the youth health interventions proposed by the youth, new HIV infections will increase by at least 2,700 per year among the sexually active youth age-group. ZIMSTAT estimates show that the crude death rate will remain at the current level of 10.2 per 1,000 per year or even increase. Zimbabwe will not be able to lower the disease burden estimated at 5 million. Sexual debut will not be delayed, early and forced marriages will continue at current or higher levels. Crime attributable to drug abuse and idleness of young people, of stress, will increase and the number of cases of crime committed per year will increase by 12%, with about half of the cases being juvenile rape cases. The opportunity to reduce crime by 57% in the next 10 years using the full package of interventions proposed in this business case will be lost. The potential contribution of youth health investments to GDP growth of 0.8% per year will be missed.

E2. Youth education and skills development

If investments in ESD propounded in this business case are not actualized, many learners will drop out of school (300,000 in primary education alone) and be denied their right to basic education. Over 50% will delay schooling. Pass rates in secondary school will remain below 40% at Form 4 (“O” Level).

GDP will remain suppressed by 2.7% per year as youth fail to earn a decent level of education, consequently fail to create jobs for themselves or remain unemployable or, if employed, their productivity at work will be low as they cannot operate machinery, or other modern technology.

Uneducated youth will be condemned to joblessness or unproductive very low-paying seasonal jobs (i.e., below US$100 per month and less than 12 months per year) ending up in abject poverty. Poor parents will fail to send their children to school, resulting in a vicious cycle that will perpetuate poverty. Uneducated youth will fail to appreciate the opportunity cost of crime and incarceration such that cases of crime will escalate by at least 12% by 2025 according to ZIMSTAT projections. Uneducated youth will be idle and get married too early or practice high-risk behaviours thus predisposing them to HIV and other infections. Uneducated youth will lack an income
to afford health care, or the capability to read and use prescribed medicines correctly. Without education innovation and creativity will be stifled.

E3. Youth Employment and Sustainable Livelihoods

The cost of doing nothing here is similar to the one for education and skills development as the main objective of the latter is to prepare youth for better livelihoods. According to ILO experts in Zimbabwe, if the energy of the youth is not channelled positively into production, it can easily become negative energy stifling growth and development through destabilisation and crime. The potential in investments that could easily create one job in the rural areas at a cost of US$500 by giving youth the skills and start up tool kits they need to work productively will be put to waste.

Youth who are unskilled or unequipped will end up being idle or the working poor (even earning less than $2 per day). According to ZIMSTAT estimates, over 85% of the economically productive youth are likely to remain unemployed or under-employed with no decent work (no permanent paid jobs) if efforts to create jobs for them are not intensified. They will not fully contribute to the economy as their individual output will be compromised by absence of the necessary skills and work opportunities to fruitfully use their labour. Overall, the cost to GDP is estimated by this study to be about 0.88% per annum.

Crime is likely to rise due to idleness and high risk behaviours such as drug abuse or casual sex for entertainment. Youth in Bulawayo and Harare cited the growing number of parties in low density suburbs where idle youth (18-29 years) were engaging in group sexual activities that are laced with drug and other substance abuse.

Uneducated youth are most prone to political manipulation. Their participation in politics will likely be as perpetrators of violence and not contribute to meaningful political debate. A large number of unemployed youth can cause political instability such as in the Arab spring. WHO has also documented a major problem of youth violence among unemployed youth with the major survivors being adolescents, older youth and young adults. The WHO study shows that youth with idle and delinquent friends are much more likely to be violent, and even more if abusing drugs.

Unprotected sex will contribute to a high increase in teenage and unwanted pregnancies so will failed marriages due to economic insecurity.

E4. Culture, Arts, Recreation and Sport (CARS)

In CARS the cost of doing nothing is the income foregone through talent which is not nurtured or supported. About 1 million people who could be involved in sport or related industries will be without jobs. Growth in GDP will be compromised by 0.1% per annum if the investments in CARS proposed in this business case are not implemented.

Zimbabwe’s image and tourism potential will not be promoted abroad without successful participation in sporting competitions.

Retrogressive cultural values will be upheld, much to the detriment of girls and young women who are disadvantaged and vulnerable. Girls and young women are especially disadvantaged and made vulnerable by entrenched discriminatory social norms, cultural norms and religious practices which need to be addressed through promotion of positive cultural norms and practices. The cost of doing nothing includes perpetuation of abuse and exploitation of girls.

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18 Presentation by Mr Kaliki, ILO Zimbabwe at ZYIC Workshop, Rainbow Towers, June 2015.
19 Projections on the Cost of Doing Nothing (Ibid).
Girls who do not engage in arts and sports often have to abandon their talent due to early and forced marriages; unplanned pregnancy; or religious and cultural norms that preclude girls from being active in sport or arts.

E5. Youth Empowerment and Participation

If nothing is done about the current status of youth empowerment and participation, youth will be left out of the policy discourse. Policies, laws, strategies, programmes and projects that will be formulated and implemented will not necessarily be in favour of the youth. Youth emphasised that "anything done for the youth without the youth is not for the youth"[21].

Youth participation, access to information and acquisition of knowledge on how to contribute are likely to come too late to feed the policy discourse and shaping tomorrow’s leaders. Failure to invest in this area will create a leadership and skill vacuum in future and impede economic and social development, while fuelling social and economic unrest. Without adequate participation of the youth in decision-making, programming will fail to build from lessons learnt from previous youth programmes and the diversity in youth will be overlooked (youth have distinct needs and interests, depending on their age, gender, location, education, family situation, among others). The potential in the youth will not be optimised because of failure to address their real needs[22].

Youth will distance themselves from top-down programmes and reduce their success.

Without youth empowerment and encouragement to participate in policy, and programme decision making and implementation, there will be a gap in effective national leadership, youth need to be streamlined in all activities to carry forward the history, legacies, morals and ideologies of the country in different sectors.

There is no debate that the youth are the future of the nation, they form the majority and cannot be ignored without detriment. Without deliberate strategies to bring the youth into the mainstream of decision making and implementation processes, they will remain excluded and marginalised yet they are a repository of wisdom, creativeness and talent. Youth will continue to face exclusion from important processes, unable to influence decisions that impact directly on their lives and futures. Youth will continue to experience inequalities and discrimination based on gender, education, social status, disability and location. In these circumstances social tensions have the potential to become heightened. Youth must be empowered to transform their lives, their communities and the country as a whole.

Without more investment in the empowerment of youth to participate meaningfully and ethically in business and other national development efforts, corruption and poor governance shall pervade the nation not only that in which the adults will transgress systems and justice but the youth also become perpetrators and beneficiaries of corruption. Youth participation and empowerment should be promoted such that these enable the youth to hold central government, local government, officials and service providers to account, helping to enhance good governance.

Widespread corruption, bribery and nepotism prevent youth from benefiting from equal opportunities in all spheres of their lives, including when seeking work or support via community development and other programmes. The cost of doing nothing is that corruption becomes even more entrenched and the benefits of investment programmes are not realised because funds, opportunities and services are diverted away from intended beneficiaries. Corruption will continue and steadily erode systems, processes, essential services and infrastructure.

Some of these costs of doing nothing are quantified in Chapter 7 of this report based on the opportunity forgone by not implementing the strategic investments outlined in this youth investment business case.

[22] Youth cited a litany of ‘top down’ investment programmes that have failed in Zimbabwe due to not having consulted youth about their priority needs or involving them in project planning, design and implementation. Youth need to have a voice and to be able to influence decisions that affect their lives (UNICEF, YIC Provincial Consultations Synthesis Report, 2015).
F. INVESTMENTS PRIORITISED BY THE YOUTH AND COSTS

A comprehensive set of intervention ‘packages’ was proposed by the youth to address many challenges described in each of the thematic areas discussed. They are designed for different age-groups of youth and aimed to achieve specific goals.

F1. Youth Health Investments

Youth health investments prioritised by the youth will require an investment of US$44 million over ten years (or an average of US$6.61 per youth (10-35 year old))23, focusing on 4 goals, and the following age groups and potential partners:

- Goal 1: Review Legislation, Policies and Strategies pertaining to youth access to rehabilitation and sanitation services by 2025, including mainstreaming youth participation in health policy development (MoHCC, UN, MoYIEE, CSOs) (10-35 year olds).
- Goal 3: Integrated Youth Health Care Service Delivery (MoHCC, CSOs, local authorities, Faith Based Organisations (FBOs), Private Sector) (10-35 year olds).
- Goal 4: Youth Community Participation in Public Health and Care (MoHCC, local authorities, MYIEE, CSOs, FBOs, Private Sector) (10-35 year olds).

F2. Youth Education and Skills Development

The interventions proposed by the youth support the achievement of four goals in ESD, with a total budget of US$5.6 billion (or US$332 per youth) over ten years24, namely:

- Goal 1: Support for primary and secondary education to reduce drop-out rates from 300,000 to 50,000, increase transition rates from primary to secondary and increase O-Level pass rates from 30% to 60% by 2025 (MoPSE, MoHTE, CSOs, FBOs, UNICEF, UNESCO, donors, private sector) (6-18 year olds)25.
- Goal 2: To strengthen VTC capacity to provide technical, vocational and entrepreneurship skills to 20,000 youth per province by 2025 through conventional and outreach programs in all the 60 rural and 32 urban districts (MoPSE, MoHTE, CSOs, UNESCO, UNICEF, donors, private sector) (15-35 year olds)26.
- Goal 3: Sustainable support for tertiary education to increase enrolment by 20% and provide grants to youth in the lowest wealth quintile and loan support annually by 2025 (MoPSE, MoHTE, CSOs, UNICEF, UNESCO, donors, private sector) (17-24 year olds)27.

The comprehensive level of support per primary school learner is expected to be US$229 per year. That for secondary school learner will be US$300 per year and that for tertiary will be US$50 per year on average. Support to students at university is estimated at US$3,000 per year (all inclusive).

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23 This is based on the current population of youth. The population of youth will increase each year due to population growth therefore, the per capita cost will be lower over time.
24 This assumes two-and-half cohorts of youth 10-35 year age group are supported as some move out of the youth category and new youth enter.
25 This intervention should ideally be available for all young people from age-group 6-18 years, though the target group analysed here is 10-35 years.
26 This includes those with primary education and two years of secondary education up to end of Youth age-Category.
27 These include those who have completed a minimum of “O-Level” education.
F3. Youth Employment and Sustainable Livelihoods

Strategic interventions to support achievement of 3 goals were prioritized by the youth and the goals include:

- Goal 1: Youth Enterprises Developed for 15% of Youth in the Age-group 18-35 years by 2025 (MoYIEE, MoSME, MoIC, MoM, MoAMID, ILO, private sector, CSO)
- Goal 2: Markets Secured and Developed for 100% of Youth in Business by 2025 (MoYIEE, MoSME, MoIC, MoM, MoAMID, ILO, private sector, CSO) (18-35 year olds).
- Goal 3: All youth in business are provided with land and infrastructure for their enterprises by 2025 (MoLGUD, MRDPNCH) (18-35 year olds).

These investments will be at a total cost of US$91.2 million (or US$912 per youth enterprise) over ten years. Each youth enterprise is expected to benefit at least 5 youth thus reducing the per capita investment to US$122.

F4. Culture, Arts, Recreation and Sport

Youth recommended that investments in the next ten years be directed at achieving the following three goals involving the following key investors and target groups for the youth:

- Goal 1: Intangible and tangible cultural heritage preserved and promoted by 2025 (MRDPNCH, MoSR, MoPSE, MHTE, UNESCO) (10-35 year olds).
- Goal 2: Arts promotion and community development (National Arts Council, MRDPNCH, MoSR, MoPSE, MHTE, UNESCO) (10-35 year olds).
- Goal 3: Sports promotion and community development (MRDPNCH, MoSR, MoPSE, MHTE, and UNESCO) (10-35 year olds).

Total investment over ten years is estimated at US$51.2 million (or US$ 8 per youth).

F5. Youth Empowerment and Participation

Support prioritized by the youth would achieve four main goals, namely:

- Goal 1: Ensure that Youth participate in at least 25% of policy making processes, in political, social, economic and environmental issues by 2025 (GoZ ministries, ZYC, UNICEF, UNFPA, FAO, CSOs) (10-35 year olds).
- Goal 2: Support 5% of youth to establish SMEs by 2025 (MoSME, ILO, FAO, CSOs, donors, private sector) (18-35 year olds).
- Goal 3: Establish and fully equip one youth centre per district by 2025. (MoYIEE, donors, MoHTE, CSOs, ILO, UNESCO, private sector, FBOs) (10-35 year olds).
- Goal 4: Promotion of the National Youth Policy (GoZ ministries) (10-35 year olds).

The investment will cost US$28.2 million (or US$4 per youth) over ten years.

G. RESULTS OF COST-BENEFIT ANALYSIS OF PROPOSED YOUTH INVESTMENTS

The benefit-to-cost ratios computed in this study show that if the investments proposed herein are implemented fully, and youth are amply supported to develop, in 10 years, the aggregate return on investment from all thematic areas will be positive and GDP will increase by a minimum of 3.57% per annum. Specific results by theme are as follows.

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G1. Youth Health

Investments to improve the health of the youth will have wider benefits in creating a student population with high cognitive abilities and fit for school and a healthier labour force that is more productive.

In addition, in the short-term, at least 2,506 new HIV infections will be averted per year, rising to 2,700 in the medium-term and 3,200 in the long-term. Each HIV infection averted is estimated to save 18.69 DALYs while each death averted shall save about 45 DALYs on average. Through better health, the country’s disease burden of 5 million DALYs per year will be reduced by 1.2% and the crude death rate will decline from 10.2 to 9.5 per 1,000 in ten years.

Rehabilitation of drug addicts (together with investments in education, and employment and sustainable livelihoods) will reduce the crime rate by 57% in 10 years. About half of the crimes averted will be of juvenile rape nature.

Early sexual debut will be delayed by at least 6 months and prevalence of high risk sex and behaviours such as early and forced child marriages, inter-generational sex, unprotected sex, and sex with multiple partners, will be reduced by at least 25% in 10 years among the young people.

Healthier learners will stay longer in school, perform better in class and maximise their employment, production and income earning potentials which will have positive impacts on GDP and health service access and utilisation by the same and future generations.

One US dollar invested in the health interventions prioritised by the youth will yield a return of US$8.12 in the short term (3 years), US$8.58 in the medium-term (5 years) and US$9.23 in the long term (10 years). Sensitivity analysis (at 20% less benefit) further shows that the minimum benefit will be US$6.09 per US$1 invested in youth health.

Overall, the annual GDP contribution from impact of the proposed youth health investments is estimated at 0.23%, 0.25% and 0.3% in the short-, medium- and long-term, respectively.

G2. Youth Education and Skills Development

Investments in basic education proposed here will at the minimum, in the next 3-10 years, keep an estimated 1 million primary and secondary school learners in school, enable 1,235,000 children of primary and secondary school-going age who had prematurely left school, to come back into school to complete their education, create opportunities for at least 10,000 additional youth to benefit from vocational training, enable about 29,900 more students to undergo training at tertiary education colleges, and about 43,000 more students to complete university education.

These investments will allow a higher proportion of young people to progress to tertiary and university education and acquire knowledge and skills that will grow their life-time income earnings.

Each year of additional schooling in primary, secondary or VTC, teacher education or college diploma, and university education will increase lifetime income earnings of learners by 9%, 14%, 15% and 18%, respectively.

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With this magnitude of wage benefits, the one who has completed primary education will be expected to earn a monthly wage of at least US$183 (up from US$100 or less without education)\(^{31}\), while the one who has completed secondary education will earn at least US$309, (same for VTC), and the one who has completed teacher education or polytechnic diploma will be expected to earn at least US$470, and those who have graduated with degrees are expected to earn at least US$660 per month.

Total GDP contribution of investments proposed by the youth in the area of ESD is estimated at 0.71%, 1.58% and 2% in the short, medium and long term\(^{32}\), respectively.

**G3. Youth Employment and Sustainable Livelihoods**

Business incubation, financial literacy training, start-up capital and equipment, access to land and business premises, hands-on mentorship and practical skills training will add significant value by equipping the youth with the basic knowledge and skills they need to start and grow own 10,000 enterprises obviating the need to wait for others to generate these jobs.

About 50,000 decent jobs will be generated by this investment\(^{33}\), each raising a net income of US$2,500 per month at an initial investment cost of US$912 and the life of these businesses is expected to be at least 10 years. The benefit-to-cost ratio of this investment will come to 1.4 in the short term (3 years), 2.6 in the medium term (5 years), 13.1 in the long-term (10 years) and 26.7 in the period until the youth reach 35 years.

The net-present value (NPV) of the investment over the short, medium, long term and the period up to age 35 years contribute to the economy at least an average of 0.03%, 0.09%, 0.47% and 0.88% of GDP per annum, respectively. Sensitivity analysis also shows that the returns to this investment are strong even when benefits are reduced by 25%, the investment still breaks even as the benefit to cost ratio will be equal to 1.0.

The combined effect of this and downstream impacts is reduction in youth unemployment by more than one-third (37.9%) over the next decade. With self-employment and better incomes, idleness will reduce, so will other social ills (drug abuse, crime, and high risks reproductive health behaviours) among the youth. Cases of juvenile rape, murder, plain robbery and adult rape will significantly decline due to youth engagement in economic activities.

**G4. Culture Arts, Recreation and Sport**

At full potential the culture and arts industry is estimated to contribute US$7.28 million to the gross domestic product annually, or 0.05% of GDP.

The benefits include a total of US$750,000 annually earned by participants in urban festivals and about US$190,000 earned annually in rural areas. Income from international festivals is estimated at US$2.025 million annually, while that from downstream services rendered to culture and arts industry in support of festivals and other events is estimated at US$2.418 million. These benefits will reach 700,000 people.

If health benefits of the promotion of traditional foods (e.g., small grains and indigenous fruits and vegetables) are taken into account, especially the reduction of non-communicable diseases (NCDs), the contribution to GDP annually (including the savings in health care costs which are invested in productive activities) amount to 0.06% of GDP or US$8.9 million annually.

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\(^{31}\) This is based on ZIMSTAT Poverty Income Consumption and Expenditure Survey 2011/12 Report.

\(^{32}\) The timespans are 7 Years, 11 Years and 15 Years, respectively.

\(^{33}\) 26% of the owners employ 1 and 5 employees (micro businesses).
Youth talent in sport will be recognised, nurtured and rewarded for at least 12,800 high achiever sports persons. If the contribution of the Sports Sector to GDP is taken into account, the CARS sector is capable of contributing 0.1% of GDP annually. The return to investment for this option is about 1.7 excluding the sports sector. If the sports sector is included it increases to 2.83.

G5. Youth Empowerment and Participation

Studies that quantify in social and economic terms the returns to investing in youth empowerment and participation interventions are not readily available. The evidence available suggests that investments in this thematic area will serve as a catalyst for interventions in the other thematic areas above.

H. CONCLUSIONS AND RECOMMENDATIONS

Investing in the youth in Zimbabwe has many social, economic and political benefits and should be prioritised. If the investments proposed in this business case are implemented fully, and youth are fully supported to develop, in 10 years, the resultant increase in GDP arising from the impact of this business case is a minimum of 3.57% and justifies the cost.

If left unattended the current challenges faced by the youth could escalate resulting in many economic and social ills including unemployment, underemployment, abject poverty, high risk behaviours, gender based violence, other serious crimes and social unrest.

All investment areas prioritized in this business case have positive returns and should be considered. In health the provision of affordable and youth-friendly services is critical, including a comprehensive package of prevention, curative and rehabilitative care. This will require significant investment in training of health personnel to offer youth-friendly services.

In education and skills development, one year of schooling will increase wages by between 9 and 18%. A comprehensive package of support to vulnerable learners is needed urgently to ensure every young person's right to education is secured, and their productivity and lifetime earnings are maximised.

The educational support encompasses acceleration of birth registration for youth without birth certificates, tuition, levies, textbooks, uniforms, better learning environment, and gender responsive education at primary, secondary and tertiary education levels. BEAM should be revamped and reinstated to reach up to 700,000 learners. Second-chance education should scaled-up in primary and secondary schools reaching up to 850,000 learners, and providing similar support and incentives for teachers.

The youth investment case takes a rights-based approach in proposing that every youth should secure their basic right to identity documents.

The youth investment case research shows clearly how the lack of birth registration has systematically disenfranchised children below 15 years from gaining higher educational attainment, the youth population and also adults from accessing special employment opportunities offered by the state, and basic services and special support from the government and humanitarian agencies aimed at poor communities in the event of humanitarian situations caused by disasters.

VTC education offers the highest returns in the short term, college/diploma training in the medium-term and university education in the long-term. These should be given priority when planning in those time horizons. In the short-term investments should be made in utilisation of available spare capacity in infrastructure in existing schools and tertiary institutions to expand coverage of VTC education country-wide (e.g., using school holidays to reach out to more youth), while concomitantly working with the private sector to modernise equipment in VTCs and widen the range of courses provided, while making them more relevant.
Support to increase enrolment in tertiary colleges (certificate and diploma courses) should be prioritised in order to expand enrolment by 29,000 students over 10 years.

For university education, learning materials, accommodation and research support are recommended for academically gifted students (500 per university per year) from poor families, together with mainstreaming of entrepreneurship skills in undergraduate courses, reaching altogether an additional 42,959 students over 10 years.

Research into the size, status and investment impact on CARS sector is needed to address information gaps and needs in programming for the youth. Research should ideally be addressed as a critical cross-cutting issue throughout the five thematic areas of the national youth policy, together with mainstreaming of gender equality and women’s empowerment. Such research should be undertaken by the youth for the youth and generate evidence that will empower youth when participating in policy and related decision-making processes.

The interventions which are being proposed in this business case for the holistic development of the youth require an integrated approach to planning, budgeting and implementation. No single intervention or sector will be a panacea for challenges facing the youth in Zimbabwe currently. Close collaboration of all relevant sectors, and state and non-state actors will be called for resource mobilisation, delivery, monitoring and evaluation of the investments posited here.

Youth participation in all stages of the project cycle is paramount and must be actively promoted as part of implementing this youth business case.

Effective participation in programming cannot take place without the youth (some of them adults) being involved in key decision-making processes as equal partners and interest groups with those older, who often time lead these processes because of their privileged position through age, position, higher education and experience. Their participation is needed for sustaining the focus on the youth in the next decade and the momentum in investing in the youth that this business case and other initiatives in the country are all contributing towards.

The case for investing in young people is clear from the results of the analysis of potential returns to such investments which this business case documents. The income growth potential of small investments (ranging from less than US$100-$921 per year across the five priority areas of investment (themes)) is vast (e.g., income growth of 9-23% per year of schooling), in addition to broader benefits in improved health, reduced crime, self-actualisation, prevention of acculturation and a reduction in the burden of social expenditures on the state. The analysis shows that a reduction in the burden of disease, crime, and gender-based violence is evidently possible and will have the desired effect of lowering the government health, justice and security budgets which will release resources for further investment in sectors that grow the economy.

Investments in those interventions most suitable for the rural and other types of marginalized youth populations may promote more broad-based and inclusive economic growth than hitherto achieved in Zimbabwe and this approach will have wider poverty reduction effects. The strategic investments chosen in the youth investment case promote the objective of reaching every deserving youth (as an individual or as groups, young or adult), wherever they reside. The strategy explicitly propagated through this business case is to decentralize basic service delivery, life- and job-creation skills building and entrepreneurship support so that youth populations that are marginalized through remoteness, lower education, poverty or lack of information access can enjoy fair access to resources and other types of support identified by this investment case for delivery to the youth (including delivery to the youth by the youth). Inadequate information access, corruption, nepotism, politicization of resources has been a major barrier hindering the rural poor youth from benefitting from job opportunities and the previous youth fund models.

The case for investing in the youth has been quantified and put on the table, what is left is action for the youth together with the youth to harness the youth dividend.
Drawing from global best practice, the Government of Zimbabwe, together with its development partners, seeks to harness the **demographic dividend** for economic growth which is presented by its population structure in which 41% of the people are below the age of 15 years\(^34\). The demographic dividend is the accelerated economic growth that can be achieved when the population age structure changes together with strategic investments in health, education, economic policy and governance giving rise to conditions where the dependency ratio is reduced and productivity of a significant proportion of the workforce increases, thus resulting in a corresponding increase in income per capita.

As a first step, through technical and financial support from UNICEF, technical support from the Zimbabwe Youth Council, the Ministry of Youth Indigenisation and Economic Empowerment took a bold step in 2015 to commission a Youth Investment Case for Zimbabwe (YICZ) Study to generate information on the situation of the youth, quantify the costs of not investing in the youth (do nothing scenario), identify together with the youth opportunities for undertaking strategic investments in the youth in six key areas identified by the Zimbabwe National Youth Policy, prioritise these investments, cost them, and quantify the economic growth and social benefits of such investment in the short, medium and long-term.

The study sought to compute cost-benefit ratios for each identified investment, analyse sensitivity to socio-economic and environmental pressures, and where possible simulate scenarios. It also aimed to identify and calculate risks that are associated with each investment option, as well as articulate the roles of government, donors, private sector and the youth. The six investment areas prioritised for analysis include youth health, youth education and skills development, youth employment and sustainable livelihoods, culture arts, sports and recreation, youth empowerment and participation, and gender equity and equality. This report presents a summary of the key findings, conclusions and recommendations of the study. It will inform the discourse on national policy and strategy for youth investment and empowerment in Zimbabwe as well as guide the refinement of programmes and projects in this sector.

**Justification**

The youth bulge in Zimbabwe’s population structure, whereby 35.7% are youth (15-34 years)\(^35\) and 13% are young adolescents (between the age 10-14 years)\(^36\), offers a rare opportunity for strategic investments to be made now in young people focusing on promoting among others, their survival and development, delaying early marriages and child bearing, preventing unintended pregnancies, promoting child spacing, enhancing the quality of primary and secondary education, increasing the

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\(^{34}\) Zimbabwe Population Census 2012.

\(^{35}\) Definition of youth based on Zimbabwe National Youth Policy.

\(^{36}\) UNICEF definition.
enrolment and retention of girls in basic, secondary and tertiary education, reaching out-of-school young people with second chance education and equipping all young people (boys and girls) with relevant practical life-skills training and vocational skills to improve their ability to generate and grow their income. This development will require a change in the population structure as a first step, such that the number of dependent children in relation to the working population becomes smaller. When this is accompanied with strategic investments in health, education, vocational training, economic policies that create jobs and governance systems that reduce mismanagement and corruption, it creates a once-in-lifetime window period for accelerated economic growth.

**Links to Economic Growth Models**

The Youth Investment Case Study drew from the Harrod-Domar Model of Growth which emphasises that labour and capital are key drivers of economic growth; hence balancing investments in social and economic development to produce a labour force of high quality that is well-resourced could spur growth that produces wider and more sustainable impacts. The Youth Investment Business Case thus considered investments in economic development alone necessary but not sufficient to answer (in the short to medium term) multiple challenges faced by the youth.

Direct social investments – for example, in health and education are needed to reduce mortality and morbidity, empower the youth and create the quality of labour fit for self-generation of jobs and modernisation of industry to address both unemployment and underemployment challenges faced by young people in Zimbabwe.

The study also noted the transitional nature of the Zimbabwean economy which is consistent with the Rostow’s Model of Growth which propounds that industrialisation, regional growth, more inclusive politics, diversification, resilience to imports, and growth in service sector.

**Links to regional, continental and global commitments**

The YIC study has been undertaken in the context of Zimbabwe’s commitments to an inclusive and pro-

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The political, economic, social, technological, legislative, environmental sustainability and governance environment

The YICZ study situates the analysis within the current context of the political discourse, economic trends, social environment, and what obtains in relation to technological, environmental and governance situation. The country’s multi-party democracy characterised by polarisation non-inclusiveness can be enriched by more youth-friendly processes that politically empower the youth as future leaders. The study analyses empowerment of the youth from all perspectives (political, economic and social).

Zimbabwe’s economy is in transition, with single-digit annual GDP growth of below 5% per annum which is declining due to faltering agriculture and industry resulting in high trade deficit. The country is rebuilding agriculture, with industrialisation (and value-addition) being the ultimate strategy for accelerating economic growth, employment creation and social development. Machinery in industry is obsolete rendering manufacturing less competitive on regional and global markets. New machinery is needed so are new skills to operate more modern technology.

In the social sphere, Zimbabwe has made gains in education and health, characterised by high net enrolment, gender parity in primary education, and high literacy rates (above 90%)\(^{38}\) and reduction of HIV prevalence rates from 27% in 1997, to below 15% in 2016\(^{39}\), but pass rates in secondary schools of below 50% (ibid) and emerging pattern of increasing HIV infection among the youth age-group is a cause for major concern. In relation to technology, youth access to ICTs is increasing, especially for mobile phones but for climate smart agriculture, and value-addition, access remains constrained. The ZYIC looks into this issue especially to the extent of addressing ICT access in schools.

With respect to environmental sustainability the impact of climate change on male and female youth remains to be carefully studied but ZYIC business case interrogates the issue of workplace safety for the youth, environmental sanitation, access to clean water, green jobs, irrigation development and non-agricultural IGAs (powered by village savings and lending schemes) as strategies for climate change adaptation and resilience building.

As regards governance, youth consultations touched on the important issues of corruption and nepotism, transparency in decision-making and youth participation in programming and monitoring and evaluation. The ease of doing business for the youth is given special attention with special focus on support for the youth to own or have access to land and buildings for use as working spaces to operate their business. Overall Zimbabwe slid on the World Bank rankings for the ease of doing business from number 153 to 155 in 2015 and 2016, respectively.

Key messages

The findings in this report clearly demonstrate that while investment in youth has many benefits in the short, medium and long-term, it has hitherto been neglected when compared to either what is needed to transform the lives of the youth or investments in other population groups. The consequence of a combination of underinvestment in youth, the youth bulge and the fast population growth rate of 2.2% per annum, is that the number of problems facing young people in Zimbabwe has been escalating. The challenges they face range from inadequate access to basic health services (preventive and curative care) to high drop-out rates in secondary schools (especially for girls)\(^{40}\); low transition rates


\(^{40}\) Zimbabwe Population Census 2012; and MICS 2014.
(especially for girls) from primary to higher levels of education; inadequate knowledge, skills, tools, financial resources and job opportunities for formal or self-employment; early marriages; unintended pregnancies; inadequate protection from abuse and the risk of contracting HIV and marginalisation in mainstream economic activities as a result of resource mismanagement and corruption.

All investments that were prioritized by the youth who were consulted countrywide during this study (which are documented here) have positive returns. If the investments proposed herein are implemented fully, and youth are amply supported to develop, in 10 years, the resultant increase in GDP arising from the impact of these investments is a minimum of 3.57% in GDP.

Investments to improve the general health of the youth will have wider benefits in creating a student population with high cognitive abilities and fit for school. Healthier pupils will stay in school longer and perform well in class. Through good health and higher education, a workforce that is physically and intellectually fit for work will be created which will contribute to increased productivity and consequently, higher wage earnings. These earnings are important for securing health services, good nutrition and further education of the same individual and the next generation. Investments in basic education proposed here will at the minimum, in the next 3-10 years, keep an estimated 1 million primary and secondary school pupils in school, enable 1,235,000 children of primary and secondary school-going age who had prematurely left school, to come back into school to complete their education, create opportunities for at least 10,000 additional youth to benefit from vocational training, enable about 29,900 more students to undergo training at tertiary education colleges, and about 43,000 more students to complete university education. These investments will allow a higher proportion of pupils to progress to tertiary and university education and acquire knowledge and skills that will grow their life-time income earning potential by a minimum of 9% and maximum of 18% per additional year of schooling. Practical skills training through vocational and technical colleges will add significant value by equipping the youth with the basic knowledge and skills they need to start and grow own enterprises obviating the need to wait for others to generate these jobs. Youth unemployment will decline by more than one-third (37.9%) over the next decade. With better incomes and reduced drug abuse, the incidence of crime among the youth will significantly decline by 57% (especially that of juvenile rape cases, murder, plain robbery and adult rape).

Promotion of culture, art, recreation and sport, will see the youth preserving and celebrating their cultural heritage (values, practices and assets), and exploiting their talents, both of which are important for producing a well-rounded youth free from socio-economic disenfranchisement, not mentally stressed, physically fit, and one who maximizes her or his potential, including intellect, natural talent, and other gifting. These investments will also create jobs. Both the academic and extra-curriculum activities are essential in the physical and mental development of the youth.

The study concludes that creation of “jobs for the youth by the youth” is possible in Zimbabwe provided the prioritised investments draw the attention and collective efforts of all in policy, programming and financing. About 10,000 youth business enterprises can be created through strategic choices proposed in this investment case and these will have immense job creation potential which will be realized through a well-designed intervention package that has been missing in previous similar initiatives. These will create 50,000 more jobs. The design of interventions in this investment case based on lessons from past efforts will increase the prospects of success of the new initiatives contained here.
The term ‘Youth’ used in this report refers to those who fall within the age group 10-35 years, encompassing UN, AU and Zimbabwe definitions of age groups for children, teenagers, adolescents and young people and young adults.

The report was informed by findings of the YICZ Provincial Consultations which covered all provinces of the country, detailed estimation of costs and benefits of intervention options carried out by the National YICZ Study Core Team and the computation of benefits of investments done in this study.

The YICZ Provincial Consultations aimed to build upon the findings of the Youth Situational Analysis (SITAN) which was concluded in late 2015 and whose results were packaged in a separate report. This (Business Case) report was prepared through a participatory process involving nationwide consultations covering all 10 provinces which captured the voices of male and female youth (as individuals, associations or groups), as well as views of adults (including those in government, private sector, the UN, civil society, youth associations, and donor agencies that are programming for the youth). Provincial consultations were carried out during the period 3-28 August, 2015 and a synthesis and validation workshop was held from 14-18 September 2015.

The recruitment and participation of Key Informant Interviews (KIIIs), youth in and out-of-school and adults was voluntary and consistent with purposive and convenience sampling methods. Area identification was undertaken by the MoYIEE Provincial and District Officials. Altogether, the YIC study team consulted more than 1,000 individuals countrywide, and at least 600 of these were youth (both individuals and representatives of youth groups, such as youth associations).

The report should be read jointly with the SITAN Report and the YICZ Provincial Consultations Synthesis Report for purposes of drilling deeper on the statistics and analytics on the current situation of the youth, opportunities, intervention options, unit costs, potential investors and risks. The provincial consultations synthesis report is a foundational reference document for the business case as it provides more detailed information on interventions that have worked previously in Zimbabwe which informed the priorities identified by the youth which have been included in this business case, as well as those that have failed in the past and why they failed. The synthesis report also provides information on specific age-groups recommended for each of the interventions that are proposed in this business case as youth are not a homogenous group. Above all the voices of the youth from all over the country are clearly expressed in the Synthesis Report.

The Core Team was drawn from the MoYIEE, the Zimbabwe Youth Council, thematic experts from several government ministries and UN agencies.

Cost-benefit modelling

Priority interventions which are proposed in this business case came out of an appreciative inquiry that gave youth the space to consider what has
worked and what has not worked in the past, their projections on the operating environment, and how these developments are likely to affect their well-being in the immediate and longer-term. ZIMSTAT also provided important statistics on the situation of the youth in the coming 10 years (2016-2025) using some key indicators of their welfare drawn from the six thematic areas of investment prioritised in the National Youth Policy. Both the feedback form the youth and ZIMSTAT statistics are used to estimate the cost of doing nothing in an objective and informed manner.

The costs and benefits of the interventions prioritised by the youth were determined on the basis of a 3-year (short-term), 5-year (medium-term), and 10-year (long-term) investment plan, aligned to international standard practice in costing short, medium, and long-term strategies. Costing beyond 10 years was considered not feasible as the costing parameters can change significantly over longer time horizons and would be more difficult to estimate. For education the horizon was altered considering the time a child takes to complete primary (7 years), secondary (4 years) and tertiary education (e.g., 4 years for some diploma courses).

The main costing approach was activity-based. This was preferred as it ensured thoroughness. Costing data were historical and flexed by inflation and youth population growth projections provided by ZIMSTAT. Costing was done in United States Dollars.

Costing was also intervention-specific and results-based. Strategic goals, strategies and activities were first agreed upon for each prioritised intervention. Then unit costs for common activities were discussed and agreed upon to standardise the costing across the thematic areas. Wherever possible UN rates were used to benchmark costs across the thematic areas.

The benefits were based on empirical evidence on how such interventions have worked in Zimbabwe (if such existed before) or other countries (where the interventions have been implemented and impact assessed). For example for health the impact is assessed in disability adjusted life years saved through improved health and reduced mortality. For education, benefits are quantified in terms of incremental income per additional year of schooling. For investments in business incubation and support for the youth and investments in livelihoods, benefits are in incremental income from such investments.

The employment and income benefits as well as health benefits are quantified using a conservative base case scenario. This is then flexed using sensitivity analysis that assumes 25% more benefits and 25% less benefits to capture the low-road (low impact), middle road (medium impact) and high road (high impact) scenarios. Costs and benefits are weighed in the short, medium and long term as well. Benefits from CARS, gender equity and equality and youth empowerment and participation are considered catalysts to the health, employment and income benefits and analysed as such. Throughout the analysis, gender equity and equality were imbedded in the other thematic areas.

The cost and benefit streams were then discounted using a rate of 10%, used for development assistance support by donors (e.g., DFID), which is also flexed by 12% discount rate for sensitivity analysis reflecting higher risk.
The findings confirm that the current situation of youth is dire as expressed by the youth themselves and validated by adults who were consulted countrywide. Youth face a myriad of challenges and inequalities on a daily basis in key areas that impact directly on their lives and solutions provided by the youth are often ignored. Below are some of the major challenges.

3.1 Current Situation of Youth in relation to Health

Early, teen and forced pregnancies and marriages and gender-based violence due to retrogressive religious and cultural practices negatively affect youth health: Retrogressive religious and cultural beliefs and practices were reported to be manifest in forced marriage, teen marriage, age mixing, trans-generational sex, polygamy, lack of family planning, GBV, child abuse and child exploitation. These are major issues affecting youth. The influence of religious beliefs is rife in Masvingo, Manicaland and Mashonaland provinces, whereas traditional beliefs cut across the entire country but with higher prevalence being reported in Mashonaland West Province.

According to findings of the MICS (2014), the proportion of women in the age-group 20-49 years who married before reaching 18 years was 32.8%. Also the percentage of young people in the age category 15-19 years in marriage or union was about one in every four women (24.5%) against one in twenty-seven men. According to the same source, about 19.9% of women aged 15-19 years who are in marriage or union have spouses that are 10 or more years older. The proportion reduces to 17.5% for those in the age category 20-24 years.

Young girls (as early as 10-15 years) are particularly vulnerable and disadvantaged by such practices, some reporting psychological trauma, and others too young, too vulnerable and victimized to report the cases.

According to the ZDHS (2010-12), 30% of women experienced physical violence since age 15. Twenty-eight percent of women who first had sex before age 15 years reported that they were forced against their will to have the sex. This group has historically been missed by conventional child protection and HIV prevention programmes.

Child sexual abuse and exploitation for economic sustenance is cited as another urgent matter in need of attention. In the Hopley Farm peri-urban area of Harare Province for instance, organised child sexual abuse involving young adolescents (10-14 years) was reported to be a rampant and well organised criminal activity involving parents of the young girls. Children are reported to be rounded up by organized groups and hired out for commercial sex.

The findings of MICS 2014 show that a small proportion of minors (4.1% of girls and 3.9% of boys under 15 years) were sexually active. The highest prevalence of this is in Mashonaland where 8.7% of female youth (15-24 years) had had sex before the age of 15 years and followed by Matabeleland South Province (5.3%). As for young men (15-24 years), Matabeleland South province had the largest
number who had sexual debut before the age of 15 years followed by Mashonaland Central Province (6.4%).

A survey by ZIMSTAT also noted that 32% of females in the age group 18-24 years experienced sexual violence prior to age 18. GBV disproportionately affects female youth than male as 8.9% of males reported that sexual violence had been perpetrated on them before age 18.41

Sexual and reproductive health problems are higher among sexually active youth.

Youth in Harare Province revealed that abuse of young people (especially girls) was rampant but reporting of abuse to the police remains a taboo among adults in the same family as they do not want to expose their close relatives and this leaves the abused young person at greater risk of more abuse. The culture of covering up for family relations and fear of perpetrators is a major hindrance to reporting of abuse cases. About 39% of families do not report their children’s experience of sexual abuse and keep it secret from the community. Child sexual abuse is common in households where the biological parents are absent. The breakdown of the family unit partly due to AIDS and emigration to the diaspora are major factors exposing young people (especially girls aged 15-24 years) to such violence by guardians, and other young people.

These problems were reported by youth to be leading to early, unwanted teen pregnancies. Teen pregnancy is generally quite high with 24% of girls and young women having started chid bearing with in the age range 15-19 years (ZDHS, 2010-11).

Traditional beliefs about disease and health remedies also deter mostly rural youth from seeking access to health education and treatment. Some rural communities are reported to actively shun modern medicine due to their religious and at times cultural beliefs.

**ASRH Youth Friendly Services:** Availability of youth friendly Health Services is generally poor, although there are a few emerging good practice models (islands of excellence) which future efforts to invest in the youth can learn and build from. Some health services that purport to be ‘youth-friendly’ are said by youth to fall significantly short of that description.

Absence and/or inadequate youth friendly health services with low uptake and utilisation were mentioned by youth in Manicaland, Mashonaland Central and Masvingo provinces.

Youth participation in health programmes and the uptake and utilization of available services was reported to be low. Attrition among peer educators is high, possibly as a result of poor pay and high mobility. Stigmatisation of youth with HIV or STIs by health personnel was reported to be widespread in rural clinics. Other barriers included monetary and non-monetary costs to accessing ASRH services.

**Access to Family Planning and Contraceptives:** Although knowledge of at least one contraceptive method is high across all population groups in the age category 15-49 years is high for both male and females in Zimbabwe (above 95%, ZDHS 2010-11), misconceptions about family planning and contraception prevail among youth. A lack of family planning education and knowledge and low uptake and utilization of male and female condoms were widely reported by the youth. Lack of access to condoms and other family planning contraceptive methods were cited, for example, in Mashonaland West, and Matabeleland North and South provinces.

The findings of the 2014 MICS confirmed that the province with the highest unmet need for contraception was Matabeleland South. Women aged 15-19 years who were married or in union, had the highest unmet need (11%) while the 25-29 years age group had the lowest unmet need (8.4%). This could be partly due to migration of men to South Africa or couples who still wanted to have children. The Zimbabwe Demographic Health Survey (ZDHS) conducted by ZIMSTAT in 2010-11 confirmed that Matabeleland South had the lowest contraceptive prevalence rate among currently married women (46%).

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42 Ministry of Women Affairs Gender and Community Development, Girls’ and Young Women’s Empowerment Framework, 2014
43 Cited in Ministry of Women Affairs Gender and Community Development, Girls’ and Young Women’s Empowerment Framework, 2014.
Lack of knowledge on contraceptive use and the benefits of family planning methods, together with prevailing misconceptions about contraception, were raised by the youth aged 15-19 interviewed in Matabeleland North. Limited promotion of female condoms was cited in Masvingo province. In Matabeleland North cultural and religious beliefs and practices inhibited a higher uptake of FP methods.

Youth across the country cited the need for improved service provision in: family planning; prevention of STDs; early diagnosis and treatment of reproductive health illnesses; health education systems; and the provision of essential health supplies (contraceptives and medicines).

The ZDHS (2010-11) conducted by ZIMSTAT further shows that less than one-third of unmarried women across all age groups use condoms.

ASRH Health Education and Promotion: Youth cite limited ASRH programmes, communicable diseases information and information on how to access different health facilities as a concern, especially for marginalized youth including disabled youth and youth in prison. Youth reported the need for materials and programmes that are non-stigmatizing, affordable, accessible, accurate and contextually appropriate and sensitive.

Youthful students and health staff interviewed at universities in Midlands and Mashonaland West Provinces corroborated the challenge of inadequate access by university students to health and sexuality education and drugs for reproductive health-related illnesses. Health staff confirmed the highly sensitive nature of education to youth on campus on topics such as STDs and HIV when they see reported cases rising in the local clinic(s), as those who will have reported for treatment will be stigmatised. The university health staff confirmed that they use other students to disseminate STD and HIV prevention information through other regular meetings that are not labelled health education.

Youth reported experiencing problems associated with the lack of adequate information, education and knowledge about HIV and AIDS, including: mother to child transmission dangers of limited HIV disclosure, child headed households, unprotected sex, poor ART drug compliance, denial, blame, stigma, discrimination, wilful transmission, limited psychosocial support, fear and reluctance to get tested. According to the ZDHS (2010-11), youth in the age-group 15-19 years have the least knowledge of HIV transmission and prevention methods. The percentage with comprehensive knowledge about HIV/AIDS was confirmed at only 41.7% and 46.3% for male and female youth in the age group 15-19, respectively.

Risky Sexual Behaviours, Early and Unwanted Pregnancies, STDs, HIV and AIDS: Without adequate knowledge on health and sexuality and protective services against abuse of young people, youth health was reported to be at risk through the prevalence of certain behaviours and practices, including unprotected sex, early and forced marriages, illegal abortions, teen pregnancies, STIs, HIV infection, early sexual 'debut', multiple sexual partnership and trans-generational sex. Media reports also indicate that an HIV prevention programme that in 2010 offered voluntarily HIV testing to students at the University of Zimbabwe found 47% of those tested HIV positive.
Availability of Medicines: Youth face problems accessing medicines. Shortages of essential drugs, misuse of medicines for intoxication, poor ART drug compliance and drug affordability were reported by youth in all provinces (rural and urban). Many youth fail to access drugs after diagnosis of ailments and prescription due to low or no income. Youth shy away from disclosing STIs or HIV infection, leaving it till too late to access effective medicines and treatment.

Limited Access to Existing Health Care Services by Youth: Nearly all unemployed youth interviewed countrywide cited that they do not have adequate access to basic health care services due in part to lack of financial resources and stigmatisation by adult health personnel. Youth also cited poor quality and level of health care and service provision not being ‘youth friendly’ as deterrents to using health care facilities. Most youth mentioned the lack of timeous health service delivery, unaffordable user fees and long distances to health care facilities as major barriers to service utilisation. Associated travel costs represent further barriers. Youth perceive health staff to be ‘uninterested’ in helping to meet their health needs, unnecessarily too inquisitive, at times accusing youth for certain ailments (without due regard to prevailing circumstances) and failing in protecting their privacy. Lack of accessibility, affordability, availability and acceptability of services were reported to contribute to poor health seeking behaviours among youth. In Matabeleland South youth cited that while rural clinics did not charge exorbitant user fees per se, patients had to bring firewood for health workers to treat them.

Poor households, especially child headed households, cannot afford to travel to health facilities, buy medicines, pay hospital bills or buy nutritious food. Food insecurity, hunger and nutritional deficiencies, together with associated problems such as Pellagra, were reported to be significant problems among youth from poor households, and the phenomenon is much greater in rural than urban areas as shown by the 2011/12 Poverty, Income, Consumption and Expenditure Survey conducted by ZIMSTAT which confirmed that between 6.3% and 43.3% of households are food poor in Zimbabwe, the highest being in Matabeleland North Province. The widespread hunger and poor nutrition, especially in the low income rural and peri-urban communities were also reported to be affecting children’s ability to concentrate at school and impeding child development (cognitive and physical), leading to a vicious cycle of poverty, poor education and health outcomes.

Access to Private Sector Health Care: Youth perceive private health care to offer better services and are more likely to protect their privacy. However, private health care is unaffordable to most youth.

Low Maternal and Child Health Service Utilisation: Low uptake and utilization of ante- and post-natal care services was cited as resulting in poor child development, maternal complications at delivery, maternal morbidity and mortality, lack of screening, unplanned pregnancies, childhood illnesses, disability, poor living arrangements for children. Lack of access to affordable pre-delivery accommodation or mother’s waiting ‘shelters’ was cited as a deterrent to the uptake of formal service provision at locations away from home.

Water, Sanitation and Hygiene: Poor menstrual hygiene management in schools, and the home, contaminated water in urban and rural areas, shared sanitary facilities, sewage spillage, water borne diseases, poor sanitary hygiene practices, storm drain hazards, overcrowding, inadequate water and the need for water errands were all cited as problems currently being experienced by youth in communities and schools, with more adverse impacts on girls than boys due to their reproductive
gender roles and needs. The issue of poor menstrual hygiene management was topical among girls in Matabeleland South Province but was found to be a common difficulty for young girls in other provinces as well due to high cost of pads and non-availability in rural areas. The issue is not receiving much attention except a few women’s non-governmental organisations. Girls reported that they miss school due to lack of appropriate sanitary wear. Most schools in urban areas do not have disposal bins used for menstrual materials46.

Occupational Health: Occupational injuries and respiratory infections are reported by youth engaged in informal employment in the agricultural, manufacturing and mining sectors. Some youth working in illegal mining activities reported being exposed to chemical hazards. This problem featured prominently in interviews with youth in Masvingo and Manicaland Provinces (e.g., Dorowa Mine), but also came up more generally in areas where informal mining and manufacturing are taking place. For example, youth cited on-going legal and illegal mining activities in Midlands Province, Shurugwi town, as high risk in terms of occupational safety. Specific concerns of the youth included occupational injuries, soil and water pollution and the absence of occupational safety equipment for the jobs being undertaken. Occupational health safety issues are in general under-reported in health literature, let alone for youth, and this needs to be addressed.

Drug and Substance Abuse: This is a growing problem mainly due to idleness and peer influence of youth who have dropped out of school or who are unemployed. It is fuelled by a general decline in living standards, moral decadence, the problem of absentee parents for youth in urban areas who are in the diaspora, orphan hood poor parenting skills and practices, limited counselling and career guidance, and to some extent misguided affluent in low density suburbs of major cities such as Harare and Bulawayo. Youth cited problems associated with drug abuse as including mental health disorders, alcoholism, prostitution, unwanted pregnancies, SGBV including rape and sexual violence. Apparently information of services available to youth to rehabilitate them from drug addiction is scarce, neither is there a critical mass of known programmes to address this issue in young people specifically.

Child Abuse and Exploitation: Youth reported experiencing vulnerability at school, home, workplaces and in the community. Youth cite experiences of emotional and psychological abuse, including: young children being left alone at home for long periods; human trafficking; sexual abuse; under age forced prostitution in urban areas; sodomy; and trans-generational sex. There is a lack of psycho-social support available to youth generally.

3.2 Current Situation of Youth in relation to Education and Skills Development

Youth lack the knowledge and skills to be employed or employ others: Youth lamented the deficiencies of the current education system in relation to equipping them with relevant knowledge, skills and exposure to be relevant for the ever-changing needs of a modernising industry and create jobs for themselves as well as others. According to the ZIMSTAT Poverty, Income, Consumption and Expenditure Survey Report of 2011/12, about 85% of the economically active persons do not have permanent paid jobs. About 9% have paid casual jobs. About two out every five unpaid family workers are in the age-group 15-19 years, while 36% of the unemployed persons are in the 20-24 year age group. Paid permanent employees account for only 15% of all economically active persons in Zimbabwe. Own account workers account for 8.5% of the economically active persons. About 43.6% are communal and resettlement farmers.

The curriculum for basic education has been reviewed to incorporate practical subjects, but implementation is yet to be fully achieved. The number of teacher training colleges that produce teachers who are able to teach vocational subjects such as agriculture, horticulture, electrical engineering, motor mechanic, auto electrical, metal fabrication, clothing, carpentry, tourism and hospitality, livestock production, entrepreneurship, youth and community work, tractor driver mechanisation, cotton farming, business management, professional cook, brick and block moulding, animal health, and poultry is too small.

Lack of School Fees, Uniforms, Text Books and Welfare: Inability to pay school fees is widespread
countrywide especially among orphans and vulnerable children, with 300,000 pupils estimated to be dropping out of primary school every year\(^{47}\), with the 10-14 year age group in rural areas and girls being the worst affected. The total number of OVC at risk and needing support in primary schools is estimated at 700,000 every year (UNICEF, 2008)\(^{48}\).

Recent data from the Ministry of Primary and Secondary Education Annual Statistics Report of 2013 show that financial and other difficulties are delaying close to 50% of children from enrolling for Grade 1 and some then never attend primary school. The Primary Net Intake Rate (PNIR) for 2013 was 45.5%, a decline from 57.3% in 2006 which was the highest since 2000. The worst affected provinces were Harare (with a PNIR of 41.1%), Manicaland (41.3%), Mashonaland Central (41.6%) and Mashonaland West (42.3%).

The statistics further show that due to the delayed entry into school or exit (drop-out) and re-entry into school most pupils in secondary (12-16 years) and high school (17-18 years) delay completion of basic education. About 75% of Form 1 pupils and 96% of Form 6 pupils delay completion. Their ability to realise full lifetime income earning potential is therefore curtailed as they lose valuable years out of school and not employable either.

Throughout the country, the issues of high drop-out rates, and low retention of pupils in school were reported by young people to be a major problem due to the shrinking economy and retrenchment of parents and guardians of young people in need of school. In Midlands Province young people lamented the closure of major chrome mines which used to sustain jobs for the adult population as a big shock on family livelihoods as many people were left jobless and pupils were withdrawn from school. In Mashonaland West early and forced marriages were reported to be rampant and some girls in school above 13 years were withdrawn from school and forcibly married partly as a cultural norm and partly due to poverty. About 22% of primary school pupils fail to transition to secondary, while 72% of those who complete Form 4 fail to transition to Form 5. Drop-outs are not only a rural phenomenon but urban as well, especially affecting low income populations in peri-urban informal settlements and high density areas. Harare’s primary school completion rate was reported in 2013 to be only 69%\(^{49}\) which implies that almost a third of pupils fail to complete school. Mashonaland Central, Midlands and Masvingo provinces have similar problems.

About 40% of primary school drop-outs are female and this increases to 52% at secondary school level. At primary school level the largest contributor to drop out of girls is school fees (46.8%), while other causes (absconding, 17.3%; death, 8.8%; illness, 5.4%; marriage, 3.9% follow). At secondary school level, marriage ranks second (at 20% of all drop-outs) after school fees, as the major factor contributing to school drop-outs. Delaying marriages until after 18 years will go a long way in ensuring that young people (10-18 years) remain in school and complete basic education.

Out of school youth who dropped out of school before they completed primary and secondary education reported that they could not secure decent work. Such youth who were interviewed in Matabeleland North reported that some of the youth above 18 years of age could get casual work on government public works programmes organised by the National Railways of Zimbabwe and the Grain Marketing Board, but these were menial jobs with low pay, and seasonal in nature. The larger part of the year the uneducated out-of-school youth were unemployed prompting them to cross the border to South Africa in search of employment on commercial farms or as gardeners or casual labour in mines often without the required paperwork to secure the jobs, and therefore ended up being exploited.

In urban areas, such idleness of the youth was reported to be contributing to high risk behaviours including tobacco, alcohol and other substance abuse, crime as well as early sex leading to spread of STIs and unwanted pregnancies.

Youth in school also complained that due to the drought-induced food insecurity and general economic decline, a significant number of youth were going to school hungry, and the situation had become worse due to drought in 2014/15 which continued in 2015/16 due to El-Nino effects. This


\(^{48}\) Basic Education Assistance Module, Proposal for Funding to Donors, UNICEF, 2008.

challenge was reported in Matabeleland North and South, Masvingo and Mashonaland West provinces by both youth in primary and secondary schools (6-12 year olds, and 13-16 years, respectively). In Matabeleland North some youth reported that they were walking more than 10 km to the nearest school which was difficult on an empty stomach. The ZDHS 2010/11 data showed that 13.5 and 34.7% of female and male adolescents (15-19 year old), respectively, were underweight in Zimbabwe, with high figures being recorded for those whose mothers had lower education (than secondary) and those from households in the lower income quintiles.

Malnutrition indicators show that 10% of the 6-14 year old school going population has iodine deficiency and 18% has anaemia. Nutrition disorders in the youth are not confined to deficiencies only but also obesity which is a growing urban phenomenon contributing to an increase in nutrition-related non-communicable diseases. The percentage of 6-14, 15-19, and 20-29 year olds overweight and obese was 12.6%, 1.7%, and 26.8% in 2010/11 according to the ZDHS, and that for 15-49 year old women was 10.6%. That for men was consistently significantly lower.

Lack of University Tuition Fees, Adequate Living Allowances and Accommodation: Many youth fail to transition to university because they are unable to afford university fees and accommodation. University accommodation provision is inadequate to meet demand. The relatively modest fees charged by VTCs are also beyond the reach of many youth. VTCs do not offer accommodation.

Low and Declining Pass Rates: Another major problem highlighted by both youth and adults consulted during the YICZ consultations was low and declining pass rates at Grade 7 and O Level Examination stages due to the deterioration of the quality of education in country in general.

According to the Ministry of Primary and Secondary Education, Annual Statistics Report of 2013, “Grade 7 examination pass rates have not recovered since 2007” when the national pass rate reached 70.5%. The pass rate declined to its lowest point of 39.7% in 2009 before rising slightly to 49.6% in 2012. The ZIMSEC Ordinary Level Examination national pass rate remains very low at 21% (in 2012) although having increased from 11% in 2007. The national A Level pass rate declined to the lowest level of 73% in 2008, before rising to 89% in 2011 and declining to 87% in 2012.

The decline in quality of teaching and learning outcomes especially at primary and secondary education levels, was attributed to a combination of supply side factors, including inadequate availability of trained teachers, large class sizes, limited access too textbooks and other teaching and learning materials, and the poor state of the learning environment in several schools (for example, limited access to proper school structures in resettlement areas, and lack of improved water and sanitation facilities in several schools).

Pupil-to-teacher ratios were reported to be high, approximately 40-50 across all provinces. National statistics corroborated these findings with the ECD level pupil-to-teacher ratio (PTR) averaging 137.7 at national level but being much higher in Matabeleland South and North (396 and 357 pupils per teacher, respectively), and Mashonaland Central (268) but lower in Harare (56) and Bulawayo (52). The PTR for primary education ranged between 36
and 39 for non-government and government schools respectively. However, a significant proportion (14%) of teachers in Zimbabwean primary schools has been reported to be unqualified and this number increases with remoteness of schools. Hence the national average PTR for primary education for qualified teachers was higher at between 42 and 43 for government and non-government schools, respectively. It has been reported to be higher at 63 for Matabeleland North, and 55 in Mashonaland Central provinces.

The concern over quality of primary school education is not only about the too high PTR but that those in school are not qualified and lack experience. In primary schools countrywide 10,341 out of the total number of 73,148 teachers deployed to teach in 2012 were unqualified to teach and 35% of all teachers had less than five years of teaching experience. In secondary schools, the PTR was lower at 31 on average (as of 2012), and 27% of the 42,585 teachers did not have teacher training, while 9% lacked even basic degree training. Mashonaland Central had the highest PTR for qualified teachers of 38, followed by Mashonaland East at 35. These are the provinces with the most acute shortage of qualified secondary school teachers (across all subjects) though Matabeleland North and South have the most acute shortage of science and mathematics teachers at secondary school level.

**Inadequate Schools:** Some youth attend lessons in the mornings and give way to others to attend lessons in the afternoon due to insufficient classroom space. According to the Minister of Primary and Secondary Education, the country is in need of about 2,056 new schools to cater for the grown demand for education and it has no financial capacity to construct them in the short-term but needs to partner with the private sector and churches to achieve this target.\(^2\)

**Lack of Facilities for Disabled Children:** Schools are often inaccessible to disabled youth, preventing or deterring them from attending.

**Lack of Furniture:** Schools in rural and peri-urban areas are experiencing a shortage of basic furniture, including desks and chairs.

**Lack of Birth Certificates:** Youth in various parts of country indicated that the lack of birth certificates is a major problem for them in registering for school examinations, securing decent employment or participating in government and non-government humanitarian programmes. Lack of birth certificate also denied them the right to vote. The problem of lack of birth certificates was confirmed by the MICS of 2014, which found that only 32% of births of under-five children had been registered country-wide. Children whose births are not registered grow into adults without birth certificates and bear other children without birth certificates as they cannot register their children without themselves being registered first. The proportion of children without birth registration decreases with the education of the mother, with those mothers who have more than secondary education being 3.5 times more likely to have secured a birth certificate for their children.

While Government has a programme to address this through mobile registration, the coverage of the government’s mobile birth registration service has fallen short of widespread need, with some districts in Matabeleland North, Matabeleland South, Midlands and Mashonaland West among the worst affected. About one in three orphans and vulnerable children in remote areas do not to possess birth certificates. Youth are demoralised when they fail to write examinations. They cannot acquire travel documents like passports and visas and resort to illegal cross-border jumping, which places their lives in danger of further exploitation in neighbouring countries.

**Youth Learner Anti-Social Behaviour:** Out-of-school youth are cited as often being involved in drug or substance abuse. Risky sexual behaviours by youth in school and out of school reportedly contribute to low pass rates, mental health problems, high STI rates and teenage pregnancies. Peer pressure, the internet and lack knowledge about children’s rights are all cited as influencing youth behaviour.

**ICT Access in Schools is Inadequate:** only 24% of schools have computer equipment, while only 12% have computers for students according to the Annual Statistics Report for 2013 for the Ministry of Primary and Secondary Education. Only 9.4% of schools have internet connectivity and significantly

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less (6.3%) have a broad-band connection. The other (1.3% and 1.2%) have dial-up and radio link. Only 1.1% of teachers in school received training in ICT and obtained certificate / diploma or higher National Diploma in computer studies before entering service.

Furthermore, 56 and 29% of primary and secondary schools countrywide do not have a reliable on grid electricity supply. Masvingo and Matabeleland North are worst affected with 69% of primary schools and 30% of secondary schools without any electricity at all.

Inadequate, Unevenly Distributed and Poorly Equipped VTCs: Vocational training centres are largely inadequate and unevenly distributed throughout the country. Youth cite transport costs needed to travel long distances to VTCs as prohibitive when added to the cost of tuition and accommodation. VTCs are reported to be lacking in consumable materials and having obsolete training equipment, limiting the quality and relevance of the training provided Youth who complete vocational courses are failing to start income generating projects because they lack funds for equipment, raw materials and initial mentorship needed to create own jobs.

Limited Range of Relevant Courses for the Regions: VTCs offer a small range of courses. Youth cite the need for a much broader range in order to meet today’s job market requirements.

Failure to Secure Attachments: Opportunities to secure work-related learning placements to gain practical experience are limited.

Youth with Degrees, Masters and Doctorates Fail to Secure Employment: About 30,000 graduates join the labour market each year from Zimbabwe’s colleges and universities. Media reports cite that between 11 and 80% of these youth who have acquired higher levels of education fail to secure employment and join millions of others who have no jobs. Youth are frustrated by this and are unable to support themselves or their families. Youth who do get employment are reported to be underpaid.

3.3 Current Situation of Youth in relation to Employment and Sustainable Livelihoods

Corruption and Nepotism: Youth report corruption and nepotism as being endemic. It affects every sphere of their lives and features at the top of the list of barriers identified to youth development in Zimbabwe. Youth report not being able to benefit from interventions aimed at supporting them due to corruption and lack of transparency. Youth cited programmes being ‘hijacked’ by officials for personal gain.

Lack of Relevant Vocational Skills and Business orientation: Youth cited the absence of training in practical life-skills, vocational skills, business start-up skills, leadership skills and management skills as inhibiting their employment prospects. Over 80% of economically productive youth are not employed in permanent paid work. Industry also confirms that youth skills and training does not match today’s demands. Out-of-date equipment and syllabi mean that youth are graduating without learning about the latest technologies. Opportunities for youth to attend and benefit from vocational training schools are limited. Only a few of these institutions are available countrywide and student intake capacity is limited, as is the range and quality of the courses offered. Youth note that the formal education system offers little support for youth who are ‘gifted’ in areas such as art and sports.

Lack of Career Guidance: Lack of career guidance and the restricted range of subject that are available to youth also curtail future employment opportunities. These factors affect youth self-confidence and their relationships with potential employers.

Child Labour: Economic exploitation of young people between 10-15 years was reported to be rife. In smaller towns (e.g., Gweru) the problem was more of allocating children under the age of 18 years, with risky jobs such as open market fruit and vegetable vending or the sale of airtime on the streets to help supplement meagre family income.

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53 College, University Graduates Struggling to Get Jobs, Voice of America, November 03, 2014.
54 The Standard, Unemployment turns graduates into vendors, February 9, 2014.
55 According to ZIMSTAT Poverty, Income, Consumption and Expenditure Survey Report of 2011/12, about 85% of the economically active persons do not have permanent paid jobs.
In rural areas, children act as un-paid farm labourers often with what they termed backbreaking work. In urban areas, especially high-density suburbs of smaller towns (e.g., Masvingo) allocation of household chores to young girls, which were not appropriate for their age, was reported to be a growing problem. Yet in other smaller towns (e.g., Gweru) the problem was more of allocating children with risky jobs such as open market fruit and vegetable vending or the sale of airtime on the streets. Child labour hinders effective learning as child workers either fail to go to school or arrive exhausted.

**Inadequate Physical and Economic Access to Infrastructure, Equipment**: Suitable workspaces in rural and urban areas are scarce or too expensive for youth to secure for start-ups businesses. Youth are often unable to acquire the level of capital investment needed to purchase modern equipment needed to produce quality goods.

**Lack of Work Experience**: Opportunities for youth to get a job and to build the experience is limited. Many youth compete for a small number of work placements. Lack of experience precludes them from being eligible to apply for jobs that are available.

**Inadequate Access to Land, Property, Capital or Collateral for Loans**: Few youth (less than 20%) own land for housing, farming or doing business in urban areas and the proportion is even smaller for women. Land is owned mostly by adults (parents and guardians) who parcel out small plots to their children, normally when they get married. Cultural practices in most rural areas serve to marginalize female youth when it comes to land allocation. Without land, youth lack immovable assets to use as collateral for bank loans. Banks consider youth to be a high risk group. Adults are reported as lacking confidence in youth and reluctant to borrow loans on their behalf.

### 3.4 Current Situation of Youth in relation to Culture, Arts, Recreation and Sport

**Lack of Sporting, Recreation and Arts Facilities**: Sporting, recreation and arts facilities are not available, dilapidated, too far away or unaffordable for youth. There is an absence of playgrounds for younger children. The inadequacy of arts and sports facilities for training/advancement prevent youth from nurturing and showcasing their talents. In rural areas, especially, there are no facilities were sportsmen, choirs, drama groups can train/practice. Those in urban areas are also too few or not properly run. In urban areas there is an acute shortage of wellness and fitness centres accessible by youth, the few available are at high cost and mostly in low density locations where they are accessed by a few affluent youth. These issues are well documented in the Zimbabwe National Nutrition Strategy (2014-2018) where the concerns about lack of fitness and obesity are raised as needing urgent attention to address the problem of increasing incidence of nutrition-related non-communicable diseases.

The absence of accessible and well-to-do CARS facilities is leading to youth demotivation and disillusionment which result in youth seeking solace in harmful practices, such as substance abuse and sexual indulgence for entertainment. Facilities for girls’ sports are especially limited in both rural and urban areas, whilst those for boys are dominated by soccer and a few others (e.g., rugby and cricket) but not readily available for the other types of sport.
Acculturation: Youth are concerned about trends towards the adoption of ‘social patterns’ from neighbouring and other foreign countries. Ready access to foreign uncontrolled television programmes, facilitated by better transmission signals from South Africa and Botswana than Zimbabwe, and pornographic movies on the street are eroding cultural values and norms and triggering high risk behaviour among youth. Youth reported a lack of knowledge about their own national and cultural heritage and identity, a phenomenon attributable to urbanisation, orphan-hood and emigration of parents to the diaspora in search of better income earning opportunities.

Insufficient Funds for Talent Identification and Nurturing: Youth cite a lack of investment in CARS programmes. Most schools fail to nurture young talent. Schools lack qualified teachers in arts and sport. Youth are made to believe that arts and sport are less important than academic subjects. This undermines emerging talent and suppresses youth creativity.

Parents’ Negative Attitude Towards Culture, Arts and Sports: Lack of investment in the CARS sector by government has contributed to the depletion of the cultural knowledge and identity.

Low Incomes, Undervaluing of Arts Products, High Entry Fees at National Heritage Sites: Locally produced arts, artefacts and products are undervalued in Zimbabwe resulting in low incomes for artists. Youth are also prohibited from enjoying their natural heritage because entrance fees to key sites, such as Victoria Falls, are unaffordable.

Abuse and Exploitation of Artists: Youth artists are being abused and/or exploited. Private companies, NGOs, government departments and parastatals expect artists to produce work or perform for free or pay in kind. Poverty makes artists vulnerable to this type of exploitation. Artists are susceptible to looking outside the country to develop their talents.

Lack of Local Recognition of Local Art: The lack of investment in the CARS sector is said to be due to the failure to recognize that the sector has the potential to contribute meaningfully to the country’s economy.

Piracy and Copying of Products: Youth cite the illegal copying of artists’ work by ‘fake’ promoters and sponsors as having an impoverishing effect on artists. Artists are expected to pay bribes to DJs and producers in order to get on air.

Local Languages Not Adequately Recognized in Schools: The importance of indigenous Zimbabwean languages is reported to be undervalued and under promoted.

Lack of Business Management, Marketing Training, Financial Literacy and Professionalism: Youth lack the opportunity to get training in business, financial, management, marketing and life skills required to successfully run arts businesses.

Heavy Tax on Incomes from Culture, Arts and Sport: Artists and sports people who are earning good incomes are reported to be burdened with heavy taxes.

3.5 Current Situation of Youth in relation to Empowerment and Participation

Lack of Self-Confidence: Youth do not view themselves as being capable of participating meaningfully in decision-making in their communities. They lack information and knowledge and this inhibits their ability to participate in democratic processes. Youth reported that adults do not empower them sufficiently in seeking their views when major decisions are made that affect the youth.

Lack of Information, Lack of Interest in Marginalized Communities due to Remoteness and Inaccessibility: Youth recognize that lack of knowledge hinders their participation in the mainstream economy. Many youth fail to understand the potential benefits of participation. Youth, particularly in remote areas, feel marginalized.

Lack of Youth Participation in Various Platforms Due to Lack of Knowledge: Youth are unaware about existing platforms for youth empowerment. Selection bias is cited as leading to exclusion and marginalization of disabled and rural youth. Youth report a lack of institutional support mechanisms that are inclusive and actively support youth participation and empowerment initiatives.

Lack of Clarity on Policy Documents: Policies relating to youth are not known or understood, leading in some cases to misinformation.
Misinformation has the potential to lead to ill-informed advocacy and social mobilization by youth. Youth reported having a poor understanding of the Constitution. Youth report lack of awareness about how to access information about projects designed to help them.

**Lack of Access to Resources (financial, material and human):** Youth empowerment is compromised by lack of resources. Youth are unable to travel to attend meetings or to participate in activities and decision making processes. Lack of resources is disempowering youth and fosters dependency.

**Limited Decision-Making in Community and National Issues (top – down approach):** There is a general lack of input and buy-in by youth in community and national development planning and prioritization. Youth feel their views are not taken seriously at public or community gatherings. Youth feel they are not adequately involved in shaping youth programmes.

**Political Manipulation:** Youth reported being manipulated or at times forced to perpetrate political violence. Youth participation in politics on a voluntary basis is curtailed by non-observance of democratic principles in managing their involvement and participation in political processes. While youth participate in the child parliament, consultation of the parliament is limited to certain peripheral issues as opposed to mainstream policy issues that have a significant impact on their lives. Males dominate in politics leaving our young girls and women from participation. The latter feel intimidated and marginalised. The processes and political party policies do not actively encourage young women to participate and represent other women in the three arms of government: judiciary, legislation and executive.

**Transparency and Corruption:** Youth cite instances of being invited to meetings to ‘endorse’ decisions already made by adults without first having had the chance to understand the issues or to express their views. Youth identify corruption and lack of transparency as hindering youth empowerment and participation.

**Gender Specific Challenges in Empowerment and Participation:** Female youth are stereotyped, preventing them from achieving their full potential. The numbers of females compared to males attending the youth consultations is extremely low. Cultural beliefs and attitudes continue to prevent equal participation by girls. Female youth who show interest in leadership are often viewed with suspicion and are maligned.
The cost of doing nothing has serious consequences for Zimbabwe’s social and economic future. The demographic dividend will be lost. Youth will become increasingly marginalized and prevented from participating meaningfully in important processes and decisions impacting on the socio economic environment. The cost of doing nothing could result in civil and social unrest, in addition to huge social expenditure burden on the treasury, and a high dependency load on the few working families. In addition consequences described below are likely to occur.

4.1 Cost of doing nothing about current Youth Health Situation

Youth health and well-being will be significantly compromised or undermined by inadequate investment in SRH education, youth health care service delivery, and improving the youth-friendliness of the health services. The high risk behaviours are likely to continue and worsen. HIV infection among young people especially age-groups 15-19, 20-24 and 25-29 years will continue to rise unabated and at least 2,500 new infections per year in the short-term (3 years) which the interventions proposed in this youth investment business case could potentially prevent will not be prevented, this will rise to 2,700 in the medium term (5 years) and further to 3,200 in the long term (10 years). The HIV infection prevalence rates of these age-groups are likely to persist or even increase from the current level of 3.8%, 7.5%, 15.8% and 23.7% among the 10-14, 15-19, 20-24 and 25-29 year age-groups, respectively. Ultimately, youth mortality will increase and the death rate will rise instead of declining as envisaged under the investments proposed in this youth business case.

The health service levels will remain un-friendly, youth who want to access contraceptives will continue to find the services a hindrance, and fertility rates will remain high for the young age groups, thus making it difficult to reduce the dependency burden. A majority of youth will not benefit from these health services, much to the detriment of their health. The high risk behaviours currently practiced by the youth will continue unabated (including drug abuse which will lead to crime and sexual debut) so will be their vulnerability to chronic illnesses, gender-based violence, road traffic accidents and eventually death.

4.2 Cost of doing nothing about Education and Skills Development Situation of the Youth

The greatest drawback will be illiteracy and all the ills of lack of education. The youth will fail to meaningfully contribute to economic activity. The estimated contribution of 2.7% to GDP from investments in ESD proposed by the youth and costed in this business case will not be realised. Their health will be compromised by illiteracy which will manifest in inadequate knowledge and understanding of positive health seeking behaviours in spite of the existence of health education programmes.

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56 This is additional to the current infection rates.
Without primary education the youth will be condemned to a low wage of below $100 for the entirety of their lives (according to the Poverty, Income, Consumption and Expenditure Survey (PICES) conducted in 2011/12 by ZIMSTAT). The poverty cycle will continue. Youth will become even poorer, ending up in abject poverty that is chronic in nature and could extend this to future generations by failing to educate their children.

Uneducated youth are unlikely to be innovators, or able to operate sophisticated machinery, be it in farming or other types of industry and commerce.

Uneducated and unemployed youth are likely to be ungovernable, having a high propensity to engage in crime and cause social unrest which could shorten their economically productive lives. To summarise, their life-expectancy may be cut short, resulting in a loss of talent and a human resource pool otherwise capable of turning around the economic and social performance of the country.

4.3 Cost of doing nothing about Youth Employment and Sustainable Livelihoods Situation

The cost of doing nothing about youth employment and sustainable livelihoods is similar to the one for education and skills development as the main objective of the latter is to prepare youth for better livelihoods. According to ILO experts in Zimbabwe, if the energy of the youth is not channelled positively into production, it can easily become negative energy stifling growth and development through destabilisation and crime. The potential in investments that could easily create one job in the rural areas at a cost of US$500 by giving youth the skills and start up tool kits they need to work productively will be put to waste. Youth who are unskilled will end up being the working poor (even earning less than $2 per day).

According to ZIMSTAT estimates, over 85% of the economically productive youth are likely to remain unemployed or under-employed with no decent work (no permanent paid jobs). They will not fully contribute to the economy as their individual output will be compromised by absence of the necessary skills and work opportunities to fruitfully use their labour. Those who manage to venture into business will most likely operate in backyard industries with limited space for growth and not registered and therefore not paying much income tax to the treasury.

The cost to GDP is estimated in this study to be about 0.88% per annum.

Crime is likely to rise due to idleness and high risk behaviours such as drug abuse or casual sex for entertainment. Youth in Bulawayo and Harare cited the growing number of parties in low density suburbs where youth engage in group sexual activities that are laced with drug and other substance abuse.

Uneducated youth are most prone to political manipulations and their participation in national politics will be as perpetrators of violence and not contribute to meaningful political debate. A large number of unemployed youth can cause political instability such as in the Arab spring. WHO has also documented a major problem of youth violence among unemployed youth with the major survivors being adolescents, older youth and young adults.

Youth with idle and delinquent friends were much more likely to be violent, and even more if they were using drugs.

Unprotected sex will contribute to a high increase in teenage and unwanted pregnancies so will failed marriages due to economic insecurity.

4.4 Cost of doing nothing about the Situation of Youth in Culture, Arts, Recreation and Sport

In CARS, the cost of doing nothing will manifest through the income foregone through talent which is not nurtured or supported. About 1 million people who could be involved in sport or related industries will be without jobs. Growth in GDP will be compromised by 0.1% if the investments in CARS proposed in this business case are not implemented. Zimbabwe’s image and tourism potential will not be promoted abroad through successful participation in sporting competitions.

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57 Presentation by Mr Kaliki, ILO Zimbabwe at ZYIC Workshop, Rainbow Towers, June 2015.
Retrogressive cultural values will be upheld, much to the detriment of girls and young women who are disadvantaged and vulnerable. Girls and young women are especially disadvantaged and made vulnerable by entrenched discriminatory social norms, cultural norms and religious practices which need to be addressed through promotion of positive cultural norms and practices. The cost of doing nothing is to perpetuate the vulnerability of girls to abuse and exploitation and having to live with the consequences.

Youth cite girls’ participation in arts and sports as being limited from an early age. Girls in rural and urban areas are expected to engage fully in household chores. Those that do engage in arts and sports activities often have to abandon their talent due to early forced marriages; early or unplanned pregnancy; or religious and cultural norms that preclude girls from being active in sport or arts.

4.5 Cost of doing nothing about Youth Empowerment and Participation Situation

If nothing is done about the current status of youth empowerment and participation, youth will be left out of the policy discourse. Policies that will be formulated and legislation enacted will not necessarily be in favour of the youth. Youth emphasised that anything done for the youth without the youth is not for the youth.

Investment in youth participation and access to knowledge at the earliest possible stage is important for them to feed the policy discourse and shaping tomorrow’s leaders.

Failure to invest in this area will create a leadership and skill vacuum in future and impedes economic and social development and an increase in social and economic unrest.
Without adequate participation of the youth in decision-making, programming will fail to take their views and the lessons learnt from previous youth programmes will not have been taken on board. Without youth participation to influence what is done to develop them, the diversity in youth will be overlooked. Yet youth are widely diverse in nature. Distinct groups of youth have distinct needs and interests, depending on their age, gender, location, education, family situation, among others and these will not captured in design of interventions. At the same time, they all experience significant periods of transition from childhood to adolescence to adulthood. If policy, planning, programmes and resource allocation do not take these factors into account benefits for youth, society and the economy will not be optimised because of failure to address real needs. Youth cited a litany of ‘top down’ investment programmes that have failed in Zimbabwe due to not having consulted youth about their priority needs or involving them in project planning, design and implementation. Youth need to have a voice and to be able to influence decisions that affect their lives.

Youth mentioned that they will distance themselves and will not own these programmes; neither will the latter succeed.

Without youth empowerment and encouragement to participate in policy, and programme decision making and implementation, there will be a gap in effective national leadership, youth need to be streamlined in all activities to carry forward the history, legacies, morals and ideologies of the country in different sectors.

There is no debate that the youth are the future of the nation, they form the majority and cannot be ignored without detriment.

Without deliberate strategies to bring the youth into the mainstream of decision making and implementation processes, they will remain excluded and marginalised yet they are a repository of wisdom, creativeness and talent. Youth will continue to face exclusion from important processes, unable to influence decisions that impact directly on their lives and futures. Youth will continue to experience inequalities and discrimination based on gender, education, social status, disability and location. In these circumstances social tensions have the potential to become heightened. Youth must be empowered to transform their lives, their communities and the country as a whole.

Without more investment in the empowerment of youth to participate meaningfully and ethically in business and other national development efforts, corruption and poor governance shall pervade the nation not only that in which the adults will transgress systems and justice but the youth also become perpetrators and beneficiaries of corruption. Youth participation and empowerment should be promoted such that these enable the youth to hold central government, local government, officials and service providers to account, helping to enhance good governance.

Widespread corruption, bribery and nepotism prevent youth from benefiting from equal opportunities in all spheres of their lives, including when seeking work or support via community development and other programmes. The cost of doing nothing is that corruption becomes even more entrenched and the benefits of investment programmes are not realised because funds, opportunities and services are diverted away from intended beneficiaries. Corruption will continue and steadily erode systems, processes, essential services and infrastructure.

Some of these costs of doing nothing are quantified in Chapter 7 of this report based on the opportunity forgone by not implementing the strategic investments outlined in this youth investment business case.
Interventions perceived to have been successful included the following common characteristics:

- Health and sustainable livelihoods interventions that adopted a community-driven approach.
- Health behaviour change interventions which included a strong focus on information sharing and education.
- Health service provision that was youth friendly, non-judgmental and respected youth privacy.
- Health and education interventions where the youth and the community participated in considering service accessibility, availability, affordability and acceptability.
- Health and education services that adopted a 'youth life time approach' – recognizing the need for disaggregation and the provision of age appropriate services throughout the transition from childhood to adulthood.
- School fee and levy waivers coupled with complementary non-fee support for poor and vulnerable young people in primary, secondary, tertiary college and university education institutions (including grants for university students) with unambiguous selection criteria
- Education and other interventions that were identified and prioritized by the community, including youth.

- Employment and sustainable livelihoods interventions with strong multi-sector partnerships and coordination between sponsors, government departments and the community, including youth, helped improve the chances of sustainability.
- Youth loan projects where the processes and resource allocation were transparent and accountable.
- Livelihoods interventions involving credit where the sponsor’s financial and technical support was ‘matched’ by community contribution in the form of cash in kind, thus fostering community ownership.
- Livelihoods interventions involving appropriate technologies (e.g., gravity-driven irrigation systems, and low input conservation agriculture).
- Culture, arts, recreation and sporting interventions that were inclusive, serving marginalized youth.
- Youth empowerment and participation projects that included a capacity building.
- All interventions across all thematic areas that were gender sensitive.
- All projects where the community and youth provided inputs at project design, implementation and monitoring.
- All interventions that had clear local authority support component.

LESSONS LEARNED FROM PREVIOUS INTERVENTIONS

Investments in education since independence have led to a highly literate Zimbabwean population and expanded employment prospects in the diaspora. Zimbabweans abroad are remitting to the country about US$1 billion in foreign currency inflows annually (Reserve Bank of Zimbabwe Statistics on Diaspora Remittance to Zimbabwe, 2016, February).
Less successful interventions or interventions that were perceived as having failed typically had the following common characteristics, irrespective of thematic focus:

- top down approach adopted – youth not asked to identify or prioritize their needs;
- project processes that were corrupt and non-transparent especially for loan disbursement to youth;
- interventions that failed to respond to the unique needs of the youth in different age groups;
- interventions that were not context specific – e.g. urban appropriate interventions imposed in rural communities;
- interventions failed to address gender inequalities, especially in health and education;
- livelihood interventions that excluded capacity building;
- interventions failed to provide an education component, e.g. on sexual reproductive health rights;
- interventions that in health that were not youth-friendly, being implemented by service providers who failed to respect and value youth but instead stigmatized them;
- all interventions that lacked local authority support/political will;
- all interventions lacked ownership and therefore service uptake; and
- livelihood interventions that failed to take a multi-sectoral response which was needed for sustainability.
A comprehensive set of intervention ‘packages’ was proposed by the youth to address many challenges described in each of the thematic areas studied. These proposals are presented in detail in the National Synthesis Report on Provincial Consultations, which also identifies potential investors and appropriate investment delivery channels.

The following summarizes the level of youth investment required (in US$) over 2016-2025 and identifies the proposed goals by thematic area. In addition, this Chapter provides more details, including prioritized strategic areas, associated strategic activities and costs.

All themes prioritized in this business case will work in a synergistic manner. The benefits are intertwined, thus mutually reinforcing each other. Proposed interventions by thematic area are summarised in Boxes 1-5. These are prioritised by the youth but not presented in any particular ranking order. All interventions work synergistically.

### 6.1 Youth Health Priorities and Goals

<table>
<thead>
<tr>
<th>BOX 1: Youth Health Goals</th>
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</thead>
<tbody>
<tr>
<td><strong>Total level of investment 2016-2025:</strong> US$ 44,702,975</td>
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<tr>
<td><strong>INVESTMENT GOALS</strong></td>
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<tr>
<td><strong>Goal 1:</strong> Review Legislation, Policies and Strategies pertaining to youth access to rehabilitation and sanitation services by 2025, including mainstreaming youth participation in health policy development (UN, MoYIEE, CSOs) (10-35 year olds)</td>
</tr>
<tr>
<td><strong>Goal 2:</strong> Youth Social and Behaviour Change Communication (SBCC) for demand generation by 2025 (MoYIEE, MoHCC, UNFPA, WHO, UNICEF, CSOs)</td>
</tr>
<tr>
<td><strong>Goal 3:</strong> Integrated Youth Health Care Service Delivery (MoHCC) (10-35 year olds)</td>
</tr>
<tr>
<td><strong>Goal 4:</strong> Youth Community Participation in Public Health and Care (MoHCC, MYIEE, CSOs) (10-35 year olds)</td>
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</table>
Four investment options (goals) for youth health were prioritized by youth and stakeholders working with youth consulted during the provincial consultations. Goal 1 is cross-cutting and it encompasses the review of legislation, policies and strategies pertaining to youth and focuses on strengthening the policy and institutional environment for service delivery to the youth, while Goal 2 is about promoting social behaviour change and stimulating demand for health services by the youth. Goal 3 is to widen and deepen the provision of integrated youth health care services. The fourth promotes youth participation in public health and care.

6.1.1 Goal 1- Review Legislation, Policies and Strategies pertaining to youth access to rehabilitation and sanitation services by 2025 (10-35 year olds)

This goal is about mainstreaming youth participation in health through policy, targeting issues that youth themselves cannot do but institutions can do if the legislation can support). The first investment strategy addresses the provision of access to affordable rehabilitation facilities and services for addicts (alcohol and substance abusers) to reduce drug abuse and its consequences in high risk behaviour, leading to crime, chronic illnesses and deaths starting with Harare and Bulawayo. The intervention seeks to identify, build, or rehabilitate at least 1 provincial suitable structure per year for the next 10 years, recruit at least 10 core clinical staff for each rehabilitation centre, provide a 20% subsidy for services for youth, and procure and supply anti-addiction drugs. The cost over ten years is estimated at US$14.2 million.

6.1.2 Goal 2 - Youth Social and Behaviour Change Communication (SBCC) for demand generation by 2025 (10-35 year olds)

The goal of this investment option is to promote positive behaviour change among the youth in relation to ASRH, WASH, and drug abuse, primarily. The main strategy is to increase community-based health services including those provided by peer educators and primary health care workers and IEC on hygiene, ASRH and drug abuse issues targeting both households and the general community at large.

For this option, the estimated minimum investment per year is US$ 857,400 and cumulative total cost over the next 10 years is approximately US$9.47 million. This investment is expected to reach approximately 7.6 million youth98 by 2025 at an estimated average total investment cost of US$1.24 per youth for the ten years.

6.1.3 Goal 3- Integrated Youth Health Care Service Delivery (10-35 year olds)

The purpose of this investment option is to increase the number and reach of affordable Youth Friendly Health Services (YFHS) including HPV vaccination, provision of adequate drugs needed by youth who are ill, ensuring adequate availability and staffing of health facilities with youth-friendly young staff, expanding the reach of family planning services to the youth in need. These services include distribution of male and female condoms, provision of appropriate VCT and cervical cancer screening, access to legal support and protection services for survivors of sexual abuse and are expected to become readily available and accessible with the intervention. Those in school should be able to access contraception with ease. The debate on introduction of family planning devices (e.g., condoms in schools) is expected to continue till resolved considering the increase in pregnancy related drop-out rates in schools and the importance of equally focusing on abstinence to delay sex.

Through this investment a total of 69,100 primary health care workers will be trained in a period of 10 years at a unit cost of US$24.75 per worker in the provision of youth-friendly services.

The estimated annual cost of this investment option ranges between US$1.32 million and US$1.92 million, resulting in a cumulative total cost of US$ 16.32 million over the next 10 years.

6.1.4 Goal 4- Youth Community Participation in Public Health and Care (10-35 year olds)

This intervention option is to promote inclusive youth participation in policy formulation, design, implementation and M&E of youth health programs. This will be promoted by encouraging youth to be part of the Ministry of Health and Child Care staff, and participation in policy formulation processes.

98 This estimate is based on ZIMSTAT population projections for the 10-35 year age group for the period 2013-2025.
Youth participation will extend beyond health. About US$470,000 will be required per year to support youth participation in policy discourse and programming in public health care. About 1,000 representatives of youth and 20 youth celebrities, mentors and role models will be reached with this intervention in the next ten years, with one third being involved in the short-term (3 years), half in the medium-term (5 years).

6.2 Youth Education and Skills Development Priorities and Goals

<table>
<thead>
<tr>
<th>BOX 2: Youth Education and Skills Development Goals</th>
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<tbody>
<tr>
<td><strong>Total level of investment 2016-2025:</strong></td>
</tr>
<tr>
<td>US$ 5,610,796,545</td>
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<tr>
<td><strong>INVESTMENT GOALS</strong></td>
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<tr>
<td><strong>Goal 1:</strong> Support for primary and secondary education to reduce drop-out rates from 300,000 to 50,000, increase transition rates from primary to secondary and increase O-Level pass rates from 30% to 60% by 2025 (MoPSE, MoHTE, CSOs, UNICEF, UNESCO, donors, private sector) (10-18 year olds)61.</td>
</tr>
<tr>
<td><strong>Goal 2:</strong> To strengthen VTC capacity to provide technical, vocational and entrepreneurship skills to 20,000 youth per province by 2025 through conventional and outreach programs in all the 60 rural and 32 urban districts (MoPSE, MoHTE, CSOs, UNESCO, UNICEF, donors, private sector) (15-35 year olds)61.</td>
</tr>
<tr>
<td><strong>Goal 3:</strong> Sustainable support for tertiary education to increase enrolment by 20% and provide grants to youth in the lowest wealth quintile and loan support annually by 2025 (MoPSE, MoHTE, CSOs, UNICEF, UNESCO, donors, private sector) (17-24 year olds).</td>
</tr>
</tbody>
</table>

Three strategic investment areas (or priorities) were identified under the youth investment case, and these will require a minimum investment of about US$561 million per year for the next 10 years, altogether coming up to an aggregate cost of US$5.6 billion.

The goal of the first investment priority is to support primary and secondary education to reduce drop-out rates from 300,000 to 50,000, increase transition rates from primary to secondary education, and increase Ordinary Level pass rates from 30% to 60% by 2025. This goal has the largest share of costs which amount to US$5.2 billion over the next ten years. Under this goal, the cost per student assisted in formal primary education is estimated at US$226 per year63. That for formal secondary education is estimated at US$300 per student per annum. The estimated annual level of support per student enrolled for second-chance primary education programme is estimated at US$50. About 86,500 primary school second-chance education and never been to school pupils would be supported each year over the 10 year period. The total investment cost over the 10 years is estimated at US$43.25 million, amounting to a total of US$432.5 million.

In addition, as part of second-chance education, 37,000 children out of school will be supported for second-chance secondary education annually. The cost of support per pupil in second-chance secondary education is estimated at US$100 per year64, amounting to a total of US$370 million over ten years.

The goal of the second strategic investment area is to strengthen VTC capacity to provide technical, vocational and entrepreneurship skills to 20,000 youth per province by 2025 through conventional and outreach programs in all the 60 rural and 32 urban districts. The estimated unit cost of this investment is US$273 per student per annum, amounting to a total of US$23.6 million over ten years. Based on the enrolment capacity of the VTCs, between 86 and 100 students per province are estimated to benefit every year over a period of 10 years.

The goal of the third strategic investment area is to provide sustainable support for tertiary education to increase enrolment by 20% by 2025 through grant...
and loan support annually. Among other initiatives, 500 students from the poorest households will be funded annually to undertake studies at each of the selected 11 universities in the country at a cost of $3,000 per student per semester for fees, research grant, text books, and living allowance. This amount will be managed through a revolving fund and has to be paid back. Other forms of support will also be provided to build the capacity of these universities and the total cost for this strategic investment targeting tertiary education amounts to US$331.6 million. Altogether, a cohort analysis of this investment which assumes that each student will be supported up to a maximum of 3 years, and new students come on board for support, shows that the programme will benefit a minimum of 29,900 students at teacher, agricultural and polytechnic colleges throughout the country as well as a minimum of 42,959 students at state universities over the next 10 years. The unit cost of this investment will come to US$606 per university student, and US$239 for technical and teacher training colleges.

Further details of the investments to be made under each strategic investment area are provided hereunder.

6.2.1 Goal 1 - Reducing drop-out rates and increasing transition and “O” Level pass rates (10-18 year olds67)

This investment priority advocates for the stepping up and improvement of the tried and tested intervention of Basic Education Assistance Module, which is already tried and tested in Zimbabwe and has been providing crucial support to primary and secondary school pupils to prevent school dropouts in an environment characterized by high unemployment, endemic poverty, and the economy is experiencing a major liquidity crisis. The BEAM objectives are attainable only with continued funding. BEAM remains a key strategy for achieving policy goals of the GoZ in the short-to-medium term.

The proposed investment will review and strengthen BEAM (into BEAM-Plus) sharpening targeting and speed of disbursements so that school needs of OVC are met in time. BEAM will also be improved in the following areas which were highlighted by the independent evaluation of 2012: 1) provide a mechanism for developing MoPSE systems and capacity; 2) provide effective incentives to drive down the cost of school fees (since BEAM pays to all schools irrespective of the level of fees set); 3) strengthen management of BEAM by an institutional mechanism that has the mandate to sanction misuse in schools; and 4) include ECD learners.

Financial assistance will be provided to 700,000 children in need of support. These will be of primary school going age and the support will cover fees, levies, uniforms, exercise books and exam fees among other necessities to keep children in school and performing well so that they is value for money in the investment.

Under this option, financial assistance will also be provided to 300,000 children of secondary school going age annually (covering fees, levies, uniforms, exercise books, and exam fees). BEAM-Plus will be closely monitored as part of routine supportive supervision.

Another component under this investment option is acceleration of birth registration for OVC. The investment option promotes the establishment of a register of OVC without birth certificates and their circumstances using existing structures at no cost, advocacy activities relating to the relaxation of registration conditions, and support for mobile birth certificate registration exercise which will be done more frequently.

A third key component in addition to fee assistance for OVC and birth registration support is construction of child-friendly infrastructure, including classroom blocks, adequate latrines and water facilities at schools to address WASH needs of boy and girl school children. A needs assessment would be done, and construction competitively tendered for and contractors commissioned to do the work under close guidance on designs and technical supervision. Build, operate and transfer arrangements will be promoted.

The fourth element of this investment priority targeting basic education (primary and secondary

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65 This is an estimate from the Core Team which costed the education and skills development interventions.

66 Of these only 22,000 students will be reached by the grant and loan support of $3,000 per annum. Others will be reached through research grants and improvements in learning environments (e.g., accommodation, libraries, etc).

67 But support as part of larger programme should also reach those 6-9 years in primary school.
Investments Prioritised by the Youth Per Thematic Area

6.2.2 Goal 2 - Strengthen VTC capacity to provide technical, vocational and entrepreneurship skills through conventional and outreach programmes in rural and urban areas (15-35 year olds)

Under this option, the first strategy will be the construction and rehabilitation of infrastructure including workshops, accommodation buildings and catering facilities at vocational training centres countrywide. A total of 42 VTC and 8 satellite centres will have their infrastructure rehabilitated. Modern workshops and other relevant infrastructure will be constructed. At least 100 students per province will also be supported per year with fees.

At least one VTC will be established in every district of the country. They will be equipped with tools needed for training of students.

In addition, the range of courses offered at VTCs will be broadened. A needs assessment will be conducted in terms of economic zones. Curricula for VTCs will be reviewed. Training modules will be prepared. Stakeholders will be consulted including National Manpower Advisory Council (NAMACO) for national qualification inclusion. Staff development workshops will be held for the new curriculum to ensure that they are familiar with the course content and teaching requirements.

The fourth element of this investment is the establishment and operation of business and production units for every VTC as a way of fostering self-sustenance. In this regard, identification of business and production opportunities, including designing projects proposals (4 per centre) will be done. Resource mobilisation (through private sector, NGOs, the donor community, the empowerment trust fund, and national treasury, among many other sources) will be intensified. At least three business units will be set up, including staffing, establishment of developmentally-run production units (4 per centre).

The fifth element under this option is the re-tooling or equipping of all VTCs to support a wide range of courses. At each VTC, a minimum of 4 departments will be identified for possible re-equipping and re-tooling. Resources will be mobilized and the departments identified will be re-equipped. Relevant start-up kits will be identified for each department, and these will be financed. Work places will be identified and factory shells constructed where relevant.
Where possible, VTC graduates will be given start-up kits and facilitated to gain access to operational space (workshops, shops, catering facilities, among others) to ensure they join the mainstream economic activities quickly and they are able to employ themselves.

VTC graduates will be assisted to find employment in current business ventures in the private sector, government agencies and the NGO sector within their localities or other towns through an internship and work placement programme. The total cost of this investment option is US$23.65 million over the next 10 years, with 28% of the investment being made in the first year and the remainder being spread equally over the remaining period.

6.2.3 Goal 3 - Provide sustainable support for tertiary education to increase enrolment and provide grants and loan support annually (17-24 year olds)

Under this investment option, seven strategies are envisaged, namely:

- Provision of grants and loans to needy students to cover tuition, accommodation and upkeep at tertiary education institutions (e.g., universities);
- Construction of student accommodation and catering facilities at state universities;
- Incorporating entrepreneurship and business management training in every diploma and degree programme;
- Establishing state universities for Manicaland and Matabeleland South provinces to achieve the target of 1 state university per province;
- Establishing teachers’ colleges in Mashonaland West, Matabeleland North and Matabeleland South to match the target of 1 teachers’ college for every province;
- Improvement of learning resources (libraries, e-learning) and human resources; and
- Strengthening research and development for all institutions.

Through these strategies, students in critical study areas (STEM) who require assistance will be identified and 500 students from each of the 11 state universities will be provided with funding to cover tuition and other educational needs. Administration and support services for efficient service delivery would also be financed.

In relation to student accommodation and catering services, institutions with critical needs unmet in this regard will be identified and, building designs will be produced, the bills of quantities promulgated and construction commissioned through competitive bidding processes (the unit costs of these various interventions are summarised in an Excel Sheet submitted separately) which contains the annual output targets and costs.

Degrees and diplomas lacking entrepreneurship and business management courses will be identified and course modules will be designed being informed by research on the training needs of the students in relation to what the respective industries or business sectors require for operation of viable and thriving business ventures.

Land will be identified through local governments in Manicaland and Matabeleland South provinces to construct state universities. The university infrastructure will be designed and resources mobilized and construction done. Staffing of the universities will then follow together with equipping them and provision of teaching materials and supplies.

The same will be done for the establishment of teachers’ colleges in Mashonaland West, Matabeleland North and Matabeleland South provinces to match standard of 1 teachers’ college for every province.

This investment option will also identify tertiary institutions lacking essential learning resources (libraries, e-learning resources) and human resources. Institutions with urgent need of infrastructure will be identified. The infrastructural designs (architectural and engineering designs) shall be produced.

About 50 staff members will be trained and will have improved skills in managing physical and e-learning resources. All institutions with critical deficits in learning resources will be funded to establish the infrastructure and equipment and facilities for learning resources. They will also be supported during the next 10 years (2016-2025) to acquire the physical and virtual (e-learning) resources they need.

Research and development is a key area of investment at tertiary levels of education as it drives learning and innovation. This aspect will receive
attention as part of this investment option focusing on tertiary education institutions. The research needs in tertiary education will be identified. Appropriate recipient researchers and/or institutions will be identified and selected, and awarded with research grants. They will also be facilitated to conduct the research and disseminate findings to relevant audiences including policy makers in the tertiary education sector.

6.3 Priorities and Goals for Youth Employment and Sustainable Livelihoods

**BOX 3: Youth Employment and Sustainable Livelihoods Goals**

<table>
<thead>
<tr>
<th>Total level of investment 2016-2025: US$ 91,234,677</th>
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<tbody>
<tr>
<td><strong>INVESTMENT GOALS</strong></td>
</tr>
<tr>
<td><strong>Goal 1</strong>: Youth Enterprises Developed for 15% of Youth in the Age-group 18-35 by 2025 (MoYIEE, MoSMSE, MoIC, MoM, MoAMID, ILO, private sector, CSO) (18-35 year olds).</td>
</tr>
<tr>
<td><strong>Goal 2</strong>: Markets Secured and Developed for 100% of Youth in Business by 2025 (MoYIEE, MoSME, MoIC, MoM, MoAMID, ILO, private sector, CSO) (18-35 year olds).</td>
</tr>
<tr>
<td><strong>Goal 3</strong>: All youth in business are provided with land and infrastructure for their enterprises by 2025 (MoLGUD, MRDPNCH 68) (18-35 year olds).</td>
</tr>
</tbody>
</table>

6.3.1 **Goal 1 - Youth Enterprises Developed for 15% of Youth in the Age-group 18-35 years by 2025**

This investment option will encompass the following strategic activities:
- Conduct awareness campaigns on advantages of starting up businesses.
- Carry out needs assessment to establish gaps in technical and business management skills.
- Conduct technical and business management skills training with the view to helping to start-up 10,000 youth-owned businesses.

- Incubation and mentorship of youth businesses.
- Strengthening the youth fund through streamlining funds disbursement to avoid double dipping and abuse.
- Relaxation of licensing and registration of all businesses for youth.
- Tax holidays for the youth.
- Monitoring and Evaluation the impact of youth entrepreneurship development support.

6.3.2 **Goal 2 - Markets Secured and Developed for 100% of Youth in Business by 2025 (18-35 year olds)**

This type of investment embraces the “whole business ecosystem concept” that encompasses training, production, standardisation and marketing 69. It includes market research to establish local, regional and international markets for youth products and services. It will facilitate market linkages for youth products and services between (i) large corporates and youth, (ii) youth business to youth business, and (iii) youth businesses to suppliers of raw materials. Participation of youth at local, regional and international exhibitions will be promoted to access and establish markets for products and services produced by the youth.

The Youth quota procurement system will be strengthened and decentralized by cascading it to provinces and districts.

Facilitating partnerships and joint ventures between youth and established business entities both locally and internationally will be prioritized.

Youth associations will be strengthened by conducting association capacity building trainings and supporting formations.

More specifically, 100 campaign workshops per year will be conducted on advantages of starting up businesses. Information will be disseminated through print and electronic media with a package of 10,000 fliers per province, 600,000 SMSs per year, 10 bill boards per year, 105 TV adverts per year, 3 radio programmes per week yearly.

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68 Ministry of Rural Development and Preservation of National Culture and Heritage.
69 The Minister of Youth Indigenisation and Economic Empowerment, Honourable Patrick Zhuwao emphasized adoption of this concept at the UNICEF Brown Bag Seminar on the Validation of the Youth Investment Case Report. This approach is important in promoting successful and sustainable businesses for the youth.
Thirty road shows (3 per province) per year will be conducted, distributing promotional T-shirts and caps (1,000 T-Shirts and 1,000 caps/hats per province). “Young Entrepreneurs Website” will be created in year 2017.

Every five years a national needs assessment survey to establish gaps in technical and business management skills will be conducted and a report on the findings will be produced.

One Youth Entrepreneurship Symposium per province per year will be held to address the gaps identified.

The investment will also support the production of 10,000 Entrepreneurship manuals per year.

Training of Trainers sessions for 200 trainees (20 per province from VTCs and District Offices) and 10 trainers per year will be held.

This will be complemented by 100 Entrepreneurship Training Workshops per year (10 per province), targeting 100 youth per session.

About 60 Entrepreneurship Training Workshops per year for youth at VTCs, targeting 100 youth per session, will be facilitated.

A training of trainers approach will ensure that Standards and Quality Assurance of youth businesses is done. A ToT will be held in each province.

The investments will also set-up 10 incubation centres for youth business in year 2021 (1 per province). Training of technicians who man the incubation centres would be done in 2022 (5 per incubator).

About 1,000 youth per year per province would then be trained at these incubation centres starting in 2022.

The centres will be properly run and maintained. In addition 10 mentors per province would be identified and fielded at these sites in 2016.

Under this investment option the review of the Youth Fund Model would be done in year 2016 (4 Study tours for benchmarking, 2 regional and 2 international) involving 5 officials; a local evaluation (hire of consultant and 45 days field visits and 3 workshops targeting 300 people) in year 2016 would be considered and supported. The re-launch of the Youth Fund (1 workshop, targeting 100 participants) in a new improved form would be done. Further capitalisation of the Youth Fund in year 2020 would be ensured.

Furthermore, four workshops on the ease of doing business for youth will be organised per year (target 100 participants per workshop).

Other complementary activities will include the review of the business legal framework in 2016, and 10 workshops on the benefits of registering a business per year (target audience of 300 youth).

Other equally important activities will include a workshop for the development of the Monitoring and Evaluation Tool (targeting 25 officials per workshop per year).

Monitoring and Evaluation of supported programmes will be strengthened in all 10 provinces. This shall be done quarterly and using multi-disciplinary teams of 5 people each.

6.3.3 Goal 3 - All youth in business are provided with land and infrastructure for their enterprises by 2025 (18-35 year olds)

The investment will engage relevant authorities with regards to land in year 2016. The Ministry of Local Government Public Works and National Housing, Ministry of Lands and Rural Resettlement, Ministry of Agriculture, Mechanisation and Irrigation Development and Ministry of Mines and Mining Development will allocate land and suitable sites to the youth.

Other main activities here will be to:

- Identify and promote public private partnerships to develop the youth business infrastructure (ICT centres, factory shells, vendor marts, flea markets, market stalls, etc).
- Establish 8 honey processing plants in 8 Rural Provinces.
- Establish 10 fruit processing plants in every province.
- Implement the youth quota policy with special reference to Land for commercial purposes.
- Establish 10 fruit and vegetable drying plants in every province.
Establish 3 tomato processing plants in Mashonaland East, Mashonaland Central and Manicaland.

Establish 14 Gold processing plants, 3 in Mashonaland Central, 3 in Midlands and 1 in every other province

Establish 10 ICT information structure in every province

Acquire business stands for youth in year 2017.

6.4 Priorities and Goals for Culture, Arts, Recreation and Sports

BOX 4: Culture, Arts, Recreation and Sports Goals

<table>
<thead>
<tr>
<th>Total level of investment 2016-2025: US$ 51,201,271</th>
</tr>
</thead>
<tbody>
<tr>
<td>INVESTMENT GOALS</td>
</tr>
<tr>
<td>Goal 1: Intangible and tangible cultural heritage preserved and promoted by 2025 (MRDPNCH, MoSR, MoPSE, MHTE, UNESCO) (10-35 year olds)</td>
</tr>
<tr>
<td>Goal 2: Arts promotion and community development (National Arts Council, MRDPNCH, MoSR, MoPSE, MHTE, UNESCO) (10-35 year olds)</td>
</tr>
<tr>
<td>Goal 3: Sports promotion and community development (MRDPNCH, MoSR, MoPSE, MHTE, UNESCO) (10-35 year olds)</td>
</tr>
</tbody>
</table>

6.4.1 Goal 1 - Intangible and tangible Cultural Heritage preserved and promoted by 2025 (10-35 year olds)

The first investment option will cost a total of US$3 million over ten years. Its purpose is to preserve and promote the cultural heritage of Zimbabwe. This involves the identification, documentation and cataloguing of the positive cultural values, norms and practices and their preservation. Cultural heritage sites will be preserved for the future generation. Investment to develop domestic cultural tourism will be increased. Zimbabwe’s cultural identity will be promoted through national dress, food, arts, sports and recreation. Inter-provincial cultural exchange activities (workshops, festivals, cultural attachés) will be implemented through periodic attachments of the youth.

More specifically, the strategy will be to raise funds through levies (from businesses promoting alcohol, tobacco consumption), and raise awareness among youth and communities on progressive cultural values, norms, beliefs, and practices. An assessment of the costs and benefits of introducing a culture levy will be carried out and relevant support provided to assist the government to introduce a culture levy.

The IEC will discourage inappropriate practices. Awareness promotion will be done through various media of communication including schools and community radios.

Education and awareness outreach programmes will be implemented at community level. Cultural education will be promoted through radio lessons and television edutainment.

The promotion of inter-provincial cultural exchange activities (workshops, festivals, cultural attachés) will be prioritized. Youth will be supported to participate in periodic cultural exchange programmes, attachments and provincial festivals.

The investment option will encourage the growth of low-cost domestic cultural tourism through establishment of cultural centres, embarking on educational trips, and facilitating visits to cultural heritage sites, including National Museums and Monuments, the Great Zimbabwe Ruins, the Victoria Falls, Chinhoyi Caves, Matobo Hills, National and Provincial Heroes’ Acres, Njelele, among others.

The investment option envisages that some lobbying and advocacy in support of the abolition, reduction or setting up of youth-friendly entry fees for domestic cultural tourism would be required. Meetings will be organized and policy briefs prepared and presented to policy makers in this regard. They will target the Ministry of Rural Development, Research and Promotion of Culture and Heritage, as well as the Ministry of Tourism.

A database on heritage sites will be developed and availed to schools and colleges. Educational trips by school children to cultural heritage sites will be promoted through awareness creation and special cultural heritage support programmes for schools. The information on cultural heritage sites will be linked to the web-page developed for the respective ministries, and for promotion of domestic cultural tourism.
Another key strategy under this investment option will be the identification and safeguarding of intangible and tangible cultural aspects that are under threat, including those values, beliefs, norms and practices that are affected by the influence of foreign media and cultures (acculturation) and the diaspora effect. It includes promotion of cultural identity through national dress code, food, arts, sport and recreation will be done to ensure that the youth take pride in their culture. Promotion of the consumption of healthy traditional foods will be done through industry and commerce, including commercialisation of small grains and traditional vegetables working together with youth farmers and agricultural shows and international trade fairs. Such healthy diets are expected to contribute to the reduction of non-communicable diseases (NCDs).

Education of the health and nutrition benefits of traditional foods will be done using food fairs.

This investment option also advocates for the introduction of arts and sport-based subjects starting at ECD level and extending it to primary, secondary and tertiary education levels of education.

### 6.4.2 Goal 2 - Arts promotion and development (10-35 year olds)

Under this investment option, whose activities will cost US$716,277 over ten years, funds will be raised through mechanisms such as art-share, and tourism levies collected from tourists through tourism organisations. Public and private partnerships in the promotion of arts will be strengthened through a special programme that offers tax rebates, subsidies, and support for import substitution through industrialisation.

About 50% of the youth will be reached programmes implemented by the state and CSOs in partnership with the private sector through social media and mobile phones. The cost of sending bulk messages and e-mail is estimated at US$0.0025 per text for the next 10 years. It is assumed that electricity supply will continue to be available over the years to enable this broadcasting of messages to reach youth widely.

Research on the arts sector will be strengthened to guide planning, resource allocation and implementation. The same will be done for sports.

### 6.4.3 Goal 3 - Sport promotion and community development (10-35 year olds)

Under this investment option, various sports will be aggressively promoted as both recreational activities and professional sports for talent capture and nurturing, and for revenue generation for the youth. The level of investment will be US$47.5 million over ten years.

The investment recognises that the youth have talent which if tapped in the area of sports through development of sports academies, school sporting clinics, local and international sports competitions can have a significant contribution to GDP.

For this investment, funds will be raised through sponsorship, affiliations, broadcasting rights, and Public-Private-Partnerships.

The review of educational curricula will be essential to ensure that sport promotion through schools is treated as a core subject demonstrating the benefits thereof and preparing school children for professional sport. The curriculum will start from ECD and extend to primary and secondary education right up to tertiary education (embrace, develop sports). Teaching of recreational and professional sport ensures that talented children make choices early to develop their talents and parents and teachers give maximum relevant support. The level of investment required is US$351,606 over a period of ten years.

The strategy for this investment option is to rehabilitate, repair and refurbish all high performance centres at a cost of US$33 million. These include multi-purpose centres and sports stadia. Swimming pools will be rehabilitated and functionality restored. New management arrangements for these facilities will be developed and supported to ensure that their centres are managed efficiently and sustainably so that they are continuously available for use by interested and talented youth.

Talent will be identified and support provided for its development (including mentorship and capacity building of sport persons, sports galas, community games, and tournaments).

The investment will establish business management and legal clinics (to professionalize and sustain sports careers, manage celebrity status). The sports
industry will be regularised (mandatory registration of sports associations and sports clubs).

Excellence will be recognised through national, provincial, district, zonal, school and ward level award ceremonies. Involvement of the private sector (such as fruit and beverages companies, the dairy industry, and baby foods companies), will be strongly encouraged and facilitated as part of their investment back to the community. Awards will be distributed to deserving sports persons in every district at an average cost of US$100 per high achiever sports person and about 12,800 sports persons will be rewarded. Property rights for use of national colours in international competitions will be held by the government and offenders will be penalised.

6.5 Youth Empowerment and Participation Priorities and Goals

**Box 5: Youth Empowerment Goals**

<table>
<thead>
<tr>
<th>Total level of investment 2016-2025: US$ 28,173,150</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INVESTMENT GOALS</strong></td>
</tr>
<tr>
<td><strong>Goal 1:</strong> Ensure that Youth participate in at least 25% of policy making processes, in political, social, economic and environmental issues by 2025 (GoZ ministries, ZYC, UNICEF, UNFPA, FAO, CSOs) (10-35 year olds)</td>
</tr>
<tr>
<td><strong>Goal 2:</strong> Support 5% of youth to establish SMEs by 2025 (MoSME, ILO, FAO, CSOs, donors, private sector) (18-35 year olds)</td>
</tr>
<tr>
<td><strong>Goal 3:</strong> Establish &amp; fully equip one youth centre per district by 2025 (MoYIEE, donors, MoHTE, CSOs, ILO, UNCESCO, private sector, FBOs) (10-35 year olds)</td>
</tr>
<tr>
<td><strong>Goal 4:</strong> Promotion of the National Youth Policy (GoZ ministries) (10-35 year olds)</td>
</tr>
</tbody>
</table>

The proposed investments in youth empowerment and participation are underpinned by three goals, whose activities are listed in detail below.

6.5.1 Goal 1 - Ensure that Youth participate in at least 25% of policy making processes, in political, social, economic and environmental issues by 2025 (10-35 year olds)

The first goal is to “Ensure that Young People participate to the extent of at least 25% in Policy Making Processes, in political, Social, Economic and Environmental Issues by 2025”.

One of the key strategies envisaged is to strengthen and ensure the effective functioning of the Child Council/Parliament for the 10-18 year age-group. Specific activities proposed in this business case include the following:

- Support the election of junior parliamentarians/councillors in all provinces/districts annually.
- Support one workshop to capacitate Child Councillors and Parliamentarians annually.
- Hold three awareness and behaviour-change campaigns per province annually.
- Hold advocacy for policy joint sittings with senior parliamentarians annually.
- Conduct monitoring and evaluation of Junior Parliament/Council activities.

The level of investment required for interventions foreseen under this goal amount to US$16.1 million over the 10 years, or an average of $2.38 per youth.

It also covers other 5 strategies. One of them is supporting the functionality of the Junior Senate (policy making) for 19-21 age group, which has the following activities:

- Support the election of 80 Junior Senators annually.
- Support one workshop to capacitate Junior Senators annually.
- Holding of 3 awareness and behaviour-change campaigns annually.
- Holding of 3 advocacy-for-policy joint sittings with senior Senators annually.
- Monitoring and Evaluation of Junior senate activities.

Another strategy under this goal is strengthening of the quota system in Parliament (18-35) which has a number of priority activities, namely to:
• Support one workshop per province to capacitate young people eligible for Parliamentary seats annually.
• Promote voting amongst youth.
• Monitor and Evaluate the quota system.

The fourth strategy under this investment area (goal) is the strengthening of the “Quota system in local councils (e.g., special interest councillors), by way of the following activities:
• Supporting one workshop per district to capacitate young people eligible for council seats annually.
• Promoting voting amongst youth.
• Holding 2 meetings/workshops to engage government for special appointments of young people.
• Monitoring and Evaluating the activities and results.

The fifth strategy is to “Establish 63 District Youth Assemblies to feed into the above (10-35)” and under this strategy the activities foreseen are to:
• Create awareness of youth assemblies.
• Recruit youth assembly members.
• Coordinate bi-annual meetings per district.
• Support one joint sitting annually for the Assembly to present Resolutions to policy makers (cabinet memos, petitions, meetings or letters).
• Monitoring and Evaluation.

The final strategy under this goal seeks to register and strengthen 20 Youth Associations in each province by 2025. This will be done through holding of a workshop to capacitate Youth Associations annually, creating one networking platform per province annually, and monitoring and evaluation of these activities. M&E is cross-cutting in these strategies and will be done through youth associations’ annual reports.

6.5.2 Goal 2 - Support 5% of youth to establish SMEs by 2025 (18-35 year olds)

The second investment area is for Goal 2 which is to “Support 5% of youth (18-35 years) to establish SMEs by 2025”. A total of US$11.7 million is required for this investment over the 10 year period.

The strategic activities foreseen fall under some three strategy areas:

**Strategy 1: Provide business incubation**
• Equip youth with basic business acumen through 3 provincial workshops/seminars per province annually.
• Support registration and regulatory compliance by creating 2 satellite/mobile registration and monitoring units per province.
• Administrative support youth to access financial resources by securing government guarantees.
• Provide business mentorship by facilitating one mentorship forum per province quarterly.

**Strategy 2: Funding of NIEEB, ZYC and SMEDCO**
• Increase funding to NIEEB, ZYC and SMEDCO to the tune of US$10 million

**Strategy 3: ICT: Promotion of e-business and e-commerce**
• Set up an ICT centre at VTCs provincially.

6.5.3 Goal 3 -Establish and fully equip one youth Centre per district by 2025 (10-35 year olds)

The third goal is to “establish and fully equip one youth centre per district (63) by 2025”. This will be achieved by establishing and equipping youth centres. A total of 63 youth centres/offices will be established and supported annually. Some will be rented (but only as a short term measure) and ICT equipment and office furniture will be purchased and supplied. They will also be manned to provide youth services they need through the concept of a one-stop shop that will be established in collaboration with other line ministries.

6.5.4 Goal 4: Promotion of the National Youth Policy (10-35 year olds)

This component shall promote publicity campaigns and youth participation in the monitoring and evaluation of promotional activities. The cost will be US$250,000 over ten years.
7.1 Youth Health

7.1.1 Benefits of Investing in Youth Health

The main benefits of these interventions will include a decline in sexual abuse, teen pregnancy, child marriages, hygiene and mental wellbeing including reducing the number of youth abusing drugs and those committing crimes.

While statistics on drug abuse among the 10-35 year age group are not readily available, ZimStat estimates that the number of cases of crime over the short, medium and long-term will grow significantly if effective measures (such as those advocated for in this youth business case) are not implemented to control drug and substance abuse among the young people in Zimbabwe, particularly among the 20-24 year age group where the majority of crimes (especially juvenile rape cases) are taking place (Figure 1).

Figure 1: Distribution of Crime Cases by Age-group (2015)

At the minimum it is anticipated that youth interventions in this business case, will contribute to a significant reduction in youth involvement in crime either as perpetrators or victims or survivors (Table 1). At the most, crime will only increase at the

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**Table 1: Estimated reduction in number of crime cases with Youth Health, Education and Employment Interventions**

<table>
<thead>
<tr>
<th>Crime</th>
<th>Actual cases</th>
<th>Cumulative reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Base 2015</td>
<td>2018</td>
</tr>
<tr>
<td>Murder</td>
<td>434</td>
<td>128</td>
</tr>
<tr>
<td>Rape Adult</td>
<td>322</td>
<td>95</td>
</tr>
<tr>
<td>Rape Juvenile</td>
<td>2,369</td>
<td>698</td>
</tr>
<tr>
<td>Theft of Car</td>
<td>22</td>
<td>6</td>
</tr>
<tr>
<td>Robbery (firearm)</td>
<td>64</td>
<td>85</td>
</tr>
<tr>
<td>Plain Robbery</td>
<td>455</td>
<td>135</td>
</tr>
<tr>
<td>Stock-theft</td>
<td>17</td>
<td>5</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>3,683</strong></td>
<td><strong>1,153</strong></td>
</tr>
<tr>
<td>Percent increase</td>
<td></td>
<td>Baseline</td>
</tr>
</tbody>
</table>

Notes: a/ Base 2015 figures refer to actual number of cases estimated for 2015.
Source: Calculated using ZimStat estimates for crime cases by 10-35 year age group.

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78 Empirical evidence on effectiveness of drug abuse reduction programmes is not readily available to assist in quantification of benefits in this regard.
rate of population growth estimated by ZIMSTAT to occur over this period (Table 2), but will not increase beyond this because of holistic and effective youth programming.

In the short-term (3 years ending in 2018) 1,153 cases of crime will be prevented through awareness promotion, rehabilitation of youth addicted to drugs, prevention of new cases of drug abuse, better education of youth and support for youth with self-help employment and livelihood activities. In the medium-term (five years ending 2020), a total of 2,022 crimes will be prevented, of which 237 will be murder cases, 177 adult rape cases, and 1,300 will be juvenile rape cases. In addition car thefts will be reduced by 12 compared with the do-nothing scenario, as well as 34 robbery cases involved the use of a fire arm, 251 cases of plain robbery and 10 cases of stock theft, all other things held constant.

Sexual debut will be delayed among youth by at least 6 months due to social behaviour change communication, those married before 15 years and before 18 years will reduce from the current level of 4.9% and 32.8% respectively to approximately 3.9% and 26%, respectively.

Given the estimated number of new HIV infections averted among those in the age-group 10-35 years through health interventions (as explained in more detail below), it is expected that the crude death rate can be reduced from 10.2 to 9.5 deaths per 1000 people in the medium term of 5 years.

Intergenerational sex which is high (at 17.9%) among sexually active young women in the age group 15-24 years (MICS, 2014) will also decline among the youth population to less than 14% (conservative estimates), so will be teen sex delayed by at least 6 months on average and early pregnancies by 25%.

International evidence is mixed on these but this study estimates that prevalence of these practices will be reduced by about one quarter (1 in four cases) over the period of 5-10 years. Early and forced marriages will be expected to decline by the same magnitude or even more as the experience of Nepal confirms. Through the work of Care International in Nepal, documented evidence indicates that it is possible to reduce the prevalence of these behaviours by at least 10-20% using participatory behaviour change messaging.

Teen sex and pregnancies will reduce with behaviour change communication on delaying sex and preventing unsafe sex. According to the findings of the MICS (2014), the proportion of young people age 15-24 years reporting not using a condom during the last sexual encounter with a non-marital, non-cohabiting sex partner in the 12 months preceding the survey was 42.4% for women and 25.1% for men confirming that there are barriers to the use of protection by young women and men. About 11.8% of sexually active women aged 15-24 years had sex with a non-marital partner, non-cohabiting partner in the 12 months preceding the survey. These practices will be reduced by about at least one quarter over the period of 5-10 years through information education and communication and greater service coverage of family planning and other ASRH services targeting the youth especially.

Early and forced marriages will be expected to decline with more awareness of the dangers of such practices. According to findings of the MICS (2014), the proportion of women in the age-group 20-49 years who married before reaching 18 years was 32.8%. Also the percentage of young people in the age category 15-19 years in marriage or union was about one in every four women (24.5%) against one in

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**Table 2: Estimated increase in population of youth (10-35 years) under “do-nothing” scenario**

<table>
<thead>
<tr>
<th>Term</th>
<th>Years</th>
<th>Increase (#)</th>
<th>Cumul. %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short term</td>
<td>3</td>
<td>246,325</td>
<td>3.6%</td>
</tr>
<tr>
<td>Medium term</td>
<td>5</td>
<td>415,507</td>
<td>6.1%</td>
</tr>
<tr>
<td>Long term</td>
<td>10</td>
<td>856,551</td>
<td>12.7%</td>
</tr>
</tbody>
</table>

Source: ZIMSTAT projections 2016-2025.
twenty-seven men. According to the MICS (2014), about 19.9% of women aged 15-19 years who are in marriage or union have spouses that are 10 or more years older. The proportion reduces to 17.5% for those in the age category 20-24 years.

International experience shows that by investing in health interventions (especially behaviour change communication targeting the youth as well as adults) which are proposed in this business case, these practices will be reduced significantly by at least one fifth current prevalence levels among young people. Available evidence from Nepal, through the work of Care International, indicates that it is possible to reduce the prevalence of these behaviours by at least 10-20% using participatory behaviour change messaging.

BOX 6: Highlights of potential improvement in knowledge of harmful effects of child marriage and practices, Chunauti Program, Nepal

- Knowledge about legal age for marriage increased among:
  - Parents: from 21% up to 84%
  - Adolescent boys: from 11% - 55%
  - Adolescent girls: from 21% to 88%

- Percentage of adolescents reporting that they discuss the effect of child marriage with family and neighbours increased from 32% to 66%

- More than 97% of both adolescent and parent respondents reported that they either disagreed or “strongly disagreed” with the child marriage practice.

Source: Care International, 2015.

This is expected to result in a reduction or reversal of the increase in fertility rate for youth in the age-group 15-19 years which has been increasing in the past decade. If this happens, then the fertility rate for this age-group could decline from 112 per 1,000 women which is the highest recorded in 3 decades for this age-group (ZDHS, 2011). The reduction in fertility rates, coupled with the empowerment of youth economically and socially, will contribute to the harnessing of the youth dividend.

With the reduction of inter-generational sex, and forced marriages, gender-based violence that is often attributed to large age differences between married couples will decline as well.

Compared to the situation that would have occurred without the interventions (that is according to ZIMSTAT projections of crime statistics in the 10-35 years category), in the short-term a 23% reduction in crime would be expected by 2008, 34% reduction by 2020 and 57% reduction by 2025. The bulk of this impact will be on juvenile rape cases, murder, plain robbery and adult rape, which are projected to increase sharply in the next 10 years if nothing is done about the plight of the youth raised in this report.

7.1.2 Cost-benefit Analysis of Investments in Youth Health

All goals under youth health investments will work in a complementary manner and produce an aggregated impact in terms of reducing morbidity and mortality of the youth. For cost-benefit analysis, the disability adjusted life years (DALYs) saved through improved health, prevention of infection, decreased morbidity and mortality and a decline in gender-based violence are quantified and valued in terms of financial value and compared to the investment cost for the health interventions.

Zimbabwe’s annual disease burden is estimated at about 5 million DALYs. Each HIV infection averted is estimated to save 18.69 DALYs while each death averted shall save about 45 DALYs on average.

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75 GBV is a complex phenomenon often including a combination of physical, sexual and emotional violence and deprivation or neglect and can be perpetrated by a male on a female or vice-versa, though male perpetration is more common in the Zimbabwean context. (see, Gender-based violence and HIV: relevance for HIV prevention in hyper-endemic countries of southern Africa, Neil Anderssona, Anne Cockcroft and Bev Shea, 2008).

76 One DALY can be thought of as one lost year of “healthy” life. The sum of these DALYs across the population, or the burden of disease, can be thought of as a measurement of the gap between current health status and an ideal health situation where the entire population lives to an advanced age, free of disease and disability, WHO.

Full implementation of this youth business case for Zimbabwe will avert at least 3,200 new HIV infections per year over the next 10 years. This will save 59,811 DALYs per year in the next 10 years, or contribute to the reduction of the national disease burden by 1.29% per year on average.

The DALYs saved through the youth health interventions will contribute a minimum of approximately US$ 41.27 million in GNI or 0.3% of GDP per annum over the next 10 years.

7.1.2.1 Short, medium and long-term benefits

In the short-term (3 years), a reduction of HIV infections by 2,506 per year among the youth will occur. The cost per infection averted comes to US$1,588.

Using population estimates from ZIMSTAT for this period, the unit cost of this investment is estimated at US$0.57 per youth per year or US$1.70 per youth for the three years. Over the three years, the investment will contribute to economic productivity through better health of the youth, which is estimated at US$32 million in gross national income per year or a return of US$8.12 per US$1.00 invested. This translates to a benefit-to-cost ratio of 8, which is high.

In the medium-term (5 years) about 2,700 infections will be averted annually and the cost per DALY saved will be lower at US$1,503. In the long term the cost per DALY saved will be approximately US$1,397. Investment costs per youth will be slightly higher at US$0.97 per year.

The annual GDP contribution from youth health investments are 0.23% in the short-term, 0.25% in the medium-term and 0.3% in the long-term.

7.1.2.2 Sensitivity analysis

Sensitivity analysis also shows that even if returns (number of infections averted in the youth) are reduced by 25%, the investment will remain worthwhile and will average between US$6.09 to US$6.92 per US $1 invested in youth health.

If benefits are increased by 25% the return to investment increases to US$10.50 and US$11.54 per US dollar in the short- and long-term, respectively.

7.2 Youth Education and Skills Development

7.2.1 Benefits of Investing in Education and Skills Development

Quantification of benefits is based on the experience in Zimbabwe, as well as other countries where relevant research has been conducted. In Zimbabwe, a recent evaluation of BEAM™ funded through UNICEF and jointly commissioned with the Ministry of Public Service, Labour and Social Welfare, and the Ministry of Primary and Secondary Education, concluded that:

Table 3: Cost-benefit analysis of Youth Health Investments

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Short-Term (3 Yrs)</th>
<th>Mid-Term (5 Yrs)</th>
<th>Long-Term (10 Yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infections averted annually</td>
<td>2,506</td>
<td>2,700</td>
<td>3,200</td>
</tr>
<tr>
<td>Infections averted in total</td>
<td>7,518.61</td>
<td>13,500.50</td>
<td>32,003.59</td>
</tr>
<tr>
<td>DALYs saved annually</td>
<td>46,838</td>
<td>50,462</td>
<td>59,811</td>
</tr>
<tr>
<td>DALYs saved in total</td>
<td>140,515</td>
<td>252,310</td>
<td>598,113</td>
</tr>
<tr>
<td>Total GNI contribution, USD</td>
<td>96,955,231</td>
<td>174,093,914</td>
<td>412,697,963</td>
</tr>
<tr>
<td>Annual GDP contribution (%)</td>
<td>0.23%</td>
<td>0.25%</td>
<td>0.30%</td>
</tr>
<tr>
<td>Investment per year, USD</td>
<td>3,979,663</td>
<td>4,058,697</td>
<td>4,470,298</td>
</tr>
<tr>
<td>Investment in total, USD</td>
<td>11,938,990</td>
<td>20,293,485</td>
<td>44,702,975</td>
</tr>
<tr>
<td>Population 10-35 years, persons</td>
<td>7,007,226</td>
<td>7,176,408</td>
<td>7,617,451</td>
</tr>
<tr>
<td>Cost per infection averted</td>
<td>1,588</td>
<td>1,503</td>
<td>1,397</td>
</tr>
<tr>
<td>Cost per DALY saved</td>
<td>85</td>
<td>80</td>
<td>75</td>
</tr>
<tr>
<td>Cost per youth, USD per year</td>
<td>0.57</td>
<td>0.57</td>
<td>0.59</td>
</tr>
<tr>
<td>Cost per youth, USD total</td>
<td>1.70</td>
<td>2.83</td>
<td>5.87</td>
</tr>
<tr>
<td>Benefit-to-Cost Ratio (base case)</td>
<td>8.12</td>
<td>8.58</td>
<td>9.23</td>
</tr>
<tr>
<td>BCA (base case + 20% benefit)</td>
<td>10.15</td>
<td>10.72</td>
<td>11.54</td>
</tr>
<tr>
<td>BCA (base case less 20% benefit)</td>
<td>6.09</td>
<td>6.43</td>
<td>6.92</td>
</tr>
</tbody>
</table>

78 This excludes the impact of reduced fatalities through car accidents, and prevention of both cervical cancer and other non-communicable diseases in the youth targeted by the social behaviour change communication.

“BEAM is a highly relevant and necessary intervention, particularly in the poorest quartile of schools in terms of school income per learner, in which BEAM funds constitute 25% on average of school income.

The broader social impact of BEAM is substantial, in particular in terms of improved access to education for poor children, and particularly for orphans and girl children.

BEAM is largely achieving its objectives, including prevention of school drop-outs and maintaining gender-balance in terms of the numbers of beneficiaries.

Without BEAM funding, schools and communities would not be able (or would struggle) to keep beneficiaries in school.”

Available evidence also shows that international effort to achieve Universal Primary Education (UPE) is increasingly focusing on complementary education (such as second-chance education), in an effort to enrol the last 10-15% of children, most difficult to reach. Considerable effort has also been invested in evaluating its cost-effectiveness. A comparative USAID study across eight countries indicated that both access and completion rates are consistently better in complementary programmes.

There are numerous benefits to be derived from the investment options enunciated above. The main objective of these investments is to ensure that people of school-going age enrol for, attend and sustain their education so as to increase the number of years of schooling, ensure completion of tuition at various levels, and acquire critical knowledge and skills required for them to achieve their full potential in life. Other positive impacts relate to those employed in the education sector capacitated and supported with infrastructure and facilities that are more enabling and rewarding to effectively carryout their responsibilities.

The economic and social benefits of investing in basic and tertiary education as proposed in this youth business case are immense, as recent global evidence shows. For instance, Shafiq (2013) explains the benefits through three main types of models: a) direct effects model; b) correlated effects model; and c) indirect effects model.

Using the first model, both Shafiq (2013) and Elmer and Frazier (1999) found that increased quantity and quality of education enhances cognitive skills, knowledge, and tastes that lead to improved private benefits, such as greater productivity, earnings, health, and political participation. The human capital benefits of education are explained by the direct effects model.

Education has a direct effect on an individual’s labour market productivity. More educated individuals (e.g., youth) will have a higher propensity to adopt new technologies in agriculture, health, ICT, and the manufacturing industries (among others) than the less educated who have less cognitive skills (e.g., literacy and numeracy) and knowledge (e.g., science, information and exposure) necessary to use the technology (e.g., certified seed in farming, or machinery in ICT and manufacturing).

Higher education of youth will therefore drive higher rates of economic growth through these direct effects of education on productivity in all sectors.

As more educated youth produce more, they will also earn more. The economic returns to schooling are substantial. For instance, in Central America and Brazil, one additional year of schooling is associated with 12-14% increased lifetime earnings. In addition, estimates from 52 developing countries compiled by Harry Patrinos and George Psacharopoulos showed that the rate of return is 23.0% for primary education (versus attainment below primary education) and 17.9% for secondary education (versus primary education attainment).

Other recent evidence shows that the wage rate for each child enrolled in primary school increases...
by 9% per year and by 14% per year enrolled in secondary school.

All these statistics are used in this youth business case to quantify the aggregate level of benefits of investing in education and skills development for the youth people (10-35 years of age).

Secondly, as more educated youth will produce more and earn more, they will contribute more to the national treasury in taxes thereby spurring social benefits (delivery of public goods and services by the state). The tax base is wider with a more educated society than one characterized by illiterate school drop-outs. The latter has a larger social bill in terms of social transfers needed to cushion the chronic poor. In this business case a modest attempt is made to quantify the aggregate effect of the youth education and skills development as well as youth employment and sustainable livelihoods components on tax revenue for the country.

Education will also contribute directly to the improvement in health status of the youth. Secondary and tertiary education will help them to have a better understanding of medical science, IEC messages for social behaviour change, and doctors’ prescriptions.

The correlated effects model also shows additional benefits but correlated with other traits. It explains that an individual’s educational attainment and the consequent benefits are influenced by the attributes of an individual, and in turn these “third variables” such as an individual’s innate ability (e.g., IQ), personality (e.g., motivation, patience to stay in class and learn, and preference for risk) and family’s socioeconomic status, social capital (a person’s relationship with parents and community members) and good mannerisms that impress the teachers and, subsequently, the employers. Several studies in nutrition have also demonstrated that a person’s IQ is to some extent enhanced by good nutrition with adequate supply of micronutrients such as zinc, iron, and iodine which are needed for brain development in the critical period of the first 1,000 days of a child’s life (from conception to 2 years) and they also show that more educated mothers have better nourished children. In iodine deficient communities, for example, a loss of IQ of the order of 13.5 points has been recorded in some studies. More educated mothers have better knowledge of nutrition and have the financial means and decision-making capabilities for the required nutrition purchasing, health service access, improved access to water, better hygiene and other positive child care practices.

The indirect effects model shows that education delivers important indirect benefits. More education contributes to the reduction of crime in society. Education improves the individual’s socio-economic position, which influences labour market earnings, occupation, self-esteem, and social position which in turn influences their behaviour and deters crime.

The indirect effects model also posits that education has a positive effect on youth participation in decision making and politics. This is corroborated by economic research from both the U.S. and U.K which demonstrates that the quantity of secondary education has a direct effect on awareness of public affairs and support for free speech, both important political outcomes. Education will improve youth participation and political outcomes through knowledge accrued in civics and social science courses that teach facts about historical and current affairs. Cognitive skills, science and other inquiry-based courses instil values of openness and scepticism which may read to more democratic processes and inclusivity (tolerance of divergent views, including those of ethnic minorities).

Last but not least, educated youth will become educated parents and pass intergenerational benefits to their children. The cognitive skills and knowledge of the mother and father will help with parenting skills, resulting among others in sharp decline in infant mortality.

The positive relationship between mothers’ educational attainment and children’s educational and health outcomes, including higher birth weight, child survival, earlier entry into school, and years of schooling completed on reaching adulthood is a consistent finding of international research on education benefits.

Also, building an educated youth workforce will no doubt benefit not only the current economy but also future generations of individuals, by contributing to a more innovative, competitive, and productive workforce.

7.2.2 Cost-benefit Analysis of Investments in Education and Skills Development

As explained earlier in the section on methodology, a CBA model was constructed with cash flows for primary and secondary education as well as for VTC, technical college and University education which assumed certain annual growth in income due
to one year of additional schooling. A discount rate of 10% was used to discount the benefits and this analysis was flexed with a discount rate of 12% for sensitivity analysis.

Based on the income and expenditure survey data from ZIMSTAT, an individual with no education was assumed to earn less than US$100\(^87\) per month based on prevailing market scale.

Each year of additional primary school education is assumed to result in an increase of 9% in the wage rate (so they earn $183 by grade 7), while for secondary education it is assumed to be 14%, which is the same for VTC, while that for teacher education or college diploma is assumed to be 15% and that for university is put at 18%.

With this magnitude of wage benefits, the one who has completed primary education will be expected to earn at least US$183, while the one who has completed secondary education will earn at least US$309, (same for VTC), and the one who has completed teacher education or college diploma is assumed to be 15% and that for university is put at 18%.

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Wage at completion</th>
<th>Wage without increase in wages</th>
<th>Increase in wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>183</td>
<td>100</td>
<td>83</td>
</tr>
<tr>
<td>Secondary</td>
<td>309</td>
<td>183</td>
<td>126</td>
</tr>
<tr>
<td>VTC</td>
<td>309</td>
<td>238</td>
<td>71</td>
</tr>
<tr>
<td>College</td>
<td>470</td>
<td>309</td>
<td>161</td>
</tr>
<tr>
<td>University</td>
<td>660</td>
<td>401</td>
<td>259</td>
</tr>
</tbody>
</table>

Table 4: Impact of education on youth earnings, US$ per person per month, Zimbabwe

Source: Based on a) ZIMSTAT, Poverty Income Consumption and Expenditure Survey, 2011/12 Report, and b) Global evidence cited in this report.

Provincial consultations confirmed that VTC graduates quickly secure employment but not at very high wage rates except so they aim to save and purchase their equipment and tools so that they can begin to operate their own businesses. Some change their occupation within 10 years. However the education and skills they obtain at the VTC will remain relevant as a foundational stone for other trainings and income earning opportunities.

7.2.2.1 Short, medium and long-term benefits

In the short-term investments in education are expected to assist children to start and complete primary education (7 years), while in the medium term that child should complete secondary (4 more years thus making the duration of investment 11 years) and in the long term the child should at least complete 3-4 years of tertiary education (15 years). These time horizons are considered as the short, medium and long term for purposes of quantifying the aggregate impact education and skills development.

<table>
<thead>
<tr>
<th>Level</th>
<th>NPV</th>
<th>BCA ratio</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>($83,574,332)</td>
<td>0.2</td>
<td>-55.6%</td>
</tr>
<tr>
<td>Secondary</td>
<td>$77,882,650</td>
<td>2.1</td>
<td>32.5%</td>
</tr>
<tr>
<td>VTC</td>
<td>$55,162,984</td>
<td>12.6</td>
<td>127.4%</td>
</tr>
<tr>
<td>College</td>
<td>$172,121,321</td>
<td>10.7</td>
<td>93.2%</td>
</tr>
<tr>
<td>University</td>
<td>$303,364,017</td>
<td>5.7</td>
<td>67.3%</td>
</tr>
<tr>
<td>Total</td>
<td>$692,105,304</td>
<td></td>
<td>GDP share = 0.71%</td>
</tr>
</tbody>
</table>

Table 5: Short-term benefits of education and skills development (7 years)

The statistics on returns to education show that in the short term the highest return comes from VTC with a benefit-to-cost ratio of 12.6, implying that every US$1 invested in VTC will yield a return of US$12.60 in increased labour productivity and earnings of the youth. Vocational training has a very high return and shortest payback period of 3 years while university education has a payback period of 5 years given the high income gain contributed by degree-level education. The short-term benefits translate to a GDP contribution of at least 0.71% per year on average.

In the medium term (11 years), investments in technical colleges have a higher return than investments in VTC with BCA ratio of 34 which shows the benefits of higher level education.

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\(^{87}\) In reality the actual wage rate is below that figure and more or less at a level of about 50% that wage rate.
That for technical colleges (agricultural, technical and teacher training) is second with a return of $10.70 per every US$1 invested in the youth.

Primary education does not yield benefits in the short term as most of the children will be too young to work productively although they help with some farming activities and household chores. The youth investment case provincial consultations found that child labour is prevalent in both urban and rural areas. Given child labour laws, the youth investment case has only measured the contribution of children to appropriate household chores that frees up the time of adults to attend to adult work. No return to investment has been computed for children below the age of Grade 5 (10 years).

Technical college education is more robust, at relatively lower cost than degree education and consistently offers the highest return to the dollar invested in the medium-to-long term.

Table 7: Long-term benefits of education and skills development (15 years)

<table>
<thead>
<tr>
<th>Education Level</th>
<th>NPV</th>
<th>BCA ratio</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>$571,568,789</td>
<td>6.2</td>
<td>37.3%</td>
</tr>
<tr>
<td>Secondary</td>
<td>$947,700,825</td>
<td>14.3</td>
<td>58.3%</td>
</tr>
<tr>
<td>VTC</td>
<td>$222,889,797</td>
<td>48.0</td>
<td>131.9%</td>
</tr>
<tr>
<td>College</td>
<td>$1,058,234,136</td>
<td>60.5</td>
<td>106.3%</td>
</tr>
<tr>
<td>University</td>
<td>$1,938,188,617</td>
<td>31.0</td>
<td>82.9%</td>
</tr>
<tr>
<td>Total</td>
<td>$4,167,013,375</td>
<td></td>
<td>GDP Share = 2%</td>
</tr>
</tbody>
</table>

Notes: GDP refers to contribution per annum.

The total contribution to the economy comes to about 1.58% of GDP per annum.

In the long-run (15 years), investments in technical colleges continue to yield more benefits than VTC education but university education brings the largest share of net-present value (net worth) given the higher incomes. These findings show that although university education is costly it brings more value per youth than any other investment, while VTC is relatively more affordable and yields the highest return to the dollar invested in the short term.

University education is likely to exceed the others when lifetime benefits of the various levels of education are then computed. In this analysis the time horizon is limited to the time when the youth is within the age-group 10-35 years.

Table 8: Benefits of education and skills development up to 35 years of age

<table>
<thead>
<tr>
<th>Education Level</th>
<th>NPV</th>
<th>BCA ratio</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>$2,125,303,765</td>
<td>20.3</td>
<td>41.0%</td>
</tr>
<tr>
<td>Secondary</td>
<td>$1,816,925,593</td>
<td>26.5</td>
<td>59.2%</td>
</tr>
<tr>
<td>VTC</td>
<td>$297,632,559</td>
<td>63.8</td>
<td>131.9%</td>
</tr>
<tr>
<td>College</td>
<td>$1,499,521,057</td>
<td>85.4</td>
<td>106.4%</td>
</tr>
<tr>
<td>University</td>
<td>$2,355,893,243</td>
<td>37.4</td>
<td>83.1%</td>
</tr>
<tr>
<td>Total</td>
<td>$8,095,276,217</td>
<td></td>
<td>GDP Share = 1.94%</td>
</tr>
</tbody>
</table>

Notes: GDP refers to contribution per annum.

The total contribution to GDP of investments in youth education and skills development in the long-term (15 years and up to 35 years of age) are high at 2% and 1.94% of GDP per annum, respectively.

If the benefits of second-chance education are included the contribution to GDP exceeds 2.7% per annum.
### 7.2.2.2 Sensitivity analysis

Sensitivity analysis of the contribution of primary education to youth to income benefits in the short term shows that even if benefits are increased by up to 25%, primary education remains unviable in the short term (7 years).

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Short-Term (7 Years)</th>
<th>NPV</th>
<th>BCR</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Case</td>
<td>($83,574,332)</td>
<td>0.2</td>
<td>-55.6%</td>
<td></td>
</tr>
<tr>
<td>Benefits + 25%</td>
<td>($76,972,553)</td>
<td>0.3</td>
<td>-41.0%</td>
<td></td>
</tr>
<tr>
<td>Benefits - 25%</td>
<td>($90,176,111)</td>
<td>0.2</td>
<td>-85.0%</td>
<td></td>
</tr>
<tr>
<td>Discount rate 12%</td>
<td>($79,670,815)</td>
<td>0.2</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>

However, in the medium to long term primary education benefits begin to show (Table 10).

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Long-Term (15 Years)</th>
<th>NPV</th>
<th>BCR</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Case</td>
<td>$571,568,789</td>
<td>6.2</td>
<td>37.3%</td>
<td></td>
</tr>
<tr>
<td>Benefits + 25%</td>
<td>$741,956,346</td>
<td>7.7</td>
<td>41.2%</td>
<td></td>
</tr>
<tr>
<td>Benefits - 25%</td>
<td>$401,181,230</td>
<td>4.6</td>
<td>32.4%</td>
<td></td>
</tr>
<tr>
<td>Discount rate 12%</td>
<td>$445,814,211</td>
<td>5.3</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>

### 7.3 Youth Employment and Sustainable Livelihoods

#### 7.3.1 Benefits of Investing in Youth Employment and Sustainable Livelihoods

The benefits are immense. The include generation of employment through a minimum of 10,000 businesses (100 per province)\(^89\) which will be a direct result of this investment and also downstream industries which will be supported. At least five new jobs will be created per business venture and the multiplier effect will be a factor of three through the downstream and upstream linkages in the supply chain providing services to these business ventures.

### 7.3.2 Cost-benefit Analysis of Investments in Youth Employment and Sustainable Livelihoods

Each business venture is expected to provide sufficient gross margin to cater for decent wages for the 5 employees\(^89\), and leave a margin for reinvestment and growth. This will result in a net income of US$2,500 per month at an initial investment cost of US$912 and the life of these businesses is expected to be at least 10 years in an environment characterized by frequent changes in government policy.

The benefit-to-cost ratio of this investment comes to 1.4 in the short term (3 years), 2.6 in the medium term (5 years), 13.1 in the long-term (10 years) and 26.7 in the period until the youth reach the end of the youth age category at 35 years.

The NPVs of the investment over the short, medium, long term and the period up to age 35 years contribute to the economy at least an average of 0.03%, 0.09%, 0.47% and 0.88% of GDP per annum, respectively. Sensitivity analysis also shows that the returns to this investment are strong even when benefits are reduced by 25%, the investment still breaks even as the benefit to cost ratio will be equal to 1.0.

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Short-Term (3 Years)</th>
<th>NPV</th>
<th>BCR</th>
<th>IRR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Case</td>
<td>$8,482,945</td>
<td>1.4</td>
<td>64.4%</td>
<td></td>
</tr>
<tr>
<td>Benefits + 25%</td>
<td>$16,273,704</td>
<td>1.7</td>
<td>101.1%</td>
<td></td>
</tr>
<tr>
<td>Benefits - 25%</td>
<td>$692,186</td>
<td>1.0</td>
<td>14.7%</td>
<td></td>
</tr>
<tr>
<td>Discount rate 12%</td>
<td>$7,808,992</td>
<td>1.4</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>GDP share base</td>
<td>0.03%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

\(^{88}\) The MSME sector in Zimbabwe is largely driven by agriculture (43%), wholesale and retail, 33%, manufacturing 9% and service 7%. The least represented were mining and quanining1%, transport 1% accommodation and food with art 2% and energy 3% (FinScope MSME Survey Zimbabwe 2012).

\(^{89}\) FinScope MSMEs Survey Zimbabwe 2012 reports that on average each business started using between $100 and $500 creates 3.6 jobs and 28% create up to 5 jobs, 4% create more than 5 jobs. The youth investment case estimates that with a higher investment of $912, at least 5 jobs will be created.
7.3.3 Other Youth Unemployment and Sustainable Livelihoods

Apart from those described above many investment options exist also for the youth in rural areas including investments in irrigation schemes, livestock production, culinary arts, microfinance, and cash crop production. An analysis of these interventions shows that irrigation development and village savings and lending schemes can be beneficial especially to young people who are married and are stable in their locality but will not suit those who desire to make quick cash and are highly mobile. The benefit-cost ratios for such investments are summarised below.

<table>
<thead>
<tr>
<th>Investment</th>
<th>BCR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Horticulture gardens, (120m2)</td>
<td>9.7</td>
</tr>
<tr>
<td>Irrigation plots (0.1 ha)</td>
<td>9.5</td>
</tr>
<tr>
<td>Village savings &amp; lending</td>
<td>5.1</td>
</tr>
<tr>
<td>VSL and enterprise</td>
<td>6.4</td>
</tr>
<tr>
<td>Conservation agriculture</td>
<td>7.3</td>
</tr>
<tr>
<td>Agro-dealership</td>
<td>3.5</td>
</tr>
<tr>
<td>Market linkages for livestock&lt;sup&gt;**&lt;/sup&gt;</td>
<td>5.7</td>
</tr>
</tbody>
</table>

Source: Youth investment case analysis.

Sensitivity analysis of these other interventions shows that they are robust investments but youth need to be stable and resident in the local areas to fully exploit them.

7.4 Culture, Arts, Sport and Recreation

7.4.1 Benefits of investing in Culture, Arts, Sport and Recreation

As a general observation, the CARS sector is deficient of statistics to concretely quantify the benefits of the investment in this sector. The benefits include a total of US$750,000 annually earned by participants in urban festivals and about US$190,000 earned annually in rural areas. Income from international festivals from dance, music, literary, spoken word, opera, musical theatre, puppetry, performance arts, recitation and public speaking, and fine art is estimated at US$2,025 million annually, when the arts sector has fully developed.

Income from downstream services rendered to culture and arts industry in support of festivals and other events is estimated at US$2,418 million. These will reach 700,000 people.

The freedom of airwaves for local films and community radios will boost local content and maximise the preservation of culture, as well as effectiveness of radio and television programmes promoting positive cultural practices and traditional foods which are healthier than conventional.

With the promotion of production and consumption of healthy traditional foods, as a form of expression of our cultural heritage and indigenous knowledge systems, the increase in farmer incomes that will arise from commercialisation of small grains and traditional vegetables for youth farmers, through agriculture shows and food fairs is also estimated at US$1.9 million annually.

7.4.2 Cost-benefit Analysis of Investments in Culture, Arts, Sport and Recreation

At full potential the culture and arts industry is estimated to contribute US$7.28 million to the gross domestic product annually, or 0.05% of GDP. If health benefits of the promotion of consumption of healthy traditional foods are taken into account, especially the reduction of non-communicable diseases, the contribution to GDP annually (including the savings in health care costs which are invested in productive activities) amount to 0.06% of GDP or US$8.9 million annually.

If the contribution of the Sports Sector to GDP is taken into account, the CARS sector is capable of contributing 0.1% of GDP annually. The return to investment for this option is about 1.7 excluding the sports sector. If the sports sector is included it increases to 2.83.

<sup>**</sup> Refers to goats which are resilient.
In addition construction and renovation of sports facilities and training of sports teachers, will add more benefits (stimulate employment through investments in infrastructure by government, local authorities and the private sector) but literature is not readily available to help quantify them. Parents will also benefit as children and themselves have places for recreation, which will reduce stress-related ailments.

The preservation and promotion of intangible and tangible cultural heritage will promote positive identity and image of Zimbabwe attract tourists and facilitate cultural exchange which will also contribute to GDP.

Arts and sport promotion and development will generate wider benefits by contributing to community development.

7.4.3 Cost of doing nothing about Culture, Arts, Sport and Recreation

The cost of doing nothing is the loss of income through talent which is not nurtured or supported. About 1 million people will be without jobs. Growth in GDP will be compromised by 0.1% if the investments in CARS proposed in this business case are not implemented.

7.5 Youth Empowerment and Participation

7.5.1 Benefits of Investing in Youth Empowerment and Participation

The benefits of the SME component will be the same as for the youth employment and sustainable livelihoods programme. So will be those of the youth fund of US$10 million as this will support the 10,000 businesses that will be incubated and strengthened under the youth employment aspect of the business case.

The empowerment activities will buttress the effectiveness and impact of the interventions in the other thematic areas of this investment case.

7.5.2 Cost-benefit Analysis of Investments in Youth Empowerment and Participation

Studies on the effectiveness of youth empowerment and participation interventions are few. There is a general lack of information on the effectiveness of the previous youth funds and similar initiatives to promote the participation of the youth in national policy, programming and implementation of youth-centred initiatives. However, the best analysis suggests that this thematic area will serve as a catalyst for interventions in the other thematic areas.

7.5.3 Cost of doing nothing about Youth Empowerment and Participation

If nothing is done about youth empowerment and participation, youth will be left out of the policy discourse and policies formulated and legislation enacted will not necessarily be in favour of the youth. Youth programming will fail to take their views and the lessons learnt from previous youth programmes will not have been taken on board. There will be a gap in effective national leadership and youth participation needs to be mainstreamed in all activities to carry forward the history, legacies, morals and ideologies of the country in different sectors. There is no debate that the youth are the future of the nation, they form the majority and cannot be ignored without detriment.

The youth will not own these programmes, neither will the latter succeed.
Investing in the youth in Zimbabwe has many social, economic and political benefits and should be prioritised. If the investments proposed in this business case are implemented fully, and youth are fully supported to develop, in 10 years, the resultant increase in GDP arising from the impact of this business case is a minimum of 3.57% in GDP and justifies the cost.

If left unattended the current challenges faced by the youth could escalate resulting in many economic and social ills including unemployment, underemployment, abject poverty, high risk behaviours, gender based violence, other serious crimes and social unrest.

All investment areas prioritized in this business case have positive returns and should be considered. In health the provision of affordable and youth-friendly services is critical, including a comprehensive package of prevention, curative and rehabilitative care. These include comprehensive ASRH education and services, and improving youth access to these services. Facilities and services for rehabilitation of youth from drug abuse are needed. These will require significant investment in training of health personnel to offer youth-friendly services, infrastructure and making sure medicines are more affordable to youth (including the unemployed or under-employed).

In education and skills development, one year of schooling will increase wages by between 9 and 18%. A comprehensive package of support to vulnerable learners is needed urgently to ensure every young person’s right to education is secured, and their productivity and lifetime earnings are maximised.

The educational support will encompasses acceleration of birth registration for young people of all age-categories without birth certificates, tuition, levies, textbooks, uniforms, better learning environment, and gender responsive education at primary, secondary and tertiary education levels. BEAM should be revamped and reinstated or new programme be formulated to reach up to 700,000 learners with educational support to encourage enrolment, retention and completion of school with higher pass rates. Second-chance education should be scaled-up in primary and secondary schools reaching up to 850,000 learners, and providing similar support and incentives for teachers. School infrastructure development and improvement is essential for enhancing service coverage in newly resettled areas, and those previously underserved, coupled with more investment in in-service training of teachers, electrification, modernisation of equipment and tools, embracing ICT, and institutionalising the psychomotor philosophy (theory plus practical).

The youth investment case takes a rights-based approach in proposing that every youth should secure their basic right to identity documents.

The youth investment case research shows clearly how the lack of birth registration has systematically disenfranchised children below 15 years from gaining higher educational attainment, the youth population and also adults from accessing special employment opportunities offered by the state, and
basic services and special support from the government and humanitarian agencies aimed at poor communities in the event of humanitarian situations caused by disasters.

VTC education offers the highest returns in the short term, college/diploma training in the medium-term and university education in the long-term. These should be given priority when planning in those time horizons. In the short-term investments should be made in utilisation of available spare capacity in infrastructure in existing schools and tertiary institutions to expand coverage of VTC education country-wide (e.g., using school holidays to reach out to more youth), while concomitantly working with the private sector to modernise equipment in VTCs and widen the range of courses provided, while making them more relevant.

Support to increase enrolment in tertiary colleges (certificate and diploma courses) should be prioritised in order to expand enrolment by 29,000 students over 10 years.

For university education, learning materials, accommodation and research support are recommended for academically gifted students (500 per university per year) from poor families, together with mainstreaming of entrepreneurship skills in undergraduate courses, reaching altogether an additional 42,959 students over 10 years.

A stronger emphasis on CARS in the education curriculum is recommended, so is research into the size, status and investment impact on CARS sector to address current information gaps and needs in programming for the youth. Research should ideally be addressed as a critical cross-cutting issue throughout the five thematic areas of the national youth policy, together with mainstreaming of gender equality and women’s empowerment. Such research should be undertaken by the youth for the youth and generate evidence that will empower youth when participating in policy and related decision-making processes.

The interventions which are being proposed in this business case for the holistic development of the youth require an integrated approach to planning, budgeting and implementation. No single intervention or sector will be a panacea for challenges facing the youth in Zimbabwe currently. Close collaboration of all relevant sectors, and state and non-state actors will be called for resource mobilisation, delivery, monitoring and evaluation of the investments posited here.

Youth participation in all stages of the project cycle is paramount and must be actively promoted as part of implementing this youth business case. There should be among other strategies youth quotas in all spheres of politics, society and economy (e.g. youth quota in parliament and in the national budget).

Effective participation in programming cannot take place without the youth (some of them adults) being involved in key decision-making processes as equal partners and interest groups with those older, who often take lead these processes because of their privileged position through age, position, higher education and experience. Their participation is needed for sustaining the focus on the youth in the next decade and the momentum in investing in the youth that this business case and other initiatives in the country are all contributing towards.

The case for investing in young people is clear from the results of the analysis of potential returns to such investments which this business case documents. The income growth potential of small investments (ranging from less than US$100-$921 per year across the five priority areas of investment (themes)) is vast (e.g., income growth of 9-23% per year of schooling), in addition to broader benefits in improved health, reduced crime, self-actualisation, prevention of acculturation and a reduction in the burden of social expenditures on the state. The analysis shows that a reduction in the burden of disease, crime, and gender-based violence is evidently possible and will have the desired effect of lowering the government health, justice and security budgets which will release resources for further investment in sectors that grow the economy.

Investments in those interventions most suitable for the rural and other types of marginalized youth populations may promote more broad-based and inclusive economic growth than hitherto achieved in Zimbabwe and this approach will have wider poverty reduction effects. The strategic investments chosen in the youth investment case promote the objective of reaching every deserving youth (as an individual or as groups, young or adult), wherever they reside. The strategy explicitly propagated through this business case is to decentralize basic service delivery, life- and job-creation skills building and entrepreneurship support so that youth populations that are marginalized through remoteness, lower
education, poverty or lack of information access can enjoy fair access to resources and other types of support identified by this investment case for delivery to the youth (including delivery to the youth by the youth). Inadequate information access, corruption, nepotism, politicization of resources has been a major barrier hindering the rural poor youth from benefitting from job opportunities and the previous youth fund models.

The case for investing in the youth has been quantified and put on the table, what is left is action for the youth together with the youth to harness the youth dividend. Given the constrained fiscal space currently obtaining, a step by step approach is recommended with incremental implementation stating with those economic and social investments with high returns and low initial per-capita investment outlays (e.g., entrepreneurship focused VTC education, support for youth in-business, arts promotion, and youth health behaviour change communication) that will create jobs, widen the fiscal space and protect young people from infection. Thereafter, initiatives can progress to other critical high return social and economic investments that sustain the gains and broaden the impact to a wider spectrum of the youth and other age groups of the Zimbabwean population.
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