



INCLUSÃO

Plataforma de Partilha de Conhecimento
sobre **POLÍTICAS INCLUSIVAS E
EMPREGO PARA JOVENS EM MOÇAMBIQUE**



Project host and support:



Intersector partnership:

IFPELAC
Instituto de Formação
Profissional e de Estudos
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Support:



TABLE OF CONTENTS

I.	INTRODUCTION	1
I.I.	Inclusive and youth/gender oriented approaches and methodologies	2
II.	MAIN PROJECT ACTIVITIES	4
III.	KEY THEMATIC DEBATES (See <i>Annex I</i> for complete summaries)	7
IV.	FINAL REMARKS: LEARNING PROCESSES AND THINKING AHEAD	10

I. INTRODUCTION

As part of its programme support to African Policy-Knowledge Communities (*African Policy Dialogues*), INCLUDE co-funded the launching of *Plataforma Inclusão*, a Mozambican initiative aimed to facilitate participatory intersector dialogs on inclusive and youth employment policies, in Mozambique, hosted and co-funded by the *Center for Public Integrity (CIP)* with activities implemented in collaboration with the *Ministry of Labor, Employment and Social Security (MITESS)*, through the

National Institute of Employment and Vocational Training (INEFP, currently named IFPELAC).

Plataforma Inclusão launching meeting (July, 2016) gathered diverse sectors, in Maputo, with the aim of mapping out the context and priority debates related to inclusion and youth employment policies. Thematic Integration and programme coordination were major demands identified, taking that these policies involve diverse areas (still usually dealt with separately, in regard to specific and focused actions and strategies) and types of organizations (Government, civil society, donor/multilateral and private sector) currently implementing similar activities, which still lack complementarity and synergies, in order to reach the common goal of inclusive development.

That way, it was noted that the main contribution *Plataforma Inclusão* could give to this collective effort would be to focus its initial activities on facilitating dialogs aimed to provide an assessment of key areas, trends and policy recommendations regarding the broad spectrum of themes embedded in the framework of debates regarding inclusive and youth employment policies. Activities gathered over 500 participants, from the Capital (Maputo) and the Provinces of Zambézia and Cabo Delgado.

2

I.I. Inclusive and youth/gender oriented approaches and methodologies

As an *Inclusion-oriented* project, activities were implemented not only with the aim of achieving planned target results but also of guaranteeing the exercise of an inclusive approach throughout all activity implementation processes. That way, not only the production of content but also decision making and organizational procedures had to follow **participatory, horizontal and decentralized perspectives and methodologies**, which are at the core of the idea of “inclusion”. Such combination of a *results-oriented* and *process-oriented* project led to challenges and project activity delays but also served as an enriching pilot experience and exercise of participatory and inclusive democracy, towards achieving the goal of promoting fruitful intersector dialogs.

Following a demand from youth groups for exploring creative communication tools to enhance participatory debates, *Plataforma Inclusão* applied-methodologies included:

- ◆ **Video production and debate:** Production of short thematic videos, showing participant’s testimonies/speeches on the issues and questions mostly addressed during the dialogs, divided in 5 main thematic areas of debates. These videos are part of a video-debate methodology, aimed at using audio-visual as a tool to translate knowledge shared, inspire and provide initial background content to promote fruitful debates and reach concrete policy recommendations (plenary or working group discussion formats);
- ◆ **Artistic contents:** Short capacity building on inclusion and employment to 2 artistic groups were held prior to the Provincial activities, aiming to support the production of 2 planned artistic contents: 1) A thematic song, by musical group Tudulos (Zambézia Province) and a theatre play, by group Matibule e Amigos (Cabo Delgado Province). The artistic performances were filmed and 2 short video produced.

Also to be positively noted were the efforts and engagement from the **video production team** to learn and adapt to the **inclusive approach**, in terms of searching for ways to apply its usual technical working tools/methods to the proposed approach, prioritizing, among other: the respect for peoples’ image rights/ explaining video objectives to participants at the beginning of the dialogs (base for informed image consent); having translations from local languages to Portuguese; preparation meetings with artistic groups; gender and youth sensitive perspectives to field visit interviews; video-editing following

a criteria based on issues mostly raised (rather than the editor' individual choice); etc. Based on the proposed inclusive perspective, they were encouraged to creatively suggest methodologies/formats to compile and organize content debates (instead of being given pre-determined directions on how to produce the videos).

ICTs were also a choice, in terms of developing a **website** as the main tool for disseminating project main results/products. The *inclusion approach* led to challenges (but also creation of awareness on inclusive ICTs) for the website team, in terms of looking for technical solutions to make information more accessible (i.e: reduced number of pictures or PDFs files and avoiding any other tool that can make the site heavy to upload or require additional software to access information) to the population with limited Internet access (i.e living in rural areas, young people who are starting to use internet, etc).

Options regarding the **composition and operational criteria for project secretariat also followed an inclusive approach**. For example, by having a project “facilitator”ⁱ instead of a “manager”, with the task of providing support to intersectorial processes rather than having individual decision making responsibilities; by Integrating the perspective of a consultantⁱⁱ with previous experience in the process of participatory consultation for approval of the National Labour Policy (2016); and also by including, as a permanent member of the secretariat, a young women intern studentⁱⁱⁱ (Political Sciences) who was encouraged to play an active support role during all activities, from operational tasks and facilitation of dialog sessions to supporting the production of the videos and the 5 project summary texts (onepagers). Also to be noted, the efforts and contributions of the staff from CIP and INEFP (IFPELAC) who engaged in diverse ways (i.e.: support to logistic/finance-admin tasks, as part of the field visits, support to specific content analysis and communication tools, etc).

The inclusive approach also required mechanisms for **participatory and transparent communication with partners** and various government sectors involved (i.e.: formal letters, collective emails and other tools were used) and for guaranteeing **diversity in the invitation-list to the dialogs** (i.e: youth groups, gender/women` rights groups, people living in rural areas (provincial dialogs), people with disabilities, etc. In terms of inclusion of the last group, event venues were chosen taking into account conditions of accessibility.

Finally, the aim of guaranteeing **quality results, through evidence/research based data, by including a range of relevant sectors** also led to developing specific methodologies. For the *Inter-sector Dialogues*, the format combined a great number of presentations from key selected sectors (asked to provide evidence/research based data) followed by plenary debates. The *Youth Dialogs* focused on working groups (initially separated by gender, in order to encourage women to address potential gender related issues) followed by mixed plenaries. In the case of Cabo Delgado Province, the youth meeting counted also on the partnership with Terraço Aberto (Open Terrace, a civil society group formed mainly by young people who promote similar thematic debates in the region). They proposed and facilitated an introductory session meant to get general insights on how participants would see the relationship between “work culture and local culture” and “employment and employability”. For both dialogs, data compilation methods were written reports and audio-visual recording.

II. MAIN PROJECT ACTIVITIES

In summary, follows a description of the main project activities implemented:

April 2016 (Maputo): Meeting with the Dutch Embassy-Maputo^{iv} to present the project. Project was welcomed with great interest (it was noted the importance of the intersector perspective and the proposed link between “inclusive growth” and “productive employment”).

May 2016 (Maputo): Meeting between CIP and the Minister of the Labour (MITESS): project was welcomed by the Government for its relevant thematic focus, especially in the context of the *National Employment Policy* (approved in 2016). MITESS proposed a partnership between INEFP (Currently named IFPELAC) and CIP during all project implementation phases. Additional recommendations were:

- ◆ Activities should also take place in the Province of Zambézia. Reasons included: Zambézia has one of the highest poverty levels in the country; mining companies in the region at an initial stage of its activities and presence of informal/ artisanal (potentially unsecure/risky) mining practices; Province has limited visibility within the debate on the impacts of the extractive industries (as compared to Cabo Delgado);
- ◆ Activities should contribute to address and identify strategies to deal with the challenges of the current debates on the relationship between "*work cultures*" and "*local cultures*".

July, 28th- 29th2016 (Maputo): The roundtable gathered 51 participants (36 men and 15 women) from diverse Government sectors (provincial and central level), NGOs, International Organizations, youth networks, gender/women` rights experts, etc^{vi}. This activity counted also with the presence of Obadia Miroro, as INCLUDE representative and panelist. The event aimed to:

- ◆ Launching Plataforma Inclusão and receiving opinions/feedback for identifying its main contribution and potential synergies with other ongoing projects;
- ◆ Mapping-out/identifying priority issues to be debated and further explored during the provincial activities.

October 2016 (Quelimane -Province of Zambézia)^{vii}:

- ◆ **Youth Dialog:** held on Oct 12th, the *Youth Dialog on Inclusive Policies and Youth Employment in the Extractive Industry* and gathered 86 people (50 men and 36 women)^{viii}, with focus to youth from civil society, government and private sectors. This activity was organized in partnership with the *Labour (DPTTESS/INEFP)* and the *Youth (DPJD)* Provincial Government sectors.
- ◆ **Inter-sector Dialogue on Inclusive Policies and Youth Employment in the extractive industry:** on Oct 13th and 14th, a two-day Intersector Dialog was held in the City of Quelimane, Province of Zambézia. The event brought together a total of 60 participants (44 men and 16 women), including civil society, private sectors, government institutions, extractive sector, youth groups, academic institutions, among other^{ix}. A meeting with the Provincial Permanent Secretary (representing the Governor) took place prior to the Seminar, aiming to formally present the project.
- ◆ **Musical artistic content production** (See *Annex IV* for video): The provincial traditional music group *Tudulos*, formed of 7 people (6 men and 01 woman) produced a specific song addressing the proposed theme (*inclusion and youth employment*), based on written thematic content materials (report from the launching meeting) and a short capacity building, provided by Plataforma Inclusão.

November 2016 (Province of Cabo Delgado):

- ◆ **Field visits:** from Nov 02nd to 09th it was carried out a field visit to 4 provincial districts (Balama, Montepuez, Ancuabe and Palma^x) where extractive industry (EI) companies are operating. A multisector team composed by 09 people (2 women and 7 men) held official meetings with District Government Administrators^{xi}. The team visited 03 mining companies^{xii} and 01 (small/medium enterprise) service Provision Company^{xiii} as well as local community CSR projects and related local stakeholders and associations^{xiv}. These visits were aimed to map-out and share perspectives on the current opportunities and challenges to inclusion and youth employment policies, based on concrete experiences from local contexts where the extractive industry is operating.
- ◆ **Youth Dialog:** held on Nov 8th 2016, the *Dialog on Inclusive Policies and Youth Employment in the Extractive Industry* gathered 111 participants (great majority youth - 36 women and 75 Men).^{xv} It was organized in partnership with Labour (DPTTESS/IFPELAC) and Youth (DPJD) government provincial sectors and Terraço Aberto (“Open Terrace”, local civil society group formed mainly by young activists), that facilitated the introductory debate session on “work culture and local culture” and “employment and employability”).
- ◆ **Inter-sector Dialogue on Inclusive Policies and Youth Employment in the extractive industry:** held in the City of Pemba, on Nov 10th - 11th, the two-day Dialog brought together a total of 103 people (73 men and 30 women) from civil society, private sectors, government institutions, extractive sector, youth groups, academic institutions, among other^{xvi}.
- ◆ **Theatre - artistic content production** (See *Annex V* for video): The provincial traditional theatre group *Matibile e Amigos* formed by 5 people (2 women and 3 man) produced a specific play addressing the theme of inclusion and youth employment, based on written thematic material (report from the launching meeting) and a short capacity building provided by Plataforma Inclusão.

December 2016 (Maputo):

- ◆ **Meeting to debate Inquiry on Youth Employment and Inclusive Policies, implemented by the Extractive Industry:** Representatives from the Government sectors of Labour (MITESS), Youth (MJD), National Institute of Statistics (INE), Economy and Finance (MEF/DEEF), Mining and Energy (MIREM) and Gender, Children and Social Action (MGCAS) were engaged a the consultation for the elaboration of an *inquiry on youth employment and inclusive policies*, to be sent to Extractive Industry (EI) companies. With the aim of supporting the implementation of this data tool, Plataforma *Inclusão* and IFPELAC facilitated 01 intersector full-day meeting (11 participants, 5 women and 6 men) and 3 complementary short meetings (with specific government sectors).

These meetings aimed to debating a draft form (elaborated by Plataforma Inclusão team with support from the IFPELAC Planning Department) and agreeing on the necessary content (specific questions) to the inquiry. Since this process involved diverse Government sectors, at the end of the

consultation (March, 2017), the National Institute of Statistics (INE) requested formal authorization (based upon prior description of the research methods and provision of data processing tools). Since this was not an activity originally planned by *Plataforma Inclusão*, the continuation of this process is pending additional financial resources (to specific database software, research team costs, etc). The suggestion was that this inquiry could potentially serve as a pilot for a future “Inclusion Label”, that could be annually given to certain EI companies that prove (through the inquiry) to have implemented key inclusive and youth employment promotion actions.

- ◆ **Reports shared with Provincial Governments:** By following the criteria of decentralization of implemented activities, *Plataforma Inclusão* secretariat finalized 08 reports and shared with partner Provincial Government sectors (Province of Cabo Delgado and Zambézia), for comments and improvements.

January-April 2017:

- ◆ **Video production:** *Plataforma Inclusão* secretariat finalized the selection of images (Method based on the identification of the main themes addressed – identified from narrative reports) and together with the video producer, agreed on a guide (film script) for a 40-minute video (Divided in 05 main areas of debate) and 2 short videos (music and theatre artistic contents);
- ◆ Preparation and submission of *Dossier* containing all **narrative reports to the Minister of Labour, Employment and Social Security.**
- ◆ **Finalization of the design-structure of the website;**
- ◆ **Preparation for the final meeting** (Maputo video-debate): *Plataforma Inclusão* secretariat run organizational/logistics tasks in preparation to the project **final meeting** (Maputo video-debate). A long process was required in order to follow formal government procedures for inviting Provincial representatives to be part of the meeting.

May 2017:

- ◆ **Video-debate (Maputo):** On May 25th, a video-debate was held, in Maputo, gathering 65 (16 women and 49 Man) participants^{xvii} from diverse sectors, including 04 representatives from de Labour and Youth Provincial Government sectors (Cabo Delgado and Zambézia). In the opening session, CIP and IFPELAC representatives started by acknowledging the contribution of the diverse provincial and district level partners who made the *Plataforma Inclusão* 2016 activities possible. It was emphasized that policy analysis and implementation need to both deal with macro and micro aspects of inclusive growth and youth employment, crossing from economic, social, cultural and political spheres. Therefore, all 5 areas of debate and priority questions pointed out during the provincial dialogs are to be seem in complementarity and should all be given close attention in the current efforts to promote inclusive policies and youth employment in the country.

Participants of the 5 working groups (each addressing one proposed thematic Debate) acknowledged the video-debate methodology was as a helpful tool. At the end of the session each working group presented a set of concrete recommendations, based on their assigned Debates.

June –August 2017:

- ◆ Finalization of 5 thematic summary reports (one pagers);

- ◆ Finalization of narrative and financial reports;
- ◆ Finalization of the website content (Short explanatory paragraphs). The website is to compile reports, one pagers, videos, presentations and information on current activities by a diversity of actors and projects that are part of the current collective effort to promote inclusive growth and youth employment in the country.

III. KEY THEMATIC DEBATES ^{xviii} (See *Annex I* for complete summaries)

DEBATE 1. Inclusive and Sustainable Growth: Youth Employment in the context of the Extractive Industry.

Keys trends addressed: Inclusive Growth (youth participation, poverty dynamics); Population Growth; Investment and Redistribution (Inequality); Intersector Government Policies; Employment in the Extractive Industry (direct/indirect, formal/ informal); Decent Jobs; Sustainable Growth. **Debate highlights:**

- ◆ Although Mozambique has experienced relatively high economic growth, the translation of growth/economic development into sustainable and inclusive processes is still great a challenge. It was reinforced the need for clarifying what exactly inclusive growth/development means. Some of the key elements addressed were diversification of production and exports, creation of productive and sustainable employment, poverty reduction, reduction of income inequalities, promoting gender equality, among other.
- ◆ It was highlighted in a number of ways that inclusive development depended on facing the challenge of ensuring greater participation by youth on all fronts of the country's development, including spheres of decision making. The National Youth Policy is an important framework to include youth as a key actor and age group in the country's process of development. However, much effort still to be done;
- ◆ Demographic trends (related to the tendency of population growth) and patterns of national production/industrialization and poverty rates should be carefully analysed as part of the strategies for strengthening inclusive growth/development;
- ◆ The country has a great potential and diversity of natural resources. To ensure the management and sustainable exploration of them is a great challenge. It was reinforced that natural resources will last only a few decades of exploration and that a strategy is needed for the transition (i.e in terms of employment) to when EI companies leave the country;
- ◆ Inclusive Development also depends on combating corruption, referred by many participants as a problem of the whole population and directly linked to the barriers to promotion of employment and inclusive growth. Therefore, it must be cut out from the roots. Corruption (at all levels, private to public) create great barriers for inclusive growth/development since it does not allow the revenue to reach state coffers, in order to fulfil the complete process of re-investing in employment generation activities (including for young people), that will continue the process of leading to inclusive growth.
- ◆ Context for employment generation in the extractive industry: data shows that less than 2% of jobs were directly created, in 2016, from the extractive industry. Substantial part of the jobs was for young people, and a small percentage (15%, in Cabo Delgado), for women. In recognition of the current investments of some private sectors to increase (IE related) indirect job opportunities, there is a plan of focusing on youth training in different service areas. It was also highlighted the

need for increased productivity as means for the creation of local employment (since the extractive industry does not generate many jobs directly).

- ◆ The challenges that young people face to find employment at the private sector should be better understood and used as to find solutions. Youth groups still do not feel fully included in the Employment Policy. It was suggested that the Government should make an effort and publicize the employment policies for youth (including youth of the districts/rural areas). The need for the Government to work more closely with the private sector and other partners to elaborate a short-mid-long term strategy to increasing and creating jobs for youth was also focused.
- ◆ Several legal instruments were created and approved by the Government but there is still a lack of compliance around these laws as well as challenges to its implementation.
- ◆ It was extensively discussed the meaning of productive/decent unemployment and how it can contribute to inclusive growth processes. More debate in this area is required, with support of experts to help clarify some concepts and historical processes (i.e. value chain, inclusive economic growth, etc). Also related to decent jobs were allegations that most of the mining companies don't comply with the standards of hygiene and safety of workers (in great part, young). It was addressed the correlation between the increase in investments in the mining sector and the need for creating decent jobs, in significant numbers for young people.

III.II. DEBATE 2. Equality in access to employment and education

Keys trends addressed: Gender Equality; Jobs to National/Mozambican Labour Force; "Cultures of work" and "Local Cultures". **Debate highlights:**

- ◆ Gender inequalities in accessing Extractive Industry related jobs were pointed as a big challenge. Apart from the barriers of sexual harassment (especially young women), gender inequalities in access to jobs opportunities and professional training in schools/vocational training institutions were emphasized, together with examples that male dominant areas are still present and restrict women/young women from certain opportunities. As part of the root causes for this problem, examples were given that women are still seen as a "fragile" and society still reinforces that they should keep financially dependent on the man.
- ◆ The large amount of foreign workers employed was criticized, under the allegation that some of them are foreigners engaged in activities that nationals could be in charge. Inequalities were also addressed in relation to the fact that many companies bring their staff from outside (other Provinces, Capital or from abroad) because many local residents have little or no work experience or it's difficult to find working force that qualifies to their need. It was suggested that the "lack of work culture" can't be generalized and used as an excuse to employ foreigners to do tasks that nationals are able to do.
- ◆ Social Inequalities related to class, age, gender, nationality, among others, were highlighted as a major barrier for inclusion in access to employment opportunities. It was emphasized many barriers faced by youths to adapt to the "work culture" required by companies and, according to many, there is still little sensitivity on the part of the companies about understanding the "local culture". The debate showed different perspectives on this issue. The majority reinforced the need for investing in creating an environment that bridges the so-called "work culture" and "local cultures". Concrete actions proposed to involve more psychology professionals in the field, to assist both the companies (in respecting local culture dynamics) and the workers (to adapt to the "work

culture" required by the company), making sure that any necessary change in personal/community behaviour takes into account the respect for the "local culture."

III.III. DEBATE 3. Mechanisms to promote access to employment for young people

Keys trends addressed: Promotion of Individual Initiatives; Education and Training; Internships; Associativism and public funds; Data collection and sharing. **Debate highlights:**

- ◆ Insufficiency of vocational/technical schools and limited capacity of pre-professional internships to train professionals. Suggestions included that the technical schools and training centers should be better equipped and teachers better paid and trained. It was emphasized the need of enhancing and promoting proactive actions from youth towards searching for alternative ways to develop capacities, since equipment is only one part of the learning process. Attention was also called that the policy debate should not focus the "blame" on youth, since historically, non-governmental employment can be seen as a new dynamic (started few decades ago) in the country and the whole population, not only youth, has still to adapt to it.
- ◆ One of the difficulties for young people to access jobs is the usual requirement of several years of professional experience. Internships were highlighted as a key policy, especially for youth inclusion, since companies usually require many years of work experience (big barrier to the ones who are coming out of theoretical training/University).
- ◆ The use of local languages on trainings was pointed as an important mechanism of inclusion.
- ◆ Training should be not seen as "the main" solution. In instead, a variety of mechanisms to improve access to job opportunities should be put into place, as coordinated/ complimentary policies. For instance, after training-follow up and access to funds for start-up of self-employment activities should be part of large-scale strategies (it is key to disseminate information about the existence of some funds/credit programs allocated for small projects for young people).
- ◆ Young people should be able to follow their vocation and choose the courses that they would like to do. Parents and education representatives should not impose professional careers.
- ◆ Government has shown that particular attention and investments have been done to the provision of reliable, comprehensive and timely information on the labour market. A Labour Market Observatory has been created with the objective of providing a better understanding of the potential of employment and to improve the government and partners capacity to forecast, design and implement an employment policy based on the analysis of reliable data on employment, training, socio-economic dynamics and to provide elements to develop and improve employment through better regulation of the labour market and better quality employment and trainings for job creation in the productive sector, self-employment and income-generating activities;

III. IV. DEBATE 4. Transparency in public funds and access to employment/education

Keys trends addressed: Corruption; Sexual Harassment. **Debate highlights:**

- ◆ Corruption was referred to as a "cancer" in society and as a subject that deserves greater attention from everyone, from leaders to the general population. Attention was called for the fact that sometimes people get involved in corruption without their clear consent or willingness, but because they fear to report or deny this practice. Corruption was emphasized as a barrier for youth to access job/training opportunities. It has been suggested that the Government and the other institutions constantly update young people with messages against corruption and especially with safe mechanisms to report/denounce it.

- ◆ Corruption barriers for youth to access jobs may include the demand from employers of large values in exchange of their selection to the post, especially with the argument that they don't have previous experience. It was highlighted that most of the times, the company managers do not know of this kind of corruption, since these processes are run by employment mediators.
- ◆ Sexual harassment (many times referred to as a type of corruption) also emerged as a strong barrier for youth (especially women) to access job/training opportunities. It was highlighted that this subject deserves more attention, because although it is said that sexual harassment/violence is illegal, cultural habits/behaviors as well as the fact that it is seen as a "taboo" topic, make it very difficult to criminalize this practice.

III.V. DEBATE 5. Sustainability: social investments and indirect jobs

Keys trends addressed: Indirect jobs and the value chain; Agricultural production and Food security; Social and sustainable use of IE resources; Micro, Small and Medium enterprises. **Debate highlights:**

- ◆ The extractive industry contributes with a relevant percentage of the state's revenues, through the creation of indirect jobs (i.e. in services, construction, agriculture, among other sectors). That way, not only the direct jobs within the extractive industry but actually the whole value chain should be given attention in policies aimed to include youth in various productive employment opportunities.
- ◆ Strategies should include small and medium companies as a sector to help bridge current opportunities, including already trained youth, seeking to enter in the labour market (the fact that the private sector requires many years of experience constitutes one of the main challenges). CORe/IPEME, as a government initiative that works on supporting/training entrepreneurs, in coordination with different partners, should provide assistance to young people in developing small income generating projects in the communities;
- ◆ Many EI companies still don't meet with required CSR policies and communities are usually unaware of these responsibilities. Attention was called to avoid the risk that private sectors play the role that should be of the government, of promoting policies to increase youth employment and social inclusion. Follow up on the IE companies social investments are needed, however, this implies transparent mechanisms (including in regard to the EI companies selling/production costs, in relation to the tax paid/revenue collected).

IV. FINAL REMARKS: LEARNING PROCESSES AND THINKING AHEAD

V.I. Some lessons learned

- ◆ **Inclusive approach:** The use of an "inclusive lens" (intersector, decentralized and participatory methods) throughout the project requires additional time to implement activities, both in terms of organizational tasks and analysis/content production. Also, it is still a great challenge (and requires focused-attention) to guarantee that youth and women's voices are represented and given equal attention during the debates^{xix}.
- ◆ **Governance roles:** Having an advocacy NGO as the host organization of an intersector dialog project may lead to specific challenges (i.e: combining advocacy roles with knowledge sharing/policy dialog roles) but also provides a great opportunity to all sectors involved in the dialogs to strengthen democratic intersector mechanisms.
- ◆ **Partnership:** the meaning of "partner" (especially at provincial level) is many times not clear and is often misunderstood as a synonym of "funder". More clarity on the project conception of "partnership" is needed throughout implementation of project activities, especially since project

partners/counterparts share decisions, human resources as well as material/working tools (i.e: fuel, printing tonner, paper, meeting venues, ect).

- ◆ **Specificities of extractive industry (IE) related activities:** for its relevance any policy or project activity (i.e. seminar, field visit, etc) related to the extractive industry companies are given priority attention by senior government representatives. That way, activities often require anticipated planning, in order to meet official procedures (i.e. Advanced/pre-planned meetings to formally present project activities and necessary formalities to invite senior government representatives).

V.II. Potential project outcomes/relevance of the Policy Knowledge Community

- ◆ **Potential input to the National Labour Policy Action Plan:** *Plataforma Inclusão* may contribute National Labour Policy Action Plan by providing (among other): 1) specific/context based suggestions from young actors/youth perspectives; 2) Highlighting and providing examples on how to integrate the diverse pillars of the Policy as well as expand links to other policies and strategies (i.e: National Development Strategy 2015-2035); 3) examples of intersector mechanisms of data gathering and analysis, linking youth employment and inclusive growth;
- ◆ **Strengthened governance mechanisms:**
 - Decentralization of debates (Provincial/District level participation in policy debates) was an exercise of enhancing participatory, intersector and intergenerational dialogs;
 - Opportunity for policy makers to strengthen participatory democracy governance mechanisms, by carrying-out fruitful/prospective intersector discussions involving sectors that may diverge in terms of proposed strategies but share the goal of promoting inclusive growth/development;
- ◆ **Integrated strategies:** Field visits to extractive Industry companies carried out by multisector teams have shown to be a good strategy to advance on integrated strategies, required to addressing interlinks among extractive industry related policy areas (inclusive growth, youth employment, gender, etc);
- ◆ **Potential “Label” on Inclusion and youth employment** (based on *Inquiry on Youth Employment and Inclusive Policies, implemented by the Extractive Industry* - see page 7 and Annex II;
- ◆ **Youth participation and empowerment:** youth focus on dialogs have shown to be a mechanism to advance and highlight the capacity of young people to contribute to key national debates and decisions, usually restricted to “more experienced” professionals.
- ◆ **Gender integration:** the gender perspective put forward during dialogs have served as a mechanism to advance on integrating gender within “macro” socio-economic issues and also to give light to sexuality related policy trends (i.e. sexual harassment as a barrier to inclusion and access to employment).
- ◆ **Enhanced creative tools for future participatory debates and promotion of access to information** (Artistic contents, video and website);
- ◆ **Clarification of concepts/evidence based examples:** *Dialogs* contributed with examples of how "inclusive growth" (2015-2035 National Development Strategy) can be translated into concrete practices and actions oriented to including the Mozambican population (specific focus on youth) “both as beneficiaries and as producers of growth”.

Conclusion

In conclusion, the implementation of *Plataforma Inclusão* has been a fruitful experience and a great opportunity to strengthen intersector inclusive development policies. The challenges faced during the

process were relevant learning processes both to CIP and to partner organizations. In case the project continues, challenges ahead would be to keep its sustainability and the strong “inclusive approach”, especially after the ending of the support from INCLUDE.

ⁱ Angela Collet

ⁱⁱ Ventura Mazula

ⁱⁱⁱ Sandrangel Fortes

^{iv} Dutch Embassy representative: Ms. Eleasara Antunes

^v The term “cultures” has been applied in the plural in order to clearly mark the respect for cultural diversity and opinions on this addressed debate.

^{vi} Total number of participants includes members of the project technical/organizational support team.

^{vii} CIP has allocated institutional complementary funds to organize the activities in Zambézia Province.

^{viii} Including working group participants, members of the Band “Tudulus”, the Provincial Delegate of INEFP, the Director of the Youth Provincial Government Sector and event organizing project support team.

^{ix} Total number of participants includes members of the Band “Tudulus” and event organizing/project support team.

^x On the way to Palma, the team also stopped in the District of Mocimboa da Praia, where they visited the Unidade Móvel (Mobile Unity for technical training, implemented by INEFP). However, this activity was taken as complementary and not counted as part of the official visits (which require official audience with the District Administration).

^{xi} In the District of Montepuez the official Audience took place with the Permanent Secretariat.

^{xii} Companies: SYRAH RESOURCES-Twigg Exploration & Mining Lda; Montepuez Ruby Mining and AMG GK – Ancuabe Graphite Mine SA. Companies based in Palma (ENI and Anadarko) required “special authorization for visits” (since the team included audio-visual members).

^{xiii} Construction company Mondial.

^{xiv} In the District of Montepuez

^{xv} Including working group participants, members of the theater group and provincial event organizing/project support team.

^{xvi} Total number of participants includes members of the theater group, provincial and central level event organizing/project support team as well as the 3 District Administrator support team members (Security and drivers).

^{xvii} Total number includes members of the project technical/organizational support team.

^{xviii} Debate highlights provided are based on extracts from the Report on the Cabo Delgado Intersector Dialog (prepared by Nancy Amimo) and complemented with information from the Zambezia debates. Full summaries of the main debates were compiled in the 5 onepagers produced (Annex1).

^{xix} The gender/sex disaggregated data shows that women were still greatly under-represented in mixed debates.