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Social insertion and jobs opportunities for youth through sport in post-conflicts countries.

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Introduction

The ILO has developed a program called Youth Sport Program that contributes to insert youth through partnerships with the sport community. (see www.ilo.org/universitas) The program has two levels of interventions: policy level and project level.

Tests and pilot activities are being carried out in various countries including post conflicts situations or countries that have experienced major political turmoil and civil wars. These countries are Mozambique, El Salvador and Albania.

In Albania the activities started in May 2004 in El Salvador activities were carried out in January 2005 with, as main national counterpart the Minister of Sports of Senegal and the Minister of Labor of El Salvador together with the National Olympic Committees, sports federations and the UN agencies. The IOC and selected Universities abroad supported the above frameworks.

At the project level, activities are being carried out since July 2004 in Mozambique through training for women cooperative manufacturing school uniforms for kids in an Olympafrika sport center of Boane as a starting point of a cooperative agreement with the International Olympic Committee, UK Sport, the National Olympic Committee of Mozambique and the local development agency of Matola.

The Rationale of the ILO Youth Sport Program (YSP)

Establishing the links: The development community looks at sport and development as asymmetric parameters. In most cases development leaders perceive sport as a recreational toll rather than value-based engine for socio-economic changes. The Youth Sport Program intends to put sport partners and sport values at the center of a process that allows development and sport institutions to assess their social and economic needs and to pull efforts, resources and capacities together in partnership to cope with these needs. Priority targets are young men and women who need to acquire skills and capacities so that they are able to insert socially and economically. Social insertion is based on availability of services and equality of opportunities.

Social dialogue as a tool: Sound dialogue and facilitation are basic instruments for a true needs assessment both at the national and local levels. It is a basic assumption of successful socio-economic insertion through sport. Good program delivery will depend on the assessment and

partnerships can only be effective if the parties involved identify clearly their needs and express their common interests and objectives. Needs assessment based on facilitation and social dialogue is key to the process. In this respect, it should not be forgotten that the ILO stands for social dialogue among the social parties: workers, employers and ministry of labor representatives.¹ The ILO's added value is the tripartite social dialogue, which is a way to enforce dialogue and peace at all levels of social and labor standards setting and application of fundamental rights at work.

Assessing the needs: As a result of the exchange taking place during the Youth Sport Program needs assessment, among social tripartite partners and sport and development parties policy dialogue is engaged on issues of major importance as well as on selected project activities according to the national and local expressed needs. Experience has showed that policy issues such as for example the legislative framework for youth employment and the mechanisms through which projects are channeled and funded and training for preparing the projects, are often inter-related.

Monitoring and evaluation: Monitoring and evaluation are embedded in project cycle. The following areas are usually taken into consideration: objectives, targets, mean of actions, activities, direct implementation, partnerships, and evaluation. In this perspective, partnership which is the other part of the same coin should not be set up and monitored without a matrix that provides: the partners list (local, national and international), the contributions (financial, human resources, technical capacities and equipment) the reference to national policies and the basic indicators for evaluation which are simple: ownership, accountability and sustainability.

Millennium Development Goals (MDG's): is a legacy of forty years of development cooperation. The international community is committed to achieve the objectives of the MDG's. The sport community is part of this worldwide effort to improve the lives of 7 billion peoples. The MDG's are assorted with indicators for international and national levels. Sports as such honor the Millenium Goals every day and have natural interaction with them because of the values of sports. It would be appropriate to use the MDG indicators to evaluate the contribution of sports to development.

Partnership: The development community one responsibility is to make sure that sport is seen for its human and social-economic value. The sport community mandate is to contribute to the development of sport and of the athletes worldwide. Hence the opportunity to use a common framework by both the sport community and the development institutions to implement activities on shared values of peace and social development and agreed interests.

Target groups and beneficiaries of the Youth Sport Program

The target groups and the beneficiaries of the YSP are, among others, the tripartite social partners, sport clubs and associations, youth associations, NOCs, university students and professors, representatives of national sport federations and local authorities in the country and

¹ Tripartite Social dialogue is the "raison d'être" of the ILO since 1919. The sport community acknowledged this role in 1923 when P. de Coubertin requested the ILO director general to put on the agenda of the International Labor Conference the issue of working conditions and leisure time for workers.

media, agencies and institutions that would be interested in sport partnerships together with the Ministry of Youth and Sport, the Ministry of Labor, Tourism and Social Affairs, the social partners (workers and employers organizations); agencies from the United Nations Country Team; selected international sport federations; television channels, local authorities and governments.

Results and Outcomes of the YSP by country situation:

In Albania, at the conclusion of three days workshop, the participants: a) recognized the essential role of sport for youth social and economic development, b) established a national network of sport and development partners, c) identified areas of common interest and activities to be implemented in Albania. These areas include primarily youth development.

Within this area a joint program is being built and a set of activities have been identified by the partners for example on specific sport events linked to tourism development at the local level, educational tools for kids at school using sport as a vehicle of social understanding, fitness for workers so as to reduce health related problems at work, coaching education, training and certification so that coaches develop skills needed for dealing with socio-economic issues.

In El Salvador

The Minister of Labor and Social Security took the initiative to carry out, with the support of the ILO, a workshop on social insertion through Sport as a Cabinet initiative in consultation with the National Olympic Committee of El Salvador (COES) who forcefully declared that enlarging the basis of sport practitioners in the country would have effects on the development of services and jobs for the youth. The 45 participants to the workshop held in January 2005, recommends at the policy level, among others:

- Reforming the General Law of Sport, for re-opening of the School of Physical Education and Sports (which is the instance that takes charge of the sports teacher's training).
- Reducing health risk, related to the lack of physical and sportive activity through massive campaigns of awareness of sport and physical activities.
- Establishing an incentive scheme that develops sponsors for enabling high performance athletes to compete well in international competition

And at the project level:

- Unifying actions with the local and municipal governments to increase the practice of the sport.
- Developing in the labor centers of the Ministry of Labor, services and jobs related with the sport, environment, sport and tourism and high performance.
- Establishing a network of strategic partnerships with the purpose of optimize the resources, the capacities and the implementation of programs (public, private and academics).

Two immediate steps were taken following the workshop: a convention signed with the Secretariat of the Youth and another with the Ministry of Labor by the COES to officially acknowledge sport as a major actor of the new youth development policy of the country and to review the capacities of the recreational centers for workers that are actually run by the Ministry of Labor and are often used by Sport federations for training and competitions. This would be a starting point for the reclassification of the sites into a sport service oriented facility that would create jobs and services.

In Mozambique, following an assessment conducted with the IOC in June 2003 some 20 women were trained to run and work for a cooperative. Almost 200 school uniforms for children (in total 552 pairs) were produced by the cooperative of women set up by the project in the first two months of the activities following the training.

The creation of the Cooperative responds to a need expressed by the population of Mabanja outside Boane Sport Center (some 100 km away from Maputo). The National Olympic Committee of Mozambique realized that without an increase of income and the opportunity to strengthening the local capacity the Boane Center could never be managed by the population becoming self-sustained. The ILO was called upon to provide expertise in capacity building and cooperative development, among others.

The training has also offered the opportunity to link the rural area of Mabanja with the local development agency of Matola opening a perspective for a new market and economic synergies. The group of women will be able to act as a resource for social mobilization on HIV prevention. Clearly this is a project level implication but can expand his reach through a training/facilitation scheduled to take place over the next months.

Other lessons learned and other development perspectives.

The institutional shift that the YSP and its common framework have provided is quite impressive. In fact as indicated already the framework which was used to gather the contributions from the partners links quite properly with national development strategies and strategic tools of the UN such as the Common Country Analysis (CCA) in each country and the UN Development Assistance Framework (UNDAF) as well as Poverty Reduction Strategy Papers (PRSP) with the World Bank and the community of donors. This provides sport community with an opportunity to be mainstreamed into development for its values and life skills.

A curriculum for students, coaches as well as social workers is under preparation with a network of universities for leadership through sport to deal with socio-economic challenges. This initiative is based on the above field applications.

Conclusions

I. Sport for peace and development:

- The recreational aspect of sport should not be overemphasized if there is a strong will to refer to sport values to enforce for peace and development. The deviation from the basic values of sport is an expression of exclusion and a way to refuse sport values.
- Sport and development are too broad concepts. It would be useful to specifically work on selected issues to be mainstreamed as for example: social insertion of youth through sport; job opportunities in the sport sector; new job categories in the sport sector; coaching education for social change, inserting disabled through sport; social dialogue in the sport sector....
- Peace depends on the above values and on their enforcement.

II. Policies and projects/partnerships

- A project approach should no longer be exempted from a link with a broader policy framework. Policy setting is as important as project and operational activity. Both policies and projects depend on the needs of the constituents.
- Sport institutions are different from the social partners and from development agencies. The two groups have different mandates so partnerships are key to develop activities and policies together.
- Partnership in sport is a good collaborative framework to carry out programs jointly.
- A common framework is meant to take into consideration the mandate of sport actors, on one side and the one of the development actors, on the other side.

III. Other areas to be taken into consideration

- Women leadership is an issue and it should be addressed systematically in specific sport development projects.
- Governance and transparency is also an issue for both sport institutions and development institutions. There is room for cooperation.
- Coaching is often time seen only from the sport development point of view but it should be also naturally developed as a social service to the community.
- Sport activities create jobs well beyond the sport infrastructures and the sport events. There is a need to capture this opportunity for new jobs and services as the Senegal case is showing.
- The Sport Federations constitute a good example of standard setting (see rules for competition) and as service provider. They are technical resources not be confused with funding.
- Sporting goods industry is committed to implement code of conducts at the enterprise level. Training and facilitation are a need.