



YOUTH STRATEGY

2023-2027



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EXECUTIVE SUMMARY



EXECUTIVE SUMMARY

The IOM Youth Strategy for Nigeria (2023-2027) presents a comprehensive framework aimed at empowering and engaging Nigerian youth and youth migrants in Nigeria, addressing their challenges, and harnessing their potential for socio-economic development. This strategy is driven by a vision of a Nigeria where every young person could thrive, contribute to their communities, and shape her or his own destinies.

The Strategy key objectives encompass six strategic goals: education and skills development, employment and entrepreneurship, health and well-being, civic participation and governance, gender equality and social inclusion, and migration and mobility.

The Strategy adopts a multi-dimensional approach, guided by evidence-based practices, partnerships, participatory processes, and multi-sectoral collaboration. It emphasizes the importance of innovative solutions, capacity building, advocacy, and youth-led initiatives.

The IOM Youth Strategy for Nigeria (2023-2027) is a comprehensive and forward-looking roadmap for empowering and engaging Nigerian youth and youth migrants in Nigeria. It aligns with and complements the broader IOM Country Strategy for Nigeria, which aims to promote

safe, orderly, and humane migration for the benefit of all people, including young individuals. Additionally, the Strategy is in line with the United Nations Sustainable Development Cooperation Framework (UNSD-CF) for Nigeria, which emphasizes the importance of youth empowerment and inclusive development. It also aligns with regional and continental frameworks for youth development. It considers the Youth Strategy of the Economic Community of West African States (ECOWAS) and the African Union (AU) Youth Strategy, recognizing the need for coordinated efforts at regional and continental levels to address the challenges and harness the potential of young people in Nigeria. The Strategy calls for engagement with government agencies, civil society organizations, private sector entities, and international partners to mobilize resources, forge collaboration and leverage expertise and networks.

Finally, the Strategy is firmly rooted in the Global United Nations (UN) Youth Strategy and Generation Unlimited, which provide a comprehensive framework for empowering and investing in young individuals worldwide.

INTRODUCTION



INTRODUCTION

The IOM Youth Strategy for Nigeria (2023-2027) is rooted in the rich history and global efforts of the International Organization for Migration (IOM) in championing the cause of youth empowerment and development. Established in 1951, IOM is the leading intergovernmental organization dedicated to promoting safe, orderly, and humane migration for the benefit of all. With its strong commitment to upholding the principles of the UN, an inclusive migration framework, protecting migrants' rights and fostering sustainable development, IOM has been actively engaged in addressing the challenges and harnessing the potential of youth worldwide.

In line with the UN global agenda, including the 2030 Agenda for Sustainable Development, the Paris Agreement and the New Urban Agenda, the IOM Youth Strategy for Nigeria seeks to contribute to the attainment of the UN Sustainable Development Goals (SDGs) by addressing the specific challenges and opportunities faced by Nigerian youth and youth migrants in Nigeria. By aligning with these international frameworks and commitments, the Strategy recognizes the importance of a coordinated and integrated approach to youth empowerment and development.

The IOM Youth Strategy for Nigeria aims to leverage the expertise, resources and networks of IOM and its partners to address these challenges effectively. Before delving into the specific strategies and interventions, it is important to acknowledge the articulation between the

IOM Youth Strategy and relevant regional and global initiatives. This strategy aligns with the AU Agenda 2063, the ECOWAS regional frameworks, the UNSDCF for Nigeria, Generation Unlimited, and other pertinent UN documents and initiatives.

Furthermore, it is essential to recognize the policies and strategies already in place by the Nigerian government to support the youth. The IOM Youth Strategy for Nigeria complements and reinforces existing efforts, including the National Youth Policy (NYP) and other relevant governmental plans and actions. By incorporating and building upon these initiatives, the strategy aligns with the Ministry of Youth's vision and strategic objectives, creating a unified and coherent framework for youth development in Nigeria.

By focusing on the specific needs and potential of Nigerian youth and youth migrants in Nigeria, the strategy aims to create opportunities, address challenges, and empower young people to contribute meaningfully to their communities, Nigeria, and the world at large.

Vision, mission, and guiding principles

The vision, mission and guiding principles form the foundation of the IOM Youth Strategy for Nigeria (2023-2027), providing a clear direction and values that will guide its implementation.

INTRODUCTION



Vision:

The vision is to support a Nigeria where every young person is empowered, thriving and actively contributing to the nation development. IOM envisions a society where Nigerian and migrant youth in Nigeria have equal access to opportunities, are resilient in the face of challenges and are agents of positive change in their communities.

Mission:

The mission is to empower Nigerian youth and migrant youth in Nigeria through comprehensive programs and interventions that address their unique needs, enhance their skills and capacities, and create an enabling environment for their holistic development. IOM aims to promote youth empowerment, foster social inclusion, and ensure meaningful participation in decision-making processes at all levels.

Guiding Principles:

- Inclusivity and equity:** IOM is committed to ensuring equal opportunities and rights for all Nigerian youth and migrant youth in Nigeria, regardless of their nationality, sex, national or ethnic origin, color, religion, language, or any other status such as disability or socio-economic background. IOM strives for inclusivity in all aspects of its work, promoting diversity and challenging discrimination and marginalization.
- Youth-centered approach:** IOM places young people at the center of its strategy, recognizing their agency and involving them as active partners in the design, implementation, and evaluation of programs.
- Collaboration and partnerships:** IOM believes in the power of

INTRODUCTION

collaboration and partnerships. It actively engages with government agencies, UN Agencies, Funds and Programs, international financial institutions (IFIs), civil society organizations, the private sector, and international partners to leverage resources, share knowledge and coordinate efforts to maximize the impact of IOM interventions.

4. **Evidence-based practices:** The IOM strategy is grounded in evidence-based practices and research. It strives to continuously learn and adapt to approaches based on data, research findings and best practices in the field of youth development. This will ensure that interventions are effective, relevant and responsive to the evolving needs of Nigerian youth.

5. **Holistic development:** IOM recognizes that youth development is multidimensional and encompasses various aspects of life. The strategy adopts a comprehensive approach that addresses the social, economic, educational, health and psychosocial dimensions of young people's lives. IOM aims to empower youth with comprehensive support that enables them to thrive in all areas.

6. **Sustainability:** Sustainability is at the core of the IOM strategy. It builds resilient systems, institutions and capacities that will outlast the strategy period. It focuses on long-term impact and sustainability by fostering local ownership, strengthening local institutions,

and promoting the sustainability of interventions beyond the lifespan of the Strategy.

7. **Human rights and gender equality:** IOM is committed to uphold the principles of human rights and gender equality in all youth development initiatives and to promote and protect the rights of young people, ensuring their participation in decision-making processes and addressing gender disparities, to create an environment that respects and values the rights and dignity of every Nigerian youth and migrant youth in Nigeria.

By adhering to these guiding principles, IOM works towards the realization of its vision and the achievement of its mission in empowering Nigerian youth and migrant youth in Nigeria, fostering their holistic development and creating a society that recognizes and celebrates their contributions.

The groups targeted of the Strategy include Nigerian youth in and outside the country, as well as migrant youth residing in Nigeria, under any specific legal status, regardless of their nationality, sex, national or ethnic origin, color, religion, language, or any other status.

SITUATIONAL ANALYSIS



SITUATIONAL ANALYSIS

The situational analysis provides an in-depth assessment of the current situation of Nigerian youth, highlighting the challenges they face, the opportunities available and the emerging trends that shape their experiences. This analysis also examines key socio-economic indicators, demographic factors and policy frameworks that significantly impact the lives of young people in Nigeria.

With a population estimated at 206 million in 2020, Nigeria is the most populous country in Africa and the seventh in the world. The country population is growing at a 2.6% a year, one of the fastest rates globally. At this rate, Nigeria population could double within the next 25 to 30 years. Nevertheless, its structure is potentially an economic asset, as the country has the largest population of youth in the world, with a median age of 18.1 years. About 70% of the population are under 30 and 42% are under the age of 15.

Nigeria was ranked 158 of 185 countries in the 2019 Human Development Index. A 2022 World Bank report also says about 40% of Nigerians live below the national poverty line of US\$1.90 per day and about 95.2 million are in poverty.

Gender inequalities persist in Nigeria, limiting the opportunities available to young women and girls. Discriminatory cultural practices, gender-based violence, barriers to education, such as early marriage and cultural norms, and limited access to decision-making processes, hinder their full participation and empowerment.

According to UNICEF, Nigeria accounts for 20% of the world children who are out of school. In absolute terms, about 10.5 million children, particularly in rural areas and marginalized communities, the majority of whom are girls, do not have access to education, quality schools, trained teachers, and adequate learning materials. Access to quality education remains a critical challenge for Nigerian youth.

Youth unemployment rates in 2022 was 33% due to limited job opportunities and inadequate skills matching. Of those with jobs, over 20% are underemployed. A widening skills gap between education and industry requirements contributes to this issue. Informal and precarious employment are prevalent, hindering youth's ability to access decent work and economic stability.

The increasing digital divide poses both challenges and opportunities for Nigerian youth. While access to technology is expanding, there is still a significant gap between urban and rural areas. Limited digital skills and connectivity hinder young people's ability to fully harness the potential of technology for education, entrepreneurship, and social participation.

The health and well-being of Nigerian youth are affected by various factors. Access to quality healthcare services, including sexual and reproductive health, remains inadequate. High rates of substance abuse, mental health challenges and the impact of infectious diseases, such as HIV/AIDS, pose significant concerns for young people.

SITUATIONAL ANALYSIS

Nigeria experiences internal and external migration, driven by a variety of factors, including conflict and social tensions, economic challenges and opportunities and climate change. Young people are particularly affected by these dynamics, facing risks such as human trafficking, exploitation, and displacement.

The Northeastern part of Nigeria is an epic center of violent extremism in the country and banditry, abductions, herders and farmers tensions and communal clashes in the Northwest and Northcentral have been responsible for various killings and destruction in the country. At the center of this violence are young people and children, who constitute most of the members of these extremist groups, because young people and children are easier targets for recruitment by extremist groups. Terrorists' recruits typically fall into the age group of 15 to 25 years old.

The impact of climate change and environmental degradation affects Nigerian youth disproportionately. Youth-led initiatives in environmental conservation and sustainable development are emerging, but the severe ecological challenges prevailing in Nigeria continue stalling the potential of young people as stewards of the environment. In 2022, floods impacted 2.8 million persons countrywide, with 1,120,000 youth under 15, whose access to proper education remains impeded by destroyed school infrastructure, among others.



The Nigerian diaspora plays a significant role in migration processes and development. Engaging the diaspora, ensuring their protection, and leveraging their expertise and resources are essential to actively involving them for sharing knowledge and contributions to empower Nigerian youth and promote sustainable development.

Nigerian youth exhibit a fervent desire for civic and political engagement, driven by a desire for social change and a sense of agency. There

SITUATIONAL ANALYSIS



are challenges in translating this enthusiasm into meaningful participation, with limited opportunities for youth to contribute to decision-making processes at local, national, and international levels. Existing policy and legal frameworks in Nigeria often do not adequately address the needs and aspirations of young people for education, skills development, employment, social protection, and meaningful civic participation.

Most Western African emigrants move to a neighboring country, but the share of extra-regional migration has increased. As of mid-year 2020, 64 per cent of migrants from Western Africa lived in another country in the region, down from 80 per cent as of mid-year 1990. West Africa hosted 7.64 million migrants in mid-year 2020, with Nigeria hosting 1.3 million migrants and Côte d'Ivoire having 2.6 million. The highest levels of intra-regional migration are from lower-income or landlocked countries (with the notable exception of Côte d'Ivoire). This declining trend is largely explained by a fall in refugee numbers since the 1990s. In 2020, Nigeria received about 17 per cent of both legal and irregular migrants from West Africa, which makes the country the second recipient of migrants after Côte d'Ivoire, which has 34 per cent. According to UNDESA Migrant Database, in 2022, Nigeria has welcomed 1.3 million migrants from the sub-region, with most of the youth looking for new employment opportunities.

This situational analysis demonstrates the multifaceted challenges faced by Nigerian youth and highlights the opportunities and trends that shall be leveraged for their empowerment and development. It provides a comprehensive understanding of the context in which the IOM Youth Strategy for Nigeria (2023-2027) will operate.

STRATEGIC GOALS AND OBJECTIVES



STRATEGIC GOALS AND OBJECTIVES

The IOM Youth Strategy for Nigeria (2023-2027) sets forth clear goals to drive the empowerment and holistic development of Nigerian youth. These goals are complemented by specific objectives that align with each goal, aiming to bring about desired outcomes and create a lasting impact on the lives of young people.

Goal 1: Youth civic participation

1.1: Enhance youth leadership skills and civic engagement through capacity-building programs, fostering active participation in decision-making processes at all levels.

1.2: Promote youth-led organizations advocating for the inclusion and human-rights of youth regardless of their nationality, sex, national or ethnic origin, color, religion, language, or any other status.

1.3: Through capacity-building initiatives, strengthen the advocacy skills of youth organizations, enabling them to effectively articulate their needs and priorities.

1.4: Engage youth organizations in policy advocacy processes by partnering with established youth-led organizations and networks, to ensure that the voices and perspectives of young Nigerians are represented in policy discussions and decision-making platforms.

1.5: Forge partnerships with government agencies responsible for youth affairs and policy formulation, through dialogue, consultation, and evidence-based research, to address the diverse needs and aspirations of young Nigerians. By fostering collaboration between government agencies, youth organizations and diaspora networks, to ensure the alignment of policies with the realities and aspirations of Nigerian youth.

1.6: Increase the knowledge and engagement in solutions to support and protection any migrant, displaced person, and diaspora youth, including safe migration information, assistance in integration, psychosocial support and enabling their engagement and contribution.

1.7: Promote awareness on climate change, environmental hazard including energy consumption and sustainable practices among young people, through educational campaigns, community-based initiatives, and capacity-building programs.

1.8: Promote collaboration and partnership for sustainable and resilient communities among youth.

Goal 2: Education and skills development

2.1: Improve access to quality education by advocating for inclusive and equitable educational policies and programs, targeting margin-

STRATEGIC GOALS AND OBJECTIVES

alized and vulnerable youth.

2.2: Enhance skills development opportunities for Nigerian youth through vocational training, technical education, and apprenticeship programs, aligning skills with market demands to facilitate their transition into decent employment.

Goal 3: Inclusive employment and economic opportunities

3.1: Promote job creation and entrepreneurship by supporting the growth of youth-led enterprises and start-ups, facilitating access to finance, and fostering partnerships with the private sector.

3.2: Enhance the employability of young people by providing career guidance, job placement services and internships, with a focus on vulnerable and disadvantaged youth, facilitating access to decent work for young people.

3.3: Promote youth-led initiatives and entrepreneurship by providing access to mentorship, seed funding and business development support, thereby fostering economic empowerment and self-reliance among young people.

3.4: Facilitate diaspora's support through investment and knowledge sharing to enhance youth empowerment and entrepreneurship.

3.5: Foster youth-led innovations and entrepreneurship in climate change mitigation, adaptation and environmental conservation, creating room for green jobs and encouraging their active participation in sustainable development processes, waste management, waste separation and recycling.

Goal 4: Health and well-being

4.1: Improve access to comprehensive healthcare services, including sexual and reproductive health, through awareness campaigns, capacity-building for healthcare providers and strengthening youth-friendly healthcare systems.

4.2: Address mental health challenges among Nigerian youth by raising awareness, expanding mental health services and promoting psychosocial support programs.

4.3: Develop e-health facilities to provide adequate health services to youth in Nigeria regardless their place of residence.

KEY INTERVENTIONS



KEY INTERVENTIONS

The IOM Youth Strategy for Nigeria (2023-2027) outlines a range of specific interventions and activities to be implemented under each strategic goal, with a focus on innovative solutions, capacity building, advocacy, and youth-led initiatives. The following are the key interventions and activities proposed:

Youth civic participation:

- Establishing youth fora, councils, and platforms for dialogue and consultation with policymakers at local, regional, and national levels.
- Engaging the diaspora network in discussions and collaborations to harness their knowledge and expertise for effective civic and political participation.
- Engaging the diaspora in discussions and collaboration, by soliciting and exchange of knowledge, experiences, and expertise, to enhance the effectiveness and inclusivity of civic participation initiatives.
- Conducting civic education programs to enhance young people's understanding of their rights, responsibilities, and democratic processes.
- Supporting youth-led initiatives that promote social activism, community engagement, and volunteering.
- Strengthening youth representation in decision-making bodies and promoting their inclusion in political processes.

- Supporting youth-led organizations and networks that advocate for gender equality and women's empowerment.
- Providing training and capacity-building programs to promote the active participation and leadership of young women in decision-making processes.
- Providing support and protection to migrant and displaced youth across borders to address their unique vulnerabilities and facilitate their successful integration into society.
- Engaging the diaspora in initiatives related to migration, displacement, and protection to leverage their expertise and ensure their involvement in addressing these challenges. Addi-



KEY INTERVENTIONS

tionally, the strategy acknowledges the valuable contributions of the diaspora in initiatives related to migration, displacement, and protection. Efforts will be made to actively engage the diaspora community and leverage their expertise, experiences, and networks to enhance the effectiveness of interventions and ensure the well-being and protection of migrant and displaced youth.

- Conducting information campaigns on safe migration, human trafficking prevention, and the rights and responsibilities of migrants.
- Strengthening cross-border cooperation and partnerships to address migration challenges and protect the rights of young migrants in Nigeria and in the diaspora.
- Promoting environmental education and awareness among young people through school programs, workshops, and community campaigns.
- Advocating for policies that promote environmental protection, climate resilience, and sustainable development.

Education and skills development:

- Strengthening the quality and accessibility of formal and non-formal education programs, including vocational training and technical skills development.
- Establishing career guidance and counseling services to facilitate informed decision-making and promote career development opportunities.

- Promoting digital literacy and integrating technology in education to enhance learning outcomes and equip youth with relevant digital skills.
- Supporting the establishment of innovation hubs and entrepreneurship incubators to foster creativity, innovation, and entrepreneurship among young people.
- Promoting the use of digital platforms and mobile applications to deliver youth-focused services, information, and training programs.
- Supporting the development of youth-led tech startups, fin-tech and social enterprises that leverage technology for social impact.
- Encouraging the adoption of innovative solutions such as e-learning platforms, online mentoring programs, and virtual incubation hubs to reach a wider audience of young people.
- Developing networks to engage youth into legal assistance and protection services to migrants and displaced youth on the move, including access to healthcare and education.
- Providing training and capacity-building programs for young entrepreneurs in green business practices and circular economy models.

Employment and economic opportunities:

- Facilitating access to financial services and microcredit schemes for aspiring young entrepreneurs.

KEY INTERVENTIONS



- Providing business development support, mentoring, and coaching to youth-led startups and small enterprises.
- Promoting internship and apprenticeship programs to bridge the gap between education and employment.
- Collaborating with private sector partners to create job placement platforms and linkages for youth employment opportunities, in Nigeria and abroad.
- Promoting gender-responsive policies and programs to ensure equal opportunities and access to resources for young women and girls.
- Promoting financial literacy and entrepreneurship training for young people to enhance their financial management skills and access to financial services.
- Facilitating youth-friendly financial products, such as savings

accounts and microfinance options, to support their economic empowerment and business ventures.

- Partnering with financial institutions and fintech companies to develop innovative solutions that promote financial inclusion and digital banking services for young people.
- Facilitating skills training and livelihood support for returned migrants and internally displaced youth to enhance their socio-economic reintegration.
- Supporting youth-led initiatives for renewable energy, waste management, and sustainable agriculture practices.

Health and well-being:

- Strengthening the provision of comprehensive sexual and reproductive health services, including access to contraceptives, reproductive health education and prevention and treatment of sexually transmitted infections.
- Promoting mental health awareness and providing counseling and support services to address the psychosocial well-being of young people.
- Conducting campaigns and workshops on substance abuse prevention and rehabilitation.
- Enhancing access to youth-friendly health facilities and services, including reproductive health clinics and mobile health units.
- Implementing initiatives to address gender-based violence, discrimination, and harmful practices through awareness campaigns, legal support, and psychosocial services.

CROSSCUTTING APPROACHES



CROSSCUTTING APPROACHES

Gender equality and diversity

The IOM Youth Strategy for Nigeria adopts a multi-dimensional approach, guided by evidence-based practices, partnerships, participatory processes, and multi-sectoral collaboration. It aims at promoting gender equality and empowering young women and girls through targeted interventions, including access to education, skills training, and leadership development opportunities, valuing their contributions for social cohesion and progress. It furthermore looks at fostering social inclusion by addressing discrimination, stigma and social barriers faced by marginalized youth, particularly young women, and girls, ensuring their meaningful participation and access to social services.

The strategy emphasizes the importance of promoting gender equality, challenging harmful social norms, and creating safe spaces for young people. It also recognizes the crucial role of engaging boys and men as

allies in efforts to prevent and respond to GBV. Addressing GBV requires a holistic and integrated approach that involves awareness-raising, prevention, protection and support for survivors, capacity building for youth organizations to address GBV, and the establishment of safe and accessible reporting mechanisms for survivors.

Peacebuilding and social cohesion

The Strategy will engage the youth by conducting peace education and conflict resolution know-how, emphasizing intercultural dialogue and tolerance. It will offer support to community-based initiatives that promote social cohesion, intergroup harmony, and reconciliation. The provision of psychosocial support to youth affected by conflict and social tensions, exclusion, discrimination, racism, and all forms of abuse will be organized throughout the Strategy actions, where needed.



PARTNERSHIPS AND COORDINATION



PARTNERSHIPS AND COORDINATION

Building strong partnerships and collaboration is vital for the success of youth development initiatives. In the implementation of the IOM Youth Strategy for Nigeria, priority will be given to fostering multi-stakeholder partnerships involving government agencies, civil society organizations, private sector entities, and international organizations. By leveraging collective expertise, resources and networks, IOM will maximize the impact of interventions and ensure their sustainability.

It recognizes the valuable contributions and support that can be provided by the United Nations (UN), international financial institutions (IFIs), and the Economic Community of West African States (ECOWAS), in advancing youth empowerment, entrepreneurship and sustainable development. These partnerships will provide opportunities for joint initiatives, resource sharing and knowledge exchange, ultimately fostering a conducive environment for youth empowerment and sustainable development.

Government agencies

Collaboration with government agencies is essential to create an enabling environment for youth development. IOM actively engages with relevant ministries, departments, and agencies responsible for youth affairs, education, employment, health, and social welfare. Through partnerships with government entities, IOM aims to align its efforts with national policies, programs, and frameworks, to leverage existing structures, resources, and systems to effectively address the needs and aspirations of the youth in Nigeria.

Civil society organizations

Civil society organizations play a crucial role in promoting youth empowerment and social change. IOM collaborates with local and national NGOs, youth-led organizations, and community-based groups. Through these partnerships, IOM aims to encourage an exchange of grassroots knowledge, expertise, and community networks. By working closely with civil society organizations, IOM can ensure that interventions are context-specific, responsive, and inclusive. Together, IOM will advocate for youth rights, facilitate meaningful participation, and support innovative approaches to youth development.

Private sector

The private sector has immense potential to drive youth employment, entrepreneurship, and economic empowerment. IOM engages with businesses, corporations, and industry associations to create opportunities for young Nigerians and migrant youth in Nigeria. By fostering partnerships with the private sector, IOM promotes skills development, job creation, and mentorship programs. Through corporate social responsibility initiatives, inclusive business models and entrepreneurship support, IOM aims to enhance the employability and economic prospects of young people.

International organizations

Collaboration with international organizations is crucial for leveraging global expertise, best practices, and resources. IOM partners with

PARTNERSHIPS AND COORDINATION

organizations such as the UN, regional bodies, international financial institutions, and international development agencies. Through these partnerships, we can access technical assistance, funding opportunities and capacity-building initiatives.

By actively fostering partnerships and collaboration with government agencies, civil society organizations, private sector and international organizations, the IOM Youth Strategy for Nigeria aims to create a network of stakeholders committed to youth development. Through these partnerships, we can pool our collective resources, expertise, and networks to address the diverse needs and aspirations of young Nigerians and youth migrants in Nigeria effectively.



INSTITUTIONAL APPROACH



PARTNERSHIPS AND COORDINATION

Strategic approach

The successful implementation of the IOM Youth Strategy for Nigeria (2023-2027) relies on the adoption of strategic approaches that ensure effectiveness, sustainability, and meaningful impact. The following strategic approaches will guide the implementation process:

- 1. Multi-sectoral collaboration:** The Strategy recognizes that addressing youth issues requires a multi-sectoral approach. Collaboration among different sectors, such as education, health, employment, and social welfare will be fostered to ensure comprehensive and integrated interventions. This coordinated effort will enhance efficiency, minimize duplication, and maximize the impact on youth development.
- 2. Participatory processes:** young people will be actively engaged in the development, implementation, and evaluation of the Strategy. Their voices, perspectives and experiences will be solicited and incorporated through consultations, focus group discussions and youth-led platforms. This participatory approach ensures that interventions are relevant, responsive, and reflective of the needs and aspirations of Nigerian youth.
- 3. Capacity-building:** Strengthening the capacity of stakeholders involved in youth development is critical. Capacity-building initiatives will be implemented to enhance the skills, knowledge and

competencies of government officials, civil society organizations and youth leaders. This will enable them to effectively implement and sustain youth-focused interventions.

- 4. Advocacy and policy influence:** The strategy will advocate for youth-friendly policies and influence policy development processes at national, regional, and local levels. Evidence-based research, data and success stories will be used to influence policy decisions and ensure that youth issues are prioritized within national development agendas.
- 5. Innovation and technology:** The Strategy will leverage innovative approaches and digital technologies to enhance the reach and impact of interventions. This includes utilizing digital platforms for information dissemination, skills training, and entrepreneurship development, as well as harnessing technology for data collection, analysis, and monitoring.
- 6. Diaspora engagement:** Recognizing the significant role of the diaspora in contributing to the development of Nigeria, the Strategy will actively encourage and provide guidance for diaspora members to invest their personal remittances in youth development initiatives.
- 7. Knowledge-sharing and learning:** The Strategy promotes knowledge-sharing and learning among stakeholders, with a specif-

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ic focus on engaging youth. Best practices, lessons-learned and innovative approaches will be shared through various channels, including conferences, workshops, online networks, and a dedicated page on IOM Nigeria website. providing a central hub for accessing relevant resources, reports, research findings and success stories related to youth development in Nigeria. This page will serve as a valuable repository of information and a platform for ongoing engagement and interaction, amplifying youth voices. A specific social media presence will be established to cater to the information needs and preferences of youth.

By adopting these strategic approaches, the IOM Youth Strategy for Nigeria (2023-2027) aims to ensure a comprehensive, coordinated, and sustainable implementation process to effectively address the needs and aspirations of Nigerian youth while promoting their empowerment and holistic development.

Strengthening data collection and research

Migration is a multifaceted phenomenon that requires a comprehensive understanding of the dynamics, challenges and opportunities faced by young migrants. To effectively address the needs of migrant youth and develop targeted interventions, it is crucial to strengthen data collection and research efforts that encompass all goals of the IOM Youth Strategy for Nigeria.

- i. **Enhancing data collection:** The strategy recognizes the importance of enhancing data collection mechanisms to capture accurate and up-to-date information on youth migration. This includes developing standardized data collection tools and methodologies that take into account the unique characteristics and vulnerabilities of young migrants. By collecting disaggregated data on age, gender, education, employment and migration trajectories, IOM provides insights into the diverse experiences and needs of young migrants.
- ii. **Building research capacity:** The Strategy recognizes the need to strengthen research capacity in Nigeria, particularly in the field of youth migration. This includes investing in training programs, workshops, and collaborations with academic institutions to build the skills and expertise of researchers and policymakers. By fostering a vibrant research community, IOM generates high-quality evidence that informs policy decisions and promotes evidence-based practices.
- iii. **Understanding migration drivers:** Research plays a pivotal role in identifying the underlying drivers of youth migration. By conducting qualitative and quantitative studies, IOM explores the push and pull factors that compel young people to migrate. This includes examining economic opportunities, education prospects, social factors, conflict, climate change and other factors that influence migration decisions. Understanding these drivers enables

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policymakers to develop targeted interventions that address the root causes of youth migration.

iv. **Mapping migration pathways:** Research can help in mapping migration pathways and understanding the journeys undertaken by young migrants. This includes studying migration routes, transit points and challenges faced during the migration process. By identifying the risks and vulnerabilities encountered by young migrants, policymakers can develop strategies to mitigate these challenges and provide adequate support and protection.

v. **Assessing impacts and contributions:** Research is essential for assessing the impacts and contributions of young migrants to both the host communities and the countries of origin. This includes studying the social, cultural, economic, and political contributions of migrant youth in areas such as entrepreneurship, innovation, employment, and social cohesion. By highlighting the positive contributions of young migrants, IOM challenges negative narratives and promotes more inclusive policies and attitudes towards migration.

vi. **Monitoring and evaluation:** Robust data collection and research facilitate effective monitoring and evaluation of interventions targeting young migrants. By establishing clear indicators and benchmarks, IOM shall track progress, identify gaps, and assess the

effectiveness of policies and programs. Regular monitoring and evaluation help in refining strategies, adapting to emerging challenges, and maximizing the impact of youth-focused initiatives.

By strengthening data collection and research on youth migration, the IOM Youth Strategy for Nigeria underscores the importance of an evidence-based approach to youth-focused interventions. Through comprehensive research, data collection and analysis, IOM shall gain deeper insights into the challenges and opportunities faced by young migrants, develop targeted policies and programs, and ensure the well-being and empowerment of migrant youth in Nigeria.



CONCLUSION



CONCLUSION

The IOM Youth Strategy for Nigeria (2023-2027) presents a comprehensive roadmap to empower and engage Nigerian and migrant youth, address their challenges, and leverage their potential for socio-economic development. Throughout this Strategy, we have outlined the vision, mission and guiding principles that underpin the IOM approach. We have conducted a thorough situational analysis to understand the current state of Nigerian youth, examined key socio-economic indicators, demographic factors and policy frameworks that affect them.

Building upon this analysis, we have identified strategic goals and objectives that will drive our efforts over the strategy period. These goals encompass education and skills development, employment and entrepreneurship, health and well-being, civic participation and governance, gender equality and social inclusion and migration and mobility. Each objective within these goals outlines specific outcomes and impacts we aim to achieve.

To address these challenges and leverage opportunities, we have identified priority areas of intervention, focusing on areas such as quality education, inclusive job creation, access to healthcare, youth empowerment, gender equality and safe migration. These priority areas are supported by evidence-based rationale and an understanding of their significance in enhancing the lives of Nigerian youth.

The Strategy employs strategic approaches centered on evidence-based practices, partnerships, participatory processes, and multi-sectoral collaboration. It emphasizes the importance of innovative solutions, capacity building, advocacy, and youth-led initiatives. By adopting these approaches, we aim to foster a comprehensive and inclusive ecosystem that supports the holistic development and empowerment of Nigerian youth.

Under each priority area, we have outlined specific interventions and activities that will be implemented. These interventions encompass a range of initiatives, including but not limited to policy advocacy, skills training, mentorship programs, health promotion campaigns and support for youth-led enterprises. We believe that these targeted actions will contribute to positive and sustainable change in the lives of Nigerian youth.

To measure progress and impact, we have developed a robust monitoring and evaluation framework. This framework includes key performance indicators, data collection methods and reporting mechanisms. By tracking and assessing the outcomes of our interventions, we can ensure accountability, learn from our experiences, and make evidence-based decisions for continuous improvement.

In our commitment to youth empowerment and engagement, we acknowledge the importance of resource mobilization and partner-

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ships. We will actively seek funding from various sources, forge collaborations with government agencies, civil society organizations, private

sector entities and international partners. Through these partnerships, we aim to leverage resources, expertise, and networks to maximize the impact of our interventions.

Effective governance and implementation are essential to the success of this strategy. We have established a clear organizational structure, coordination mechanisms, stakeholder engagement and accountability frameworks. Adaptive management principles will guide our decision-making, knowledge management and learning processes to ensure the strategy remains responsive to evolving needs.

As we conclude, we call upon all stakeholders to join us in our commitment to youth empowerment and engagement in Nigeria. We urge governments, civil society organizations, private sector entities, diaspora members and youth themselves to actively participate in the implementation of this strategy. Together, IOM shall create an enabling environment that supports Nigerian and migrants' youth in realizing their full potential, contributes to their well-being, and fosters inclusive and sustainable development.

The **IOM Youth Strategy for Nigeria (2023-2027)** embodies our dedication to the aspirations and needs of Nigerian youth. We stand ready to work hand in hand with our partners and stakeholders to create the brightest future for Nigerian youth, where they can thrive, contribute to their communities, and shape their own destinies.

TOGETHER, LET US BUILD A NIGERIA
WHERE EVERY YOUNG PERSON CAN
FLOURISH AND MAKE A POSITIVE IMPACT.



ANNEX



ANNEX 1

RESOURCE MOBILIZATION

The successful implementation of the IOM Youth Strategy for Nigeria (2023-2027) relies on effective resource mobilization and strategic partnerships.

This section outlines key strategies to mobilize resources and engage with various stakeholders, including government agencies, civil society organizations, the private sector, and international partners.

- 1. Diversification of funding sources:** The Strategy will adopt a multi-pronged approach to resource mobilization by identifying and leveraging diverse funding sources. This includes exploring opportunities for domestic funding through government budgets, grants from philanthropic foundations, corporate social responsibility initiatives, public-private partnerships, and innovative financing mechanisms.
- 2. Government engagement:** The Strategy will engage with relevant government agencies responsible for youth development, employment, education, and social welfare. This involves advocating for increased budgetary allocations for youth-focused programs, forging partnerships to leverage government resources, and aligning the strategy with national development plans and policies.
- 3. Civil Society Organizations (CSOs) and Faith-based Organizations (FBOs):** The Strategy will actively involve CSOs and FBOs working in the youth development sector. This includes

collaborating with youth-led organizations, community-based groups, non-governmental organizations (NGOs), and faith-based organizations to pool resources, share expertise, and promote youth participation. Partnerships with CSOs and FBOs can enhance program implementation, advocacy efforts, and community engagement, ensuring a comprehensive and inclusive approach to youth development.

- 4. Private sector engagement:** The Strategy recognizes the vital role of the private sector in youth development. Engagement with private sector entities will involve fostering partnerships for skills development, job creation, entrepreneurship support, and corporate social responsibility initiatives. Leveraging private sector expertise, resources, and networks can contribute to sustainable youth empowerment and economic opportunities.
- 5. International partnerships:** The Strategy will seek collaboration with international organizations, development agencies, donor communities, and regional bodies. This includes engaging with organizations such as the United Nations (UN), the African Union (AU), the Economic Community of West African States (ECOWAS), and international financial institutions (IFIs) to access technical assistance, capacity building support, and funding opportunities. International partnerships can facilitate knowledge exchange, best practice sharing, and access to global networks, strengthening the implementation of youth development initiatives.

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6. **Donor coordination:** The Strategy will prioritize donor coordination to streamline resource mobilization efforts and avoid duplication of interventions. Coordination mechanisms, such as donor fora, will be established to enhance collaboration, share information, and align funding priorities. Harmonizing donor support ensures efficient use of resources and maximizes the impact of interventions.

7. **Innovative financing mechanisms:** The Strategy will explore innovative financing mechanisms to supplement traditional funding sources. This includes exploring impact investing, social impact bonds, crowdfunding platforms, and blended finance models. Innovative financing mechanisms can attract new sources of funding, encourage private sector participation, and support sustainable and scalable youth interventions.

8. **Capacity-building for resource mobilization:** The Strategy will invest in capacity building for stakeholders involved in resource mobilization efforts. This includes training government officials, CSO representatives, and private sector partners in fundraising strategies, proposal development, and grant management. Strengthening resource mobilization capacity enables stakeholders to effectively access and manage funding opportunities.

9. **Public-Private dialogue and partnerships:** The Strategy recognizes the importance of public-private collaboration and will facilitate dialogue platforms to foster exchange, co-creation, and joint decision-making for youth development. These platforms will bring together government officials, private sector representatives, civil society organizations, and youth leaders to discuss challenges, identify synergies, and explore innovative approaches. Through public-private partnerships (PPPs), the strategy will actively promote the harnessing of expertise and resources from both sectors. Collaborative initiatives between the public and private sectors can address youth employment, entrepreneurship, skills development, and social inclusion more effectively, leveraging the strengths of each partner. This integrated approach ensures sustainable and impactful youth-focused programs.

10. **Sustainable financing mechanisms:** The Strategy will prioritize the development of sustainable financing mechanisms for long-term youth development. This includes advocating for policy reforms that promote youth-friendly budget allocations, establishing youth-focused investment funds, and exploring revenue-generation opportunities. Sustainable financing mechanisms ensure the continuity and scalability of youth interventions beyond the strategy period.

11. **Corporate Social Responsibility (CSR) Initiatives:** The Strategy will actively engage with corporations and encourage

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their participation in CSR initiatives that align with the goals and objectives of the youth strategy. This involves forging partnerships with businesses to support youth empowerment programs, provide skills training, create employment opportunities, and contribute to community development. Collaboration with the private sector through CSR initiatives can leverage their financial resources, expertise, and networks for the benefit of Nigerian youth.

12. Grant funding and competitive bidding: The strategy will explore opportunities for grant funding through competitive bidding processes. This involves identifying national and international grant programs that support youth development and submitting high-quality proposals to secure funding. The strategy will invest in building the capacity of implementing agencies to effectively navigate the grant application process and develop compelling project proposals.

13. Philanthropic Foundations: The strategy will actively engage with philanthropic foundations and seek their support for youth-focused initiatives. This includes conducting targeted outreach, building relationships with foundations, and presenting compelling cases for investment in Nigerian youth. Philanthropic foundations can provide significant financial resources, technical expertise, and networking opportunities to advance youth

development objectives.

14. South-South cooperation: The strategy will explore opportunities for South-South cooperation with other countries that have successful youth development models or expertise in relevant areas. This includes sharing knowledge, best practices and lessons learned through study visits, exchange programs, and technical cooperation. South-South cooperation can strengthen the capacity of Nigerian institutions, promote innovation, and enhance the effectiveness of youth interventions.

15. Leveraging technology and digital platforms: The strategy will leverage technology and digital platforms to enhance resource mobilization and partnership engagement. This includes utilizing online crowdfunding platforms, social media campaigns and digital fundraising tools to reach a wider audience and mobilize resources from individuals, diaspora communities and global networks. Digital platforms also facilitate collaboration, knowledge sharing and networking among stakeholders.

16. Blending public and private financing: The strategy will explore opportunities for blending public and private financing to fund youth development initiatives. This involves leveraging public resources to attract private investments, providing incentives for private sector engagement, and utilizing innovative financial

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mechanisms such as impact bonds or development impact funds. Blended financing can unlock additional resources, enhance sustainability, and leverage the strengths of both sectors.

17. Advocacy for Youth development funding: The strategy will advocate for increased investment in youth development by highlighting the social and economic benefits of empowering young people. This involves engaging with policymakers, legislators, and key stakeholders to raise awareness about the importance of youth development and secure adequate budget allocations. Advocacy efforts will focus on highlighting the link between youth empowerment and achieving national development goals.

18. Partnerships for knowledge exchange: The strategy will foster partnerships for knowledge exchange and learning among stakeholders. This includes collaborating with research institutions, think tanks, and academic organizations to generate evidence-based research, conduct evaluations, and inform policy and programmatic decisions. Knowledge exchange partnerships enhance the quality and effectiveness of interventions by promoting evidence-based practices and informed decision-making.

By implementing these resource mobilization and partnership strategies, the IOM Youth Strategy for Nigeria (2023-2027) aims to secure the necessary financial resources, technical expertise, and collabora-

tive networks to drive impactful youth-focused interventions strategy recognizes that resource mobilization and partnerships are essential for the successful implementation and sustainability of youth development initiatives.

ANNEX 2

MONITORING, EVALUATION AND REPORTING

The IOM Youth Strategy for Nigeria (2023-2027) recognizes the critical importance of monitoring, evaluation, and reporting to ensure the effectiveness, accountability, and continuous improvement of youth-focused interventions. A robust monitoring and evaluation framework will be established, guided by the following components:

- 1. Evidence-based practices, monitoring and evaluation:** The strategy will be grounded in sound research, data analysis, and evidence-based practices. Rigorous monitoring and evaluation mechanisms will be established to track the progress, effectiveness, and impact of interventions. Through these mechanisms, key performance indicators will be developed to assess outcomes and ensure accountability. Regular reviews and assessments will enable adjustments and improvements to be made based on evidence and feedback, ensuring that resources are allocated efficiently and effectively, and that the strategy remains responsive to the needs and aspirations of Nigerian youth.
- 2. Clear Objectives and Key Performance Indicators (KPIs):** the strategy will begin with a comprehensive baseline assessment to establish a starting point for monitoring and evaluation. The strategy will define clear objectives for each priority area and establish measurable KPIs to track progress and impact. This assessment will collect data on relevant indicators before the implementation of intervention. These indicators will be specific, measurable, achievable, relevant, and time-bound, enabling systematic and objective assessment of outcomes serving as reference

point to measure progress and impact over time.

- 3. Data Collection and Analysis:** The strategy will outline data collection methods, including surveys, interviews, focus group discussions, and quantitative and qualitative assessments. Data will be collected at regular intervals to capture changes over time and evaluate the effectiveness of interventions. Rigorous data analysis techniques will be applied to ensure accurate and meaningful interpretation of findings.
- 4. Reporting Mechanisms:** The strategy will establish reporting mechanisms to facilitate the timely dissemination of monitoring and evaluation results. Regular progress reports will be produced, providing stakeholders with comprehensive information on the achievements, challenges, and lessons learned. Reports will be shared with government agencies, development partners, civil society organizations, and other relevant stakeholders.
- 5. Participatory Evaluation:** The strategy will promote participatory evaluation approaches, involving young people, community members, and relevant stakeholders in the monitoring and evaluation processes. Their perspectives and feedback will be sought to ensure that evaluations reflect their experiences, priorities, and aspirations. Participatory evaluations will enhance ownership, transparency, and accountability in the implementation of the strategy.
- 6. Learning and Adaptation:** The strategy will emphasize a learning-oriented approach, using monitoring and evaluation results to

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inform decision-making and adaptive management. Lessons learned from evaluations will be systematically documented and shared, enabling continuous improvement of interventions and strategies. Feedback loops will be established to ensure that evaluation findings inform future program design and implementation.

7. **Capacity Building:** The strategy will invest in capacity building for monitoring and evaluation among relevant stakeholders. Training programs and workshops will be conducted to enhance the skills of government officials, program managers, and implementing partners in monitoring, evaluation, and data analysis. This capacity-building effort will strengthen the quality and relevance of monitoring and evaluation processes.

8. **Feedback mechanisms:** The strategy will establish feedback mechanisms to enable young people and other stakeholders to provide input, suggestions, and concerns regarding the implementation of interventions. Feedback will be actively sought through surveys, focus groups, community consultations, and digital platforms. This participatory approach ensures that the strategy remains responsive and adaptive to the needs of Nigerian youth.

9. **Impact assessment:** The strategy will conduct periodic impact assessments to evaluate the long-term outcomes and sustainability of interventions. Impact assessments will examine the extent to which the strategy has contributed to positive changes in the lives of young Nigerians, considering social, economic, and developmen-

tal indicators. Findings from impact assessments will guide future programmatic decisions and resource allocation.

10. **Accountability and transparency:** The strategy emphasizes accountability and transparency in monitoring, evaluation, and reporting processes. Mechanisms will be in place to ensure that responsible entities are held accountable for their roles and obligations. Regular updates, progress reports, and evaluations will be shared with stakeholders to provide transparency on the implementation of the strategy.

11. **Stakeholder engagement:** The strategy will actively engage stakeholders in monitoring, evaluation, and reporting processes. This includes involving government agencies, civil society organizations, youth networks, and development partners in data collection, analysis, and review. Their perspectives and expertise will contribute to a comprehensive understanding of the strategy outcomes and inform decision-making.

12. **Annual reviews:** The strategy will conduct annual reviews to assess progress, identify challenges, and make necessary adjustments. These regular reviews will provide an opportunity to evaluate the effectiveness of interventions, measure achievements, and ensure that the strategy remains aligned with its goals and objectives. Through annual reviews, stakeholders can identify emerging trends, address evolving needs, and make informed decisions to enhance the strategy's impact and effectiveness. These reviews will serve as important milestones for monitoring and evaluation

throughout the five-year implementation period.

13. Learning platforms: The strategy will establish learning platforms, such as workshops, conferences, and knowledge-sharing networks, to facilitate the exchange of best practices, lessons learned, and innovative approaches in youth development. These platforms will foster cross-sectoral learning, promote collaboration, and support evidence-based decision-making.

14. Quality assurance: The strategy will incorporate quality assurance measures to ensure the accuracy, reliability, and validity of monitoring and evaluation data. This includes employing standardized data collection tools, conducting quality checks, and training data collectors to maintain consistency and rigor in data collection processes.

15. Ethical considerations: The strategy will adhere to ethical principles in data collection, analysis, and reporting. This includes obtaining informed consent from participants, protecting their privacy and confidentiality, and ensuring data is used for its intended purposes. Ethical considerations will guide the responsible and ethical use of data throughout the monitoring and evaluation processes.

16. Feedback utilization: The strategy will actively utilize feedback received from stakeholders to improve interventions and address emerging challenges. Feedback mechanisms will be designed to facilitate two-way communication, allowing stakeholders to

provide suggestions, highlight concerns, and contribute to the adaptive management of the strategy.

17. Knowledge dissemination: The strategy will prioritize the dissemination of monitoring and evaluation findings to maximize their impact. This includes producing accessible and user-friendly reports, policy briefs, and infographics that can be widely shared with stakeholders. Findings will also be disseminated through various channels, including conferences, workshops, and digital platforms.

18. External evaluation: The strategy will consider the engagement of external evaluators to provide independent assessments of the strategy's implementation and impact. External evaluations bring impartiality, expertise, and fresh perspectives, enhancing the credibility and reliability of evaluation findings.

By implementing these monitoring, evaluation and reporting mechanisms, the IOM Youth Strategy for Nigeria (2023-2027) aims to enhance the evidence base, track progress, and measure the impact of interventions. These points further reinforce the importance of comprehensive and rigorous monitoring, evaluation, and reporting processes. They emphasize the need for stakeholder engagement, data disaggregation, mid-term reviews, learning platforms, quality assurance, ethical considerations, feedback utilization, knowledge dissemination, and potential external evaluations to ensure the strategy success and acc

ANNEX 3

RISK MANAGEMENT

The successful implementation of the IOM Youth Strategy for Nigeria (2023-2027) requires proactive identification and management of potential risks and challenges. This section outlines the key risks associated with strategy implementation and proposes risk mitigation strategies and contingency plans.

- 1. Funding risk:** Insufficient or unstable funding can pose a significant risk to the implementation of the strategy. To mitigate this risk, the strategy will develop a diverse funding strategy that includes exploring various potential funding sources, such as government budgets, donor support, partnerships with private sector entities, and leveraging innovative financing mechanisms. Additionally, the strategy will prioritize resource mobilization efforts and establish mechanisms to monitor and assess the financial sustainability of interventions.
- 2. Political and policy risk:** Changes in the political landscape or shifts in policy priorities may impact the implementation of the strategy. To address this risk, the strategy will align its objectives with national youth development policies and engage in regular dialogue with relevant government agencies to ensure continued support and commitment. It will also advocate for the incorporation of the strategy goals and objectives into national policy frameworks to enhance its long-term sustainability.
- 3. Stakeholder resistance or lack of engagement:** Resistance or limited engagement from key stakeholders can hinder the effective implementation of the strategy. To mitigate this risk, the strategy will prioritize stakeholder engagement and communication throughout the implementation process. This will include conducting awareness campaigns, consultative workshops, and regular dialogue sessions to ensure that stakeholders understand the strategy objectives, benefits, and their roles in implementation. The strategy will also actively seek input from stakeholders and incorporate their feedback into decision-making processes.
- 4. Operational and technical challenges:** Implementation may face operational and technical challenges, such as inadequate infrastructure, limited technical capacity, or data management issues. To address these risks, the strategy will conduct a comprehensive needs assessment to identify capacity gaps and invest in targeted capacity building initiatives. It will also establish partnerships with technical experts and organizations to provide technical assistance and support in areas where additional expertise is required. Furthermore, the strategy will prioritize the use of technology and innovation to enhance operational efficiency and data management.
- 5. Social and cultural barriers:** Deep-rooted social and cultural norms may pose challenges to the successful implementation of

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RISK MANAGEMENT

the strategy. To mitigate this risk, the strategy will employ a culturally sensitive approach that considers the local context and engages with community leaders and influencers. It will invest in social mobilization and behavior change communication campaigns to address social and cultural barriers and promote acceptance and support for the strategy's interventions.

6. **External factors and emergencies:** External factors, such as natural hazards, conflicts, or economic crises, can disrupt the implementation of the strategy. To address this risk, the strategy will develop contingency plans and establish mechanisms for rapid response and adaptation. It will also establish partnerships with relevant stakeholders, including emergency response agencies, to ensure coordinated efforts in times of crisis. Regular risk assessments and monitoring will enable the strategy to identify potential threats and take timely actions to mitigate their impact.

7. **Data privacy and security:** The collection and management of sensitive data related to youth may pose risks to privacy and security. The strategy will prioritize data protection by adhering to established data protection regulations and implementing robust security measures. It will also ensure informed consent and confidentiality when collecting and using personal information. Regular data audits and the use of secure information management systems will help mitigate the risks associated with data privacy and security breaches.

8. **Misappropriated ratio of youth population and limited resources:** the current population of youth in Nigeria is not in proportion with the available resources, to address these alarming issues, this strategy plan adopts the support for youth led innovations, creation of green jobs and actively engaging youth on small and medium enterprises (SME) by sub-granting small scale initiatives.

ANNEX 4

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