THE
DAWN OF
FLOURISHING YOUTH FUTURES

EAST & SOUTHERN AFRICA

Youth and Social Justice Futures: Re-imagining Future Skills and Training in Africa

"When people are capable of deciding why and how to use the future, they become better able to detect and create the otherwise invisible – innovation and transformation.

They are more at ease with novelty and experimentation. Less anxious about uncertainty. Humbler about controlling the future. More confident about being able to comprehend and appreciate the potential opened up by change."

– UNESCO: Futures Literacy

"'The young people of this beautiful continent, Africa, have great and innovative ideas on what they'd like to see change in the continent at large and their home countries. It is really good to have the opportunity to discuss the future with fellow young people who would like to impact the environments and societies they belong to.

I learnt that the youth has similar issues they would like to see solved and changed to better benefit them and in doing so, maintain the culture of 'Ubuntu' and never forgetting that true change comes from collaborative action towards making a change for the young people and the citizens of South Africa as a whole."

– Kgwerano Maputla, South Africa (Youth Researcher)

IDRC · CRDI
Canada

MIET AFRICA
Improving the lives of children and youth

Twaweza
ni sisi

SOUTHERN AFRICA NODE
of the millennium project

FORESIGHT FOR DEVELOPMENT
PROMOTING THE USE OF FORESIGHT FOR AFRICA'S FUTURE

SAIIA
SOUTH AFRICAN INSTITUTE
OF INTERNATIONAL AFFAIRS

#0 WORD LIST

Futures
Images, visions, and descriptions of an imagined future

Heterarchy
Non-hierarchy; at times a rank-free system; other times ever-changing rankings

Imaginaries
An entire way of viewing the world

Casual Layered Analysis
A group sense-making technique used to explore the underlying causes and worldviews contributing to a situation

Murmuration
A big group of birds flying together in an ever-changing pattern.

Futures Literacy Labs (FLL): A capability-based method and initiatives fostering innovative, inclusive, and participatory exploration of diverse future narratives.

Three Horizons Framework (3HF): A practical method for navigating patterns of change and uncertainties, understanding diverse futures, and mapping present actions for systemic innovations.

#1 PROJECT BACKGROUND

YOUTH FUTURES IN FOCUS

KENYA

EAST

MALAWI

TANZANIA

UGANDA

ZAMBIA

SOUTH AFRICA

SOUTH
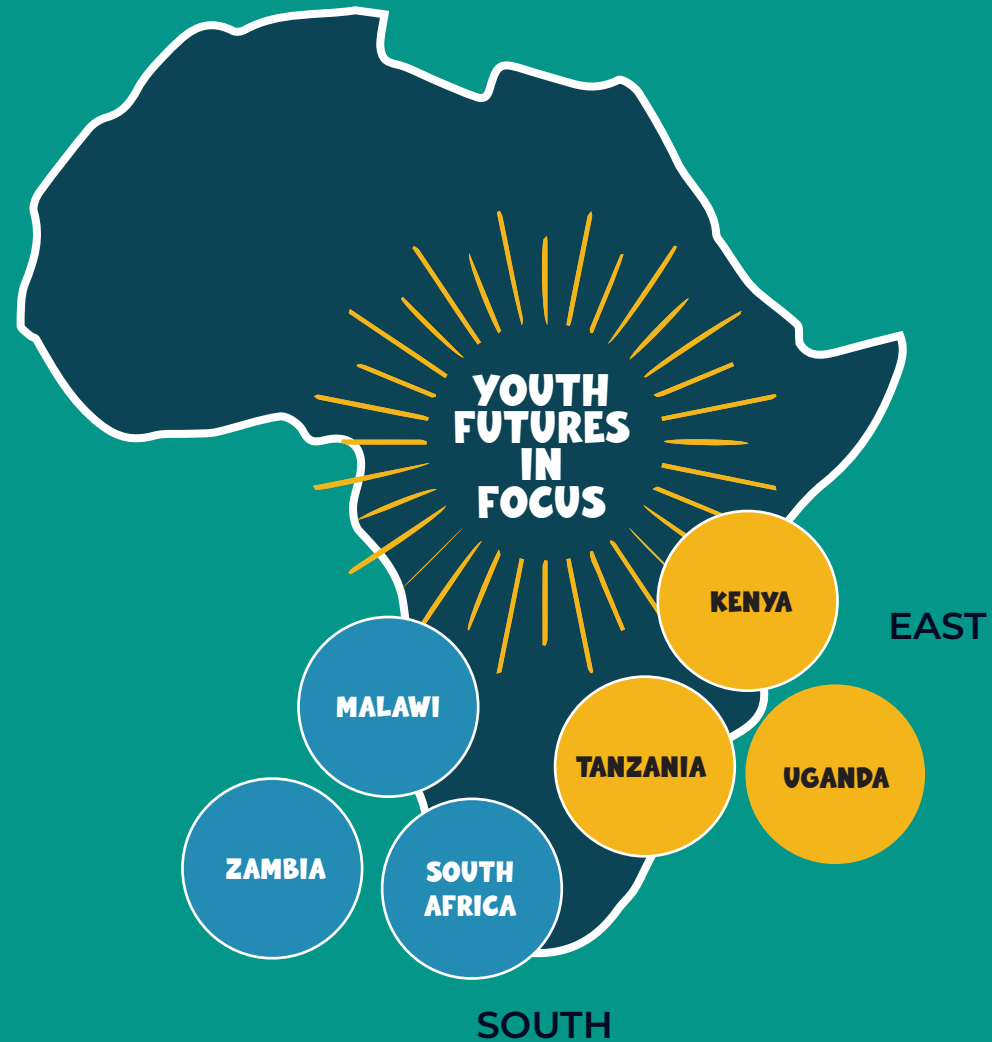
PROJECT AIM

Re-imagine and explore youth skills needs in ESA by employing futures thinking, collaborating with various stakeholders to foster **youth-led agency for social justice.**

CONTEXT

Post-COVID-19 and climate crisis era presents a dynamic landscape marked by **rapid changes** in the economic, education, technology, and social domains, offering both **new opportunities and challenges.**

PROBLEM 1

Youth lack the knowledge and skills of how to catalyse their change agency to play a key role in tackling both the opportunities and challenges.

PROBLEM 2

Youth lack futures literacy and strategic foresight capabilities to develop proactive strategies, intersectional approaches, and meaningful collaboration with experts and decisionmakers.

#2 HOW WE APPROACHED IT

Future Literacy Labs | **3 Horizons Framework** | **Desktop Research** | **Youth Advocacy Training** | **Strategy Development**

Participatory Futures and Action Research
SEPTEMBER 2022

National & Regional Policy Advocacy
NOVEMBER 2023

RATIONALE

YOUTH-LED FUTURES LITERACY AND SKILLS

- Foster transformative innovations
- Empower youth to effectively and actively reframe and shape flourishing youth futures through **research, advocacy, and regional stakeholder engagements.**

APPROACH

FUTURES-INFORMED ACTION RESEARCH

- Collaborative problem solving
- Emphasises active engagement, intervention, and critical reflection
- Focused on exploring, understanding and co-creating innovative **processes and actions relevant to youth needs and skills issues.**

METHOD 1

FUTURES LITERACY LABS (FLL)

- Co-create awareness of multiple futures and anticipatory assumptions (challenging existing assumptions)
- Cultivate change agency by nurturing imaginations that serve as fertile ground for proactive and transformative actions.

METHOD 2

THREE HORIZONS FRAMEWORK (3HF)

- Enhance capacity for youth-led regeneration by managing present needs, articulating desired futures and fostering entrepreneurial energy
- Co-creating initial steps to action that help to navigate uncertainties and anticipate dilemmas.

WHY FLL?

• The activities of being invited to think about the future, expressing their anticipatory systems, and playing with different reframed futures was a journey in freeing their imaginations

• We used FLL as a means to help the youth gain a better understanding of the role of the future in what they see and do – and thus empowering their imaginations

• The Polak game was a playful way to notice youth positions and aspirations in relation to the future before and after the Labs

• Participants utilised storytelling, poetry, song, role play, and creation of artefacts to share their future scenarios.

FLL

REVERSE CAUSAL LAYERED ANALYSIS

LITANY
What you see and hear on a daily basis
events | trends | opionions | things you tell yourself
- **the surface understanding of an issue**
- **usually backed by data**
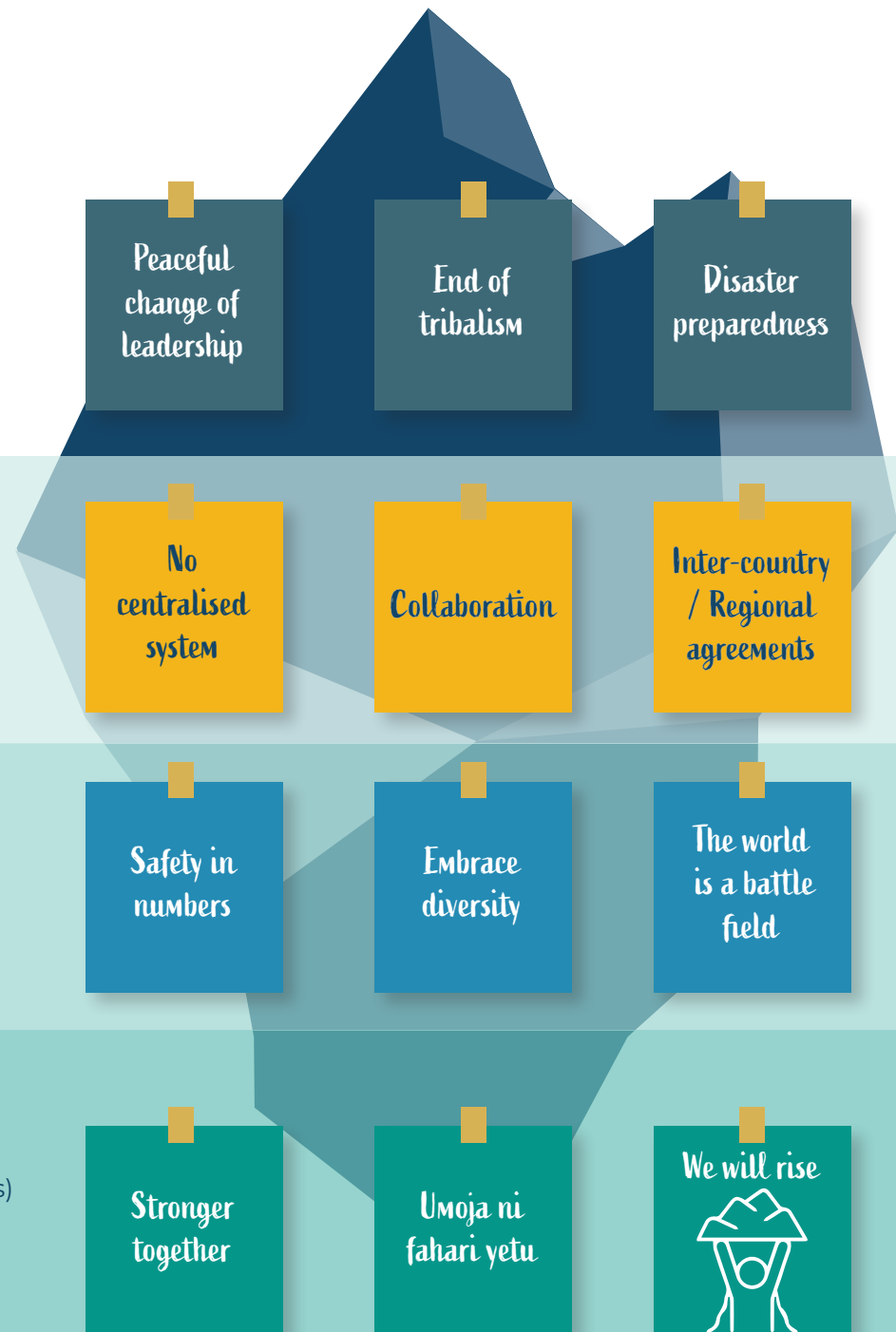- **maps current responses and views**

SYSTEM
Personal and cultural routines and habits
- **social, economic, political structures**
- **community / familial policies underlying the issue**
- **sometimes these systems remain unquestioned**

WORLD VIEW
Deeply held positions that you hold as true and ideal
- **cultural assumptions and values that enable structures and behaviours**
- **ask whose voice is being heard and whose is not**

METAPHORS & MYTHS
Deep stories that may be unconscious (could be visuals or feelings)
- **social narratives and imagery**
- **acting at the level of collective consciousness**
- **emotions/gut feelings**
- **underpin the dominant and minority world views**

Peaceful change of leadership

End of tribalism

Disaster preparedness

No centralised system

Collaboration

Inter-country / Regional agreements

Safety in numbers

Embrace diversity

The world is a battle field

Stronger together

Umoja ni fahari yetu
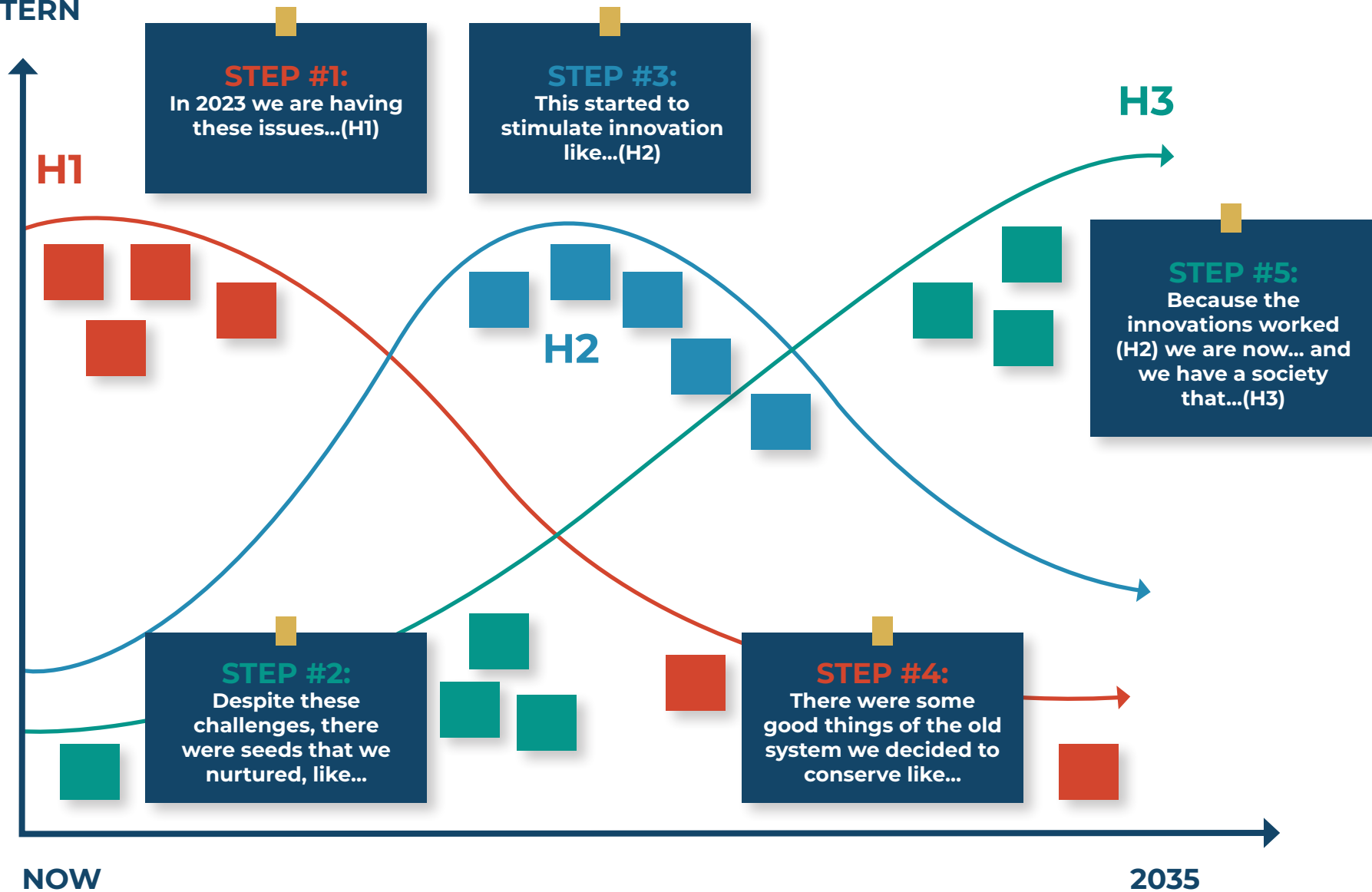
We will rise

WHY 3HF?

- The 3HF provided a simple structure for working with complexity

- It enabled participants:
  - to recognise future potential in the present moment
  - to reflect on what makes up transformative change
  - to reflect on incremental changes serving to sustain dying or dysfunctional systems

- It was successful in enabling participants to see the transition spaces of change and how they are filled with tensions, dilemmas, and collisions

- Using 3HF enabled participants to connect their desired futures to the present.
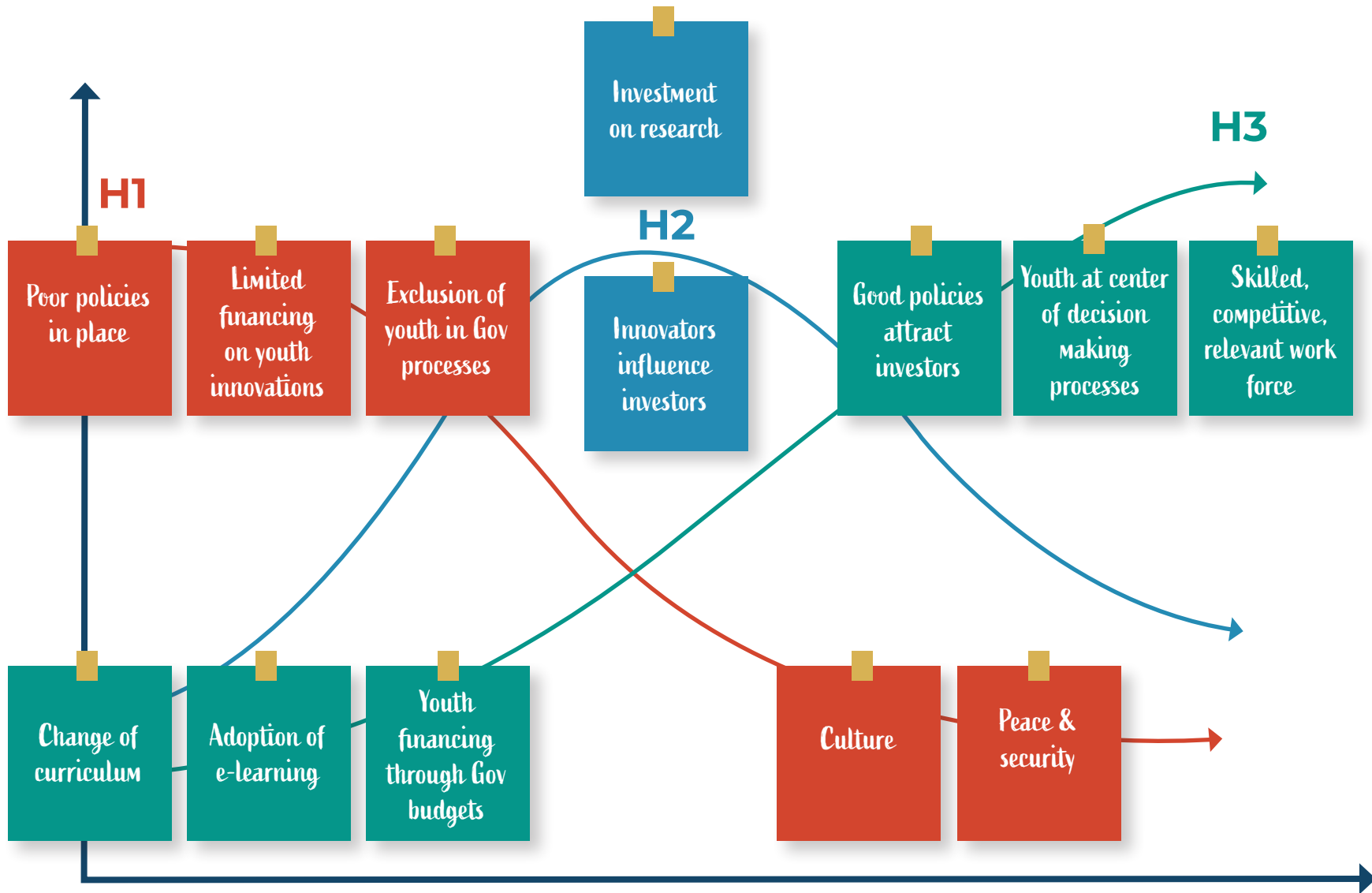
3HF

PATTERN

H1

STEP #1:
In 2023 we are having these issues...(H1)

STEP #3:
This started to stimulate innovation like...(H2)

H3

H2

STEP #5:
Because the innovations worked (H2) we are now... and we have a society that...(H3)

STEP #2:
Despite these challenges, there were seeds that we nurtured, like...

STEP #4:
There were some good things of the old system we decided to conserve like...

NOW

2035

3HF

H1

H2

H3

Investment on research

Poor policies in place

Limited financing on youth innovations

Exclusion of youth in Gov processes

Innovators influence investors

Good policies attract investors

Youth at center of decision making processes

Skilled, competitive, relevant work force

Change of curriculum

Adoption of e-learning

Youth financing through Gov budgets

Culture

Peace & security

#3 COUNTRY JOURNEYS

SOUTH ZAMBIA | SOUTH AFRICA | MALAWI **EAST** KENYA | UGANDA | TANZANIA

ZAMBIA
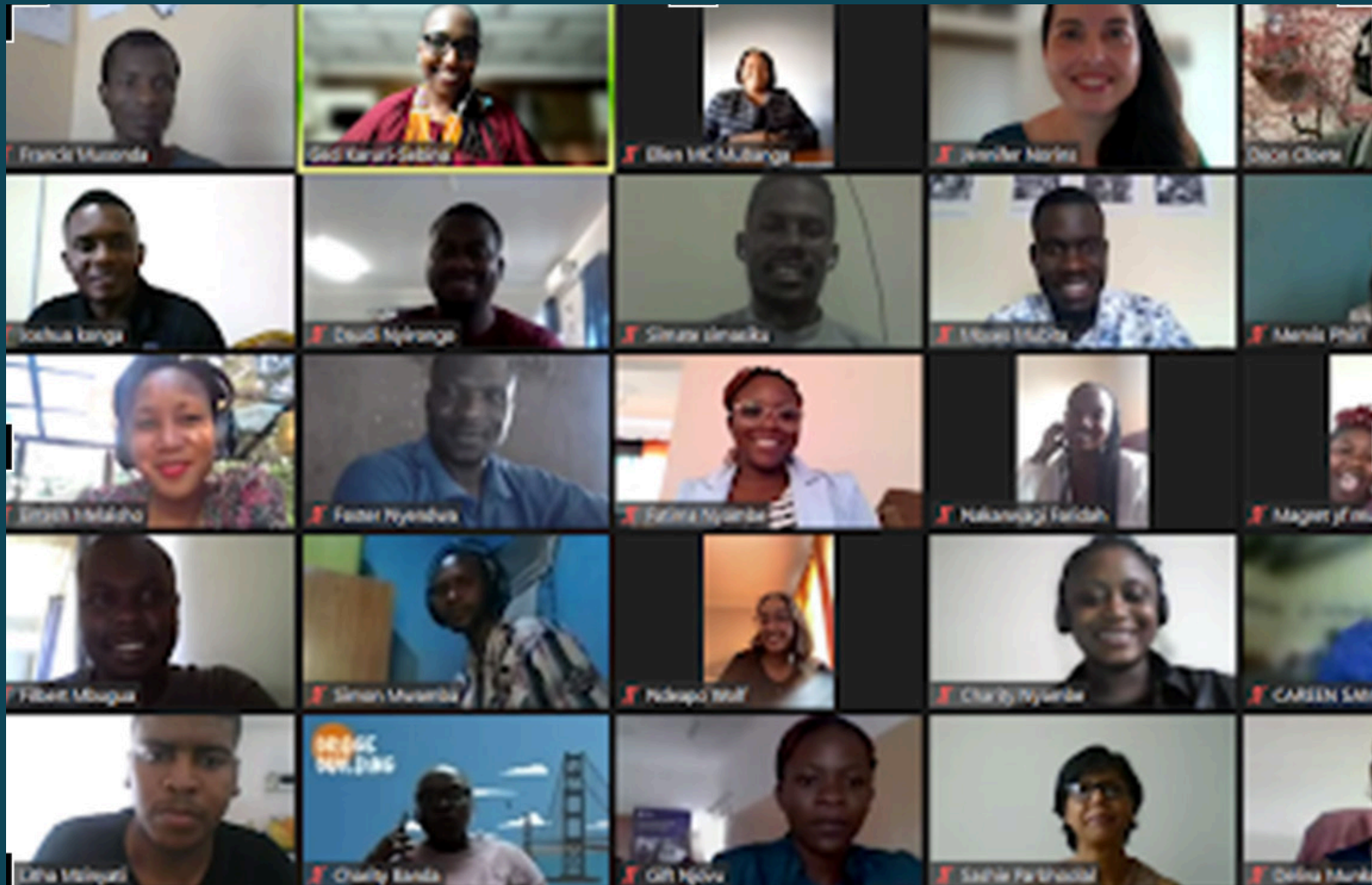
Feb 2023 - Virtual

ZAMBIAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

Most Zambian youth felt they could influence the future.

Predominant images generated in the workshops: **superheroes, nature and wildlife, and depictions of wealth** and money.
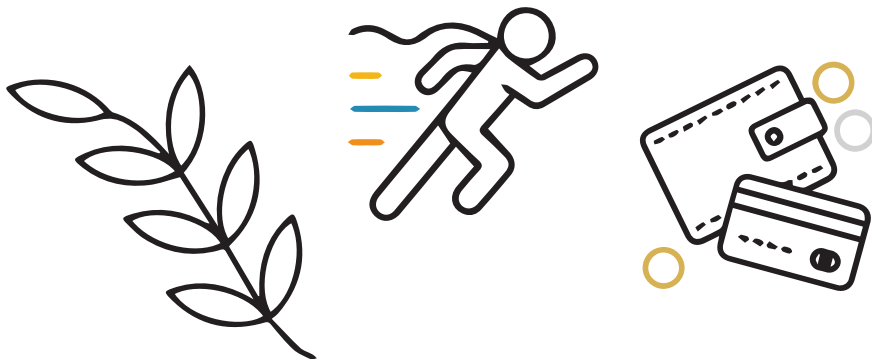
PROBABLE FUTURES

"Youth BOOM...or Bust?"

Proactive youth pull Zambia towards new possibilities while poverty, politics, and pessimism are a starkly prevalent reality to contend with.

DESIRABLE FUTURES

"Imiti ikula empanga"
(Young trees are the future forest)

Youth mental health and unemployment issues are prioritized. **Tolerance, civility, and equitable access** are the pillars of Zambian society. With time and care, strong roots grow for **more fertile youth futures**.

REFRAME METAPHOR

"No More Government"

Zambian youth explored new imaginaries guided by new metaphors such as '*Roots &
Fruits*', '*Back to the Future*', and '*No Man is an Island*'. An 'undefined society' **free of
imposed systems**. Liberated youth reconnect with their **innate personal power** and
sense of worthiness. Youth come together to form **societies built on Ubuntu values**.
Youth are ultimately **free to dream**.

EMERGING POLICY ISSUES RAISED BY YOUTH

Education space:
- Curriculum reforms practical and skills-oriented
- Flexible vocational and career pathways
  eg. portfolio pathways

Civic space:
- Promote youth agency and meaningful
  engagement as active partners
- Legal protection for young peoples' rights to protest
- Human rights space: GBV, racism, tribalism
  and corruption

Employment space:
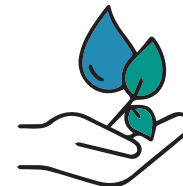- Equitable and livable wages for youth

Social welfare space:
- Functional social systems for income / social
  welfare needs

Regional space:
- (eg. WEF) Invest in skills development and
  entrepreneurship

Healthcare space:
- Youth access to free and quality healthcare services
- Investment in health tech, eg. sexual and
  reproductive health education

VIABLE TRANSFORMATIVE INNOVATIONS

• **Digital Tax System:** Streamlining Zambia's tax processes through digitalization enhances revenue, transparency, and efficiency, promoting economic development.

• **Nativestack Solutions:** Tailoring digital solutions to key sectors drives transformative digitization, fostering economic growth, job creation, and citizen empowerment in Zambia.

• **CSTL by FLN:** FLN's Curriculum System for Future Life addresses unemployment by updating curricula to align with emerging technologies, preparing students for AI and automation industries.

• **Funding for Graduates:** Zambia's program funds graduates to implement research solutions, bridging academia and practical application for societal challenges and innovation.

ZAMBIA VISION 2035

In 2023, Zambia faced formidable challenges, including weakened checks and balances, high unemployment, and an ailing education system. Amidst these difficulties, the Kectil Center for Youth Excellence, a beacon of hope, provided leadership training, while initiatives like the Peer-to-Peer counseling system and the Progressive Youth Organization tackled mental health issues. Restless Development Zambia's "TUSUNGE LUBONO" project and a groundbreaking re-entry programme for young girls further contributed to positive change. Skill enhancement programmes, gender equality measures, and free education initiatives marked a transformative period. Retaining key aspects of its past, Zambia cultivated a society based on Ubuntu principles, fostering unity and compassion. This era witnessed the fading of mental health issues, productive youth engagement, and a revitalized education system, portraying a bold and hopeful future for Zambia.
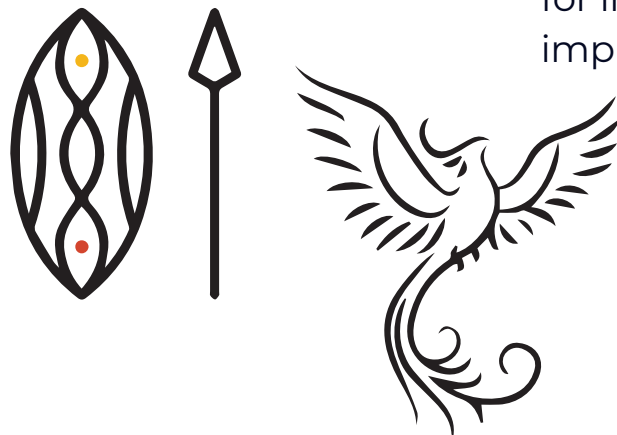
SOUTH AFRICA
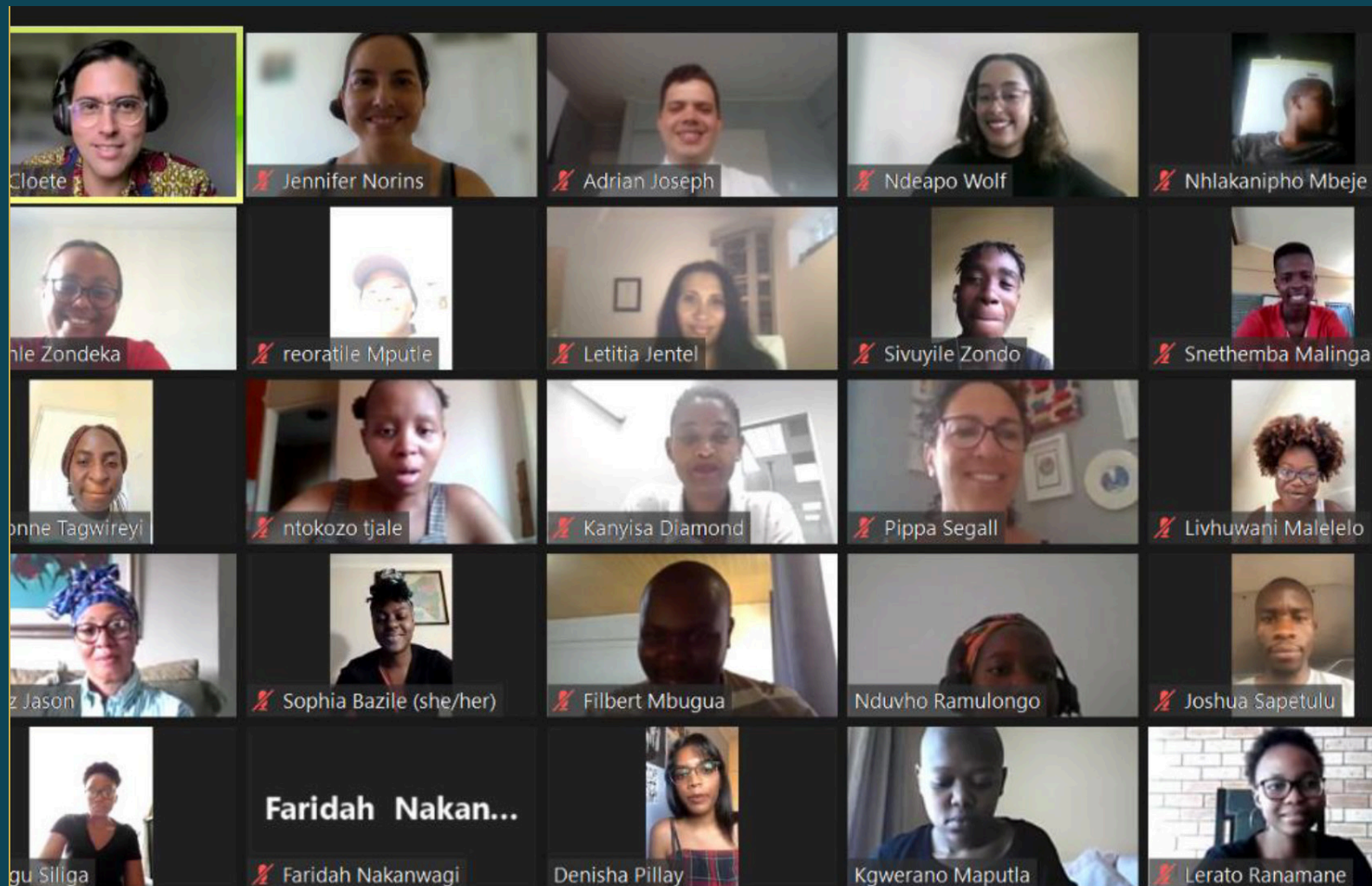
Mar 2023 - Virtual

SOUTH AFRICAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

South African youth felt they could influence the future.

Predominant images: **warriors** or fighters, and **birds** such as the phoenix and the eagle.

PROBABLE FUTURES

"No Saviours"

While there are many challenges, South African youth are leaders and activists who continue to fight for opportunities and lives of dignity. They advocate for important causes and improving their livelihoods

DESIRABLE FUTURES

"Rising Tides Lift All Boats"

Empowered youth, social and economic equality, justice, safety, security, democratic values, and an end to marginalisation based on race and identity enable prosperous futures for South Africans.

REFRAME METAPHOR

"Better Together"

South African youth explored new imaginaries through metaphors like *'Not a Dream Deferred, But a Dream Realised'*. **Equal access creates equal opportunities**, equal experiences and finally a **sustainable world for all Black people**.

In this future world, where tokens reign
And equity is the name of the game
All are born with the same endowment
A life of plenty, with no want or confinement
No barriers to access, no walls to climb
The world is yours, at any time
With tokens in hand, a world of opportunity
For every heart and every community
From education to healthcare, housing to food
No one is left out or misconstrued
With fair exchange and a level field
Everyone has the power to yield
A world where diversity is celebrated
And differences are no longer segregated
With a spirit of compassion and empathy
Our future is one of true equity
So let us step forward, with courage and hope
To build a world where no one must cope
With the challenges of want and need
A world where abundance is the seed.

- Poem by Filbert Mbugua Ibau

EMERGING POLICY ISSUES RAISED BY YOUTH

Education space:
- Curriculum reforms practical and skills-oriented
- Flexible vocational and career pathways

Civic space:
- More youth participation and electoral integrity
- Youth empowerment accelerators
- Public ownership, management of essential infrastructure (eg. transport, energy)

Judicial space:
- Effective and accountable judicial systems

Economic space:
- More youth enterprises
- Improved management of critical energy, water suppliers, green energy investments
- Subsidized / free data for education, training sites
- Capitalism needs to be complemented by elements of socialism, communism, and decentralisation

Rural Development Space:
- Invest in agrotech
- Development opportunities in rural areas for youth
- Support Black-owned and led SMEs and agricultural enterprises

Social Equity space:
- More awareness of gender equity, women and children, LGBTQIA+, children and disability rights issues
- Mental health awareness and services

Regional space:
- SADC countries hold SA government accountable for past and present injustices (apartheid, xenophobia)
- Human Rights space:
- Address racial, economic disparities
- Retain and strengthen Education-For-All Policy

VIABLE TRANSFORMATIVE INNOVATIONS

• **Scaling Clean Energy:** South Africa's transition to clean and renewable energy is vital for addressing climate change, reducing carbon emissions, and demonstrating a commitment to a greener future.

• **Youth Voter Education:** Voter education is crucial for fostering a vibrant democracy in South Africa by empowering informed and engaged citizens to make well-informed choices during elections.

• **Data-Free Sites:** Providing data-free sites for South African youth ensures equal access to information, education, and opportunities, overcoming internet accessibility barriers imposed by economic constraints.

• **Youth Employment NGOs:** Youth Employment Accelerators, like NGOs, play a crucial role in bridging the gap between education and employment, enhancing the employability of South African youth and fostering financial independence.

SOUTH AFRICAN VISION 2035

In 2023, in the midst of rampant youth unemployment, increasing inequality, failing political system and other challenges, South Africa's future took a bold turn toward hope. Despite poor governance and struggling healthcare and education systems, seeds of progress emerged. The African Biosafety Network of Expertise and a novel development curriculum signaled monumental strides. Mobile clinics and technological innovations like the Zuri Chatbot transformed healthcare and crime reporting. Overcoming barriers to internet access, South Africa embraced competency-based education, preserving the legacy of free education and accessible healthcare. Cultural heritage thrived, connecting the past to a revitalized present. The winds of innovation ushered in a society where the youth led, education empowered, and healthcare flourished. South Africa's future, painted with vibrant strokes of progress and unity, became a harmonious symphony of promise and potential, realized through collaborative efforts and a determination to embrace change for the prosperity of all.

MALAWI

March & May 2023 - Hybrid

MALAWIAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

Malawian youth were optimistic about the future and their capacity to influence it.

Predominant images of **strength, wisdom, and leadership** generated in the workshops: **elephant, lion, eagle, CEO, diplomat, and politician**

PROBABLE FUTURES

"We get lifted by lifting others"

Malawian youth are often seen as liabilities, not assets; They face many challenges and have limited opportunities The nation, 'still colonized' from outside and within, needs to strive to function fully independently and support youth in becoming self-reliant.

DESIRABLE FUTURES

"Youth are assets, not liabilities"

Prosperous youth futures depend on the youth themselves taking responsibility for developing Malawi; A collective mindset shift is required; Government should realise and nurture youth potential; Youth should be able to rely on the government to provide essential protections and opportunities for growth.

REFRAME METAPHOR

"The Heterarchical Murmuration-Intensive Society"

Kenyan youth developed creative new imaginaries summarised in their new metaphor:

'Change is inevitable - a world of discovery where adaptation to novelty, shocks and surprises are natural'

EMERGING POLICY ISSUES RAISED BY YOUTH

Education space:
- Focus on critical thinking, creativity, innovation, sustainability, digital literacy
- Education reform to address unemployment eg. skills-based training, vocational education,

Civic space:
- Intergenerational, inclusive engagement
- Economic space:
- youth empowerment, entrepreneurial mindset and apprenticeships
- Technological access and advancement
- Sustainable, inclusive, equitable economic growth

Health space:
- Mental health awareness and stigma reduction

Political space:
- Transparency, accountability, good governance
- Youth as change agents integral in decision-making processes
- Inclusive, meaningful participation of youth and women
- Regional interconnectedness, global unity

Environmental space:
- Capacity building for emerging issues eg. climate change, economic growth, social justice
- Climate change mitigation and resilience
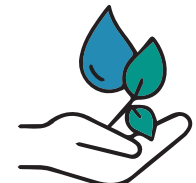
VIABLE TRANSFORMATIVE INNOVATIONS

• **Eco-Investment:** Harmonizing policies and partnerships in Malawi for significant eco-investment, aligning government and private sectors to propel eco-friendly projects, renewable energy, and conservation for sustainable economic growth.

• **Tech Service Delivery:** Inspired by Rwanda's medical drone system, revolutionizing rural service delivery in Malawi through technology, enhancing access to healthcare and education, and fostering innovation for marginalized communities.

• **Agricultural Investment:** Ramping up sub-Saharan Africa's agricultural investment, including Malawi, for sustainable food production, modernizing techniques, and empowering rural communities to reduce vulnerability and ensure food sustainability.

• **Tax Reduction for Growth:** Implementing tax reduction in Malawi, like Kenya, as a catalyst for business growth, innovation, and job creation, stimulating investment for increased revenue and improved quality of life.

• **University Tech Investment:** Directing Malawi's government investment to enhance university-level technology for medical innovation, empowering local researchers, positioning the country at the forefront of healthcare advancements for a healthier, more prosperous future.

MALAWI VISION 2035
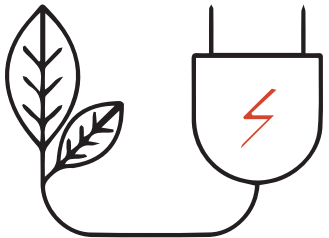
In the transformative year of 2023, Malawi faced multifaceted challenges, including economic instability, gender inequality, and climate change. However, the nation's unwavering spirit and collective determination sparked a profound transformation. Education became a catalyst for change, with a surge of girls breaking barriers, and the feminist movement gained momentum, challenging norms for gender equality. The youth found their political voice, ushering in inclusivity and representation. A revolution in climate-smart agriculture and infrastructure investments reshaped foundations, fostering connectivity and development. Accessible Youth Friendly Health Services prioritized citizens' well-being, while youth-led innovation flourished, embracing solar energy for sustainability. Malawi preserved its cultural identity and commitment to peace, with meaningful youth participation fueling progress. The transformed nation emerged with a stable economy, inclusive societies, and empowered individuals, showcasing resilience, unity, and the boundless potential of renewal through innovation and commitment to change.
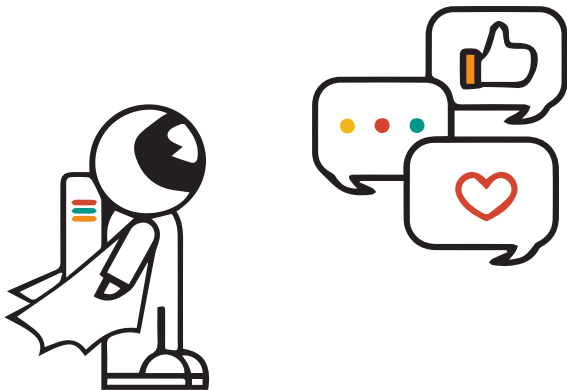
KENYA

April 2023 - Hybrid

KENYAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

Kenyan youth were very optimistic.

Predominant images generated in the workshops: **superheroes, influencers and angels.**

PROBABLE FUTURES

"United We Meme"

Frustrations with pervasive human rights and existential issues (food, crime, mental health, corruption, gender, etc) masked in false solutions and triumphant memes.

DESIRABLE FUTURES

"An Educated Society is a Liberated Society"

A focus on:
functional and fair government (accountable and non-tribal), **free and accessible services,** and **family as foundation.**

REFRAME METAPHOR

*"'Change is inevitable - a world of discovery where adaptation to novelty, shocks and surprises are natural."*

"In the land of swarming minds,
Where experimentation thrives,
A nation stands, strong and kind,
The people here, they work as one,
No hierarchy, just collaboration,
They experiment and they have fun,

They know that failure is not defeat,
But a chance to learn and grow,
With persistence, they do compete,
Their minds and bodies in the flow.
They value difference, they embrace change,
Their norms are always evolving,
Their society, it may seem strange,
But it is in this way they are problem-solving

Their youth are free to dream and create,
Their elders are respected and wise,
Their society, it is never too late,
To experiment and improvise.
Their world is one of vibrant hues,
Of art and music and dance,
Where wellness is the daily news.

In the land of swarming minds,
Where experimentation thrives,
A nation stands, healthy and kind,
Where everyone truly thrives."

- Poem by Filbert Mbugua Ibau.
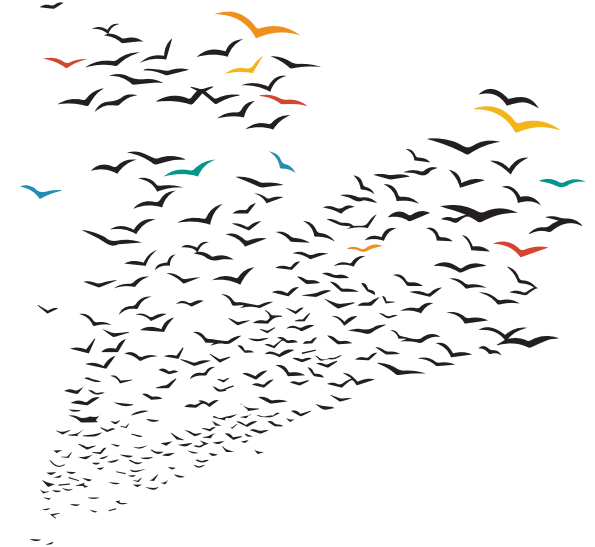
EMERGING POLICY ISSUES RAISED BY YOUTH

CIVIC SPACE

- Accountability & Transparency
- Press Autonomy
- Youth Representation
- Advocacy and Resilience

EDUCATION SPACE

- Education Reform
- Innovation & Entrepreneurship
- Skill Development & Coping Mechanisms

SOCIETAL WELLBEING SPACE

- Access to Social Services
- Mental Health Support
- Inclusivity & Equality
- Digitalization of Social Services
- Universal Access to Services

VIABLE TRANSFORMATIVE INNOVATIONS

- **Bridging the Digital Gap:** establish learning centres for digital literacy and STEM education

- **Enhancing Vocational Training:** fostering innovation and practical skills

- **Empowering Startups:** youth lead incubation centers and mentorship programmes

- **Modernizing Agriculture:** optimize resources ensuring food security and global competitiveness

- **Anti-corruption Advocacy:** collaborating on legislation for a just and equitable society

- **Transforming Education:** advocating for the Competency-Based Curriculum (CBC), ensure effective teacher training and an interactive education environment

- **Promoting Renewable Energy:** leading solar and wind power projects and fostering environmental stewardship

- **Strengthening Independent Media:** advocating for media protections, enhance journalism through specialized training.

KENYA VISION 2035

In 2023, Kenya faced numerous challenges ranging from political opacity to gender inequality and a flawed education system. However, the nation's youth took charge, recognizing the transformative potential of the Competency-Based Curriculum (CBC) and spearheading social accountability initiatives.

Embracing technology and innovation, they integrated Artificial Intelligence into the economy, fostering efficiency and accessibility. The society upheld its unity, with women playing a pivotal role in economic contributions.

Through collective efforts, Kenya achieved greater equity, sustainability, and accountability, resulting in universal healthcare, reduced unemployment, and a self-sufficient, food-secure society.

The empowered Kenyan youth emerged as catalysts for positive change, steering the nation towards an inclusive, transparent, and sustainable future.
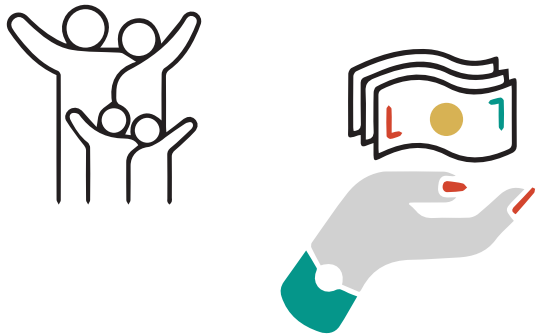
UGANDA

May 2023 - Hybrid

UGANDAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

Ugandan youth are optimistic about the future.

Predominant images generated in the workshops: **happy people**, various **symbols of money and wealth** including the typed word 'millionaire', but no predominant themes.

PROBABLE FUTURES

"The Hoe Doesn't Lie, But is It Tech-Friendly?"

These futures explored themes around **'Enkumbi Terimba'**, the hoe never goes wrong, representing the commitment to agriculture as the backbone of culture and economy, acknowledging technological advancement is necessary alongside this.

Ugandans wish to be free of colonial legacies and embrace new possibilities while honoring their roots.

DESIRABLE FUTURES

The 4th Estate

The public has surpassed the press as the '4th Estate' where freedom of speech and access to information are human rights codified by laws; **Ugandan citizens now control narratives.** Renewable energies, universal access to healthcare, the end of tribalism and peaceful changes in leadership enable possibilities of Ugandans to embody values of **'Umoja ni nguvu'- 'we are stronger together'**

REFRAME METAPHOR

"The Fluid Currency Society"

Africanicity Flows

Uniquely African ways of thinking, being, and doing thrive in *"A Fluid Currency"* society. Through metaphors like *"Different colors' one people"* and *"My life, my choice"*, participants explored the possibilities of Ugandan life in a world where people can be *"Hobbyists-at-large"*; where **value creation and exchanges come in many different forms**, the least important of which is actual money.
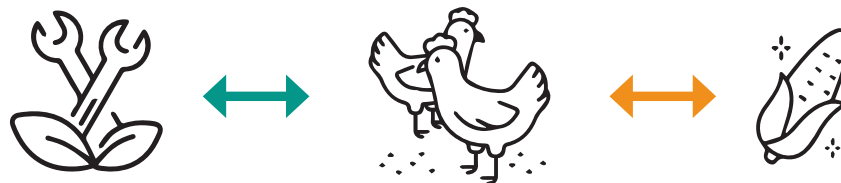
EMERGING POLICY ISSUES RAISED BY YOUTH

CIVIC SPACE

- Peaceful transition of power
- Young leaders in governance
- Nepotism & corruption-free society
- Respect of humanity & human rights
- Capacity-building for resilient, focused youth
- Free and autonomous press
- Transition from military state to civilian state

EDUCATION SPACE

- Improved learning technologies
- Education investment, skill-training for youth boom
- Digital literacy education
- Align TVET and education with market needs

SOCIETAL WELLBEING SPACE

- Access to quality health services
- Improved and advanced public infrastructures

ECONOMIC SPACE

- Tech-driven transformation of agriculture
- Stable economy by 2035 bolstered by investment
- Digitisation of society
- Creating more Job creators instead of job seekers
- Investment in key sectors e.g. agriculture, manufacturing, services, tech
- Increased usage of digital currencies
- Access to (digital) personal, professional development platforms

VIABLE TRANSFORMATIVE INNOVATIONS

- **Climate Education:** Integrating climate education, creating eco-conscious citizens, and leading advocacy for sustainable practices

- **Agriculture Re-imagined:** Revitalizing agriculture through cooperatives, empowering farmers with collective bargaining, and encouraging youth participation

- **Innovation Hubs:** Establishing nationwide innovation hubs, supporting young entrepreneurs, fostering local innovation, and facilitating global partnerships

- **Youth Empowerment through Internet Access:** Lobbying for data tax subsidies, reducing internet costs, and empowering youth for economic growth through tech-driven startups

- **Kiswahili for Regional Collaboration:** Adopting Kiswahili, breaking barriers within the East African Community, fostering regional collaboration, trade, and transformative development

- **Youth-Driven Research and Development:** Prioritizing youth-led R&D, allocating resources to innovative projects, encouraging entrepreneurship, and addressing pressing economic needs.

UGANDA VISION 2035

In 2023, Uganda grappled with multifaceted challenges, including a high rate of job seekers, an outdated education system, and inadequate healthcare infrastructure. However, amidst these hurdles, the youth of Uganda found inspiration in the successes of neighbouring countries and embarked on a transformative journey. They advocated for comprehensive changes, reimagining education with mandatory vocational training and promoting talent development. In agriculture and healthcare, they prioritized education, increased pay for health workers, and focused on disease prevention. Embracing technology, the youth initiated digital advancements, environmental policies, and innovations in waste management. While preserving key aspects of the old system, including peace, accessible education, and democratic principles, the Ugandan youth ushered in positive transformations. With improved education, infrastructure, and a thriving economy, Uganda emerged as a beacon of progress, demonstrating the power of innovation, conservation, and a united youth in shaping a hopeful future.

TANZANIA

June 2023 - Hybrid

TANZANIAN YOUTH FUTURES – INITIAL THINKING

INITIAL FUTURES ATTITUDE

Most Tanzanian youth felt they could influence the future although they were divided as to whether the world would be better or worse.

Predominant images generated in the workshops: **cheetah, butterfly, soaring eagle, and successful business people.**

PROBABLE FUTURES

"Lemons to Lemonade"

'Maisha yakienda kombo yaache usienda nayo' - if life goes wrong, don't go with it.

Tensions around the benefits and costs of technological change, struggles to shift gender role norms in a patriarchal society, and the desire for youth autonomy and meaningful civic participation were prevalent themes.

DESIRABLE FUTURES

**"Subira huvutu heri"** (Patience brings blessings)

In this future where unity reigns and metaphors like *'Education is the best equalizer'*, *'All voices count',* and *'No one is left behind'* underscore more prosperous Tanzania youth futures – futures that are slowly emerging. **Traditional African values that promote inclusion and tolerance** are vital for embracing uncertainty together.

REFRAME METAPHOR

"Technology is Ubiquitous"

Metaphors like **'Ukiona vyaelea, jua vimeundwa'** (If you see things floating, then there's a lot of work that was done for such heavy things to float) signals Tanzania participants' considering the many implications of tech-ubiquitous futures and the cost of change. What might be gained and lost regarding fundamental ideas about self and other, relationships, learning, work, and life?
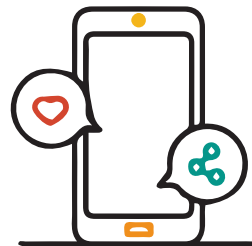
In a world of screens and endless code,
Where technology reigns, like a story untold,
We've created a world of endless delight,
Where wonders we once dreamed, now shine so bright.
We've gained so much, and yet we've just begun,
To understand the positive impact it's had on everyone,
From connecting us to friends far away,
To improving our lives, in so many ways.
It's changed the way we work, the way we play,
Making life easier, in so many ways,
No more long hours, or endless chores,
Now we have time for what truly matters, so much more.
And as we journey through this technological age,
We see the good, that it brings each day,
From education, to healthcare, to entertainment,
It's helping us live better lives, so much more content.
So let us embrace technology, with open hearts,
And not fear the change, that it imparts,
For though it may seem that machines have won,
It's our humanity, our love, that shines like the sun.
And as we navigate this technological world,
Let's strive to find balance, and be kind and bold,
For technology is just a tool, that serves us well.
- Poem by Agatha (youth participant)

EMERGING POLICY ISSUES RAISED BY YOUTH

Civic Space:
- Free access to information
- Youth centered as partners in decision-making
- Meritocracy values across all society

Education Space:
- Environmental education for youth
- Global Citizen-Oriented Education, Local Action
- Cyber-safety, digital and media literacy skills
- Align education systems with learners' interests
- Fair and equitable education assessments

Social Equity space:
- Inclusion initiatives to support marginalised groups
- Build capacities in problem-solving, innovation, creativity, and adaptability

Youth Development space:
- Foster youth opportunities in agriculture sector
- Support youth-led social enterprises

Wellness Space:
- Mental health advocacy and services
- Advocacy education for parental engagement, family values
- Universal access to free health services, SHRH
- Flexible working opportunities

Service Delivery Space:
- Access to safe energy, Free water services
- Invest in sustainable urban planning

Economic Space:
- Tech-driven innovation and entrepreneurship
- Mentorship and financing of young entrepreneurs
- Tech integration across education provisions
- Invest in well-equipped, modern schools, resources
- Fair employment policies and promote job security
- Improve transport system and infrastructure

VIABLE TRANSFORMATIVE INNOVATIONS

- **Efficient Water Treatment:** Implementing a modern water treatment scheme to enhance public health and spur economic growth.

- **Universal Vaccine Development:** Advancing healthcare through universal vaccine research, aiming to boost public health and strengthen its medical and pharmaceutical sectors.

- **E-Government Transformation:** Revolutionizing public service with an E-Government system, fostering transparency, accountability, and citizen engagement.

- **Smart Rural Electrification:** Investing in smart power for rural electrification, empowering communities and improving overall quality of life.

- **Quality Assurance Across Sectors:** Adopting robust quality assurance mechanisms for global market reputation and enhanced consumer confidence.

- **Universal Basic Income (UBI) Exploration:** Exploring UBI for poverty alleviation, social equality, and economic stability.

TANZANIA VISION 2035

In 2023, Tanzania confronted challenges but embraced transformative changes, fostering innovation and resilience. The education system shifted towards e-learning, prioritizing practical skills, while financial services witnessed innovation with platforms like "Nala" empowering young entrepreneurs. Direct democracy flourished, with technology integration and inclusive decision-making amplifying youth voices. Initiatives addressed water scarcity and unreliable power, showcasing Tanzania's commitment to proactive solutions and sustainable practices. Retaining cultural heritage and environmental conservation, the nation emerged as a beacon of progress, where leadership prioritized citizens' well-being, technology integration was seamless, and equitable representation became a norm. Tanzania's journey exemplified resilience, innovation, and positive transformation, setting a model for a youth-centric society.

#4 SYNTHESIS / KEY RESULTS

RE-IMAGINED YOUTH FUTURES & FUTURES LITERATE YOUTH

• Creating inclusive spaces for learning, discovery, and reflection, the research prioritised youth needs by means of the Youth Futures Labs. These youth-centric transformative learning spaces served as dynamic hubs fostering collaborative learning, providing a platform for diverse stakeholders to engage in meaningful dialogue.

• The research enabled new futures awareness, orientations, and imaginations. The project successfully encouraged youth to re-imagine their futures, evident in a notable shift of thinking and imagination observed between Phase 1 and Phase 2 of the FLL. These shifts in thinking were strengthened through thinking in multiple time horizons about complex change processes. Shifts in thinking were noticed in imagining alternative futures between Horizon 1, 2 and 3 of the Three Horizons Framework that culminated in the emerging country visions.

• The research increased awareness of anticipatory assumptions and the importance of decolonising futures, with education and skills issues considered within broader systemic considerations. Participants initially tended to express negativity during idea development but became more positive when focusing on preferences.

YOUTH AS CO-CREATORS OF KNOWLEDGE AND POLICY

• Collaboratively generating new insights and innovations, the research established a learning environment where youth actively contributed to the creation of knowledge, fostering an atmosphere of collective intelligence and innovation. Examples of the knowledge co-creation came through the youth futures labs, country policy dialogues. Youth competently engaged with senior stakeholders and strategic decisionmakers and advocated for their future-oriented issues.

• Empowering youth researchers in policy creation, the research recognised youth as co-creators of policies that directly impact them, fostering a sense of agency and influence. Examples of the co-creation processes are in the Youth Futures Labs and regional policy dialogues where policymakers attended shared. Youth were also able to recognise the need for more work to be done in raising youth awareness and capabilities in using the future.

• Policy ideas were developed through the Three Horizons Framework workshops, allowing youth to map out changemaking pathways based on imagination and lived realities. Identification of concrete policy areas contributed to enhanced understanding, youth agency, and advocacy skills. Questions of social justice and youth agency were embedded. The youth futures labs helped the youth to drill deeper and identify concrete policy areas to focus on for impact.

YOUTH AS CHANGEMAKERS FOR TRANSFORMATIVE ACTION

• A dual emphasis on historical context and strategic conversations, unveiling the profound impact of history on the present and advocating for positive change. By deepening understanding and acknowledging historical influences, the research instilled a belief and will to drive transformative actions. Concurrently, through constructive dialogue and action learning, the research offered a platform for youth researchers to confront complexity, fostering the emergence of action plans.

• The passionate change initiatives generated from youth researchers' commitment, with a focus on areas that excite them, leading to a sense of ownership and dedication to their initiatives.

• The research prioritised internal change and sensemaking, steering learning journeys toward personal development rather than predefined skills, promoting a holistic approach to growth. The youth futures labs helped the youth to drill deeper and identify concrete policy areas to focus on for impact.

YOUTH AS ADAPTIVE LEARNERS FOR SOCIETAL JUSTICE

• Navigating learning journeys in resource-limited environments, the research created adaptive learning environments that thrive even in infrastructural gaps, searching for innovative alternatives to sustain the learning process. Simultaneously, the research assisted youth to deepen their interests in contextual environments and their future impact.

• The research explored areas like agriculture, resource distribution, climate change, and transparency, with a commitment to actualising positive change in these contexts. The youth interaction with this project reflects a commitment to actualising positive change in these contexts, embodying the essence of learning for impactful societal transformation.

• The research underscores the transformative power of imagination and futures skills in envisioning just societies, with the research's focus on capacity building and skills development. By empowering youth researchers to conceptualise and contribute to the co-creation of more equitable societies, the research encapsulates a holistic approach to societal justice through building adaptive learning and futures thinking capabilities.

YOUTH WEBSITE:
ACTIVE PLATFORM FOR YOUTH ADVOCACY

• A dedicated microsite was created as a live and open platform, serving as a repository for project knowledge and fostering structured engagement following workshops.

• The platform includes a multi-format discussion forum and is integrated into the existing African foresight for development platform for sustainability and will be linked to the project page on the SAIIA website.

• The website is live as a legacy artifact of the project

• It can also contribute to capacity building as other youth access and re-use the process and tools

• The intention is for it to be a base to build upon for future related programming

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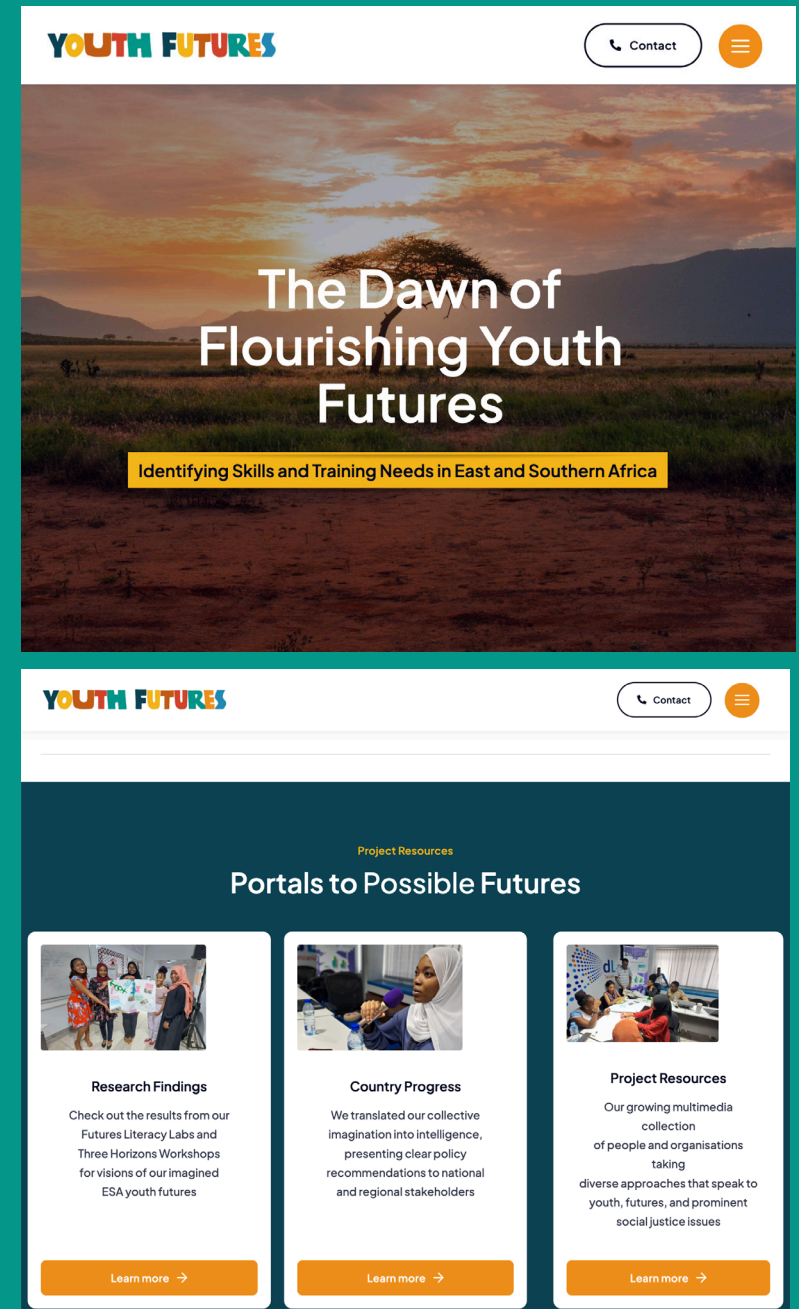
SYNTHESISED YOUTH SKILLS NEEDS FROM PHASE 1

• The youth skills needs identified in Phase 1 encompass a broad spectrum, including leadership, entrepreneurship, technical and digital proficiency (such as coding and data analytics), financial and digital literacy, sustainability practices, and essential soft skills. Among the soft skills highlighted are positive self-concept, self-control, and higher-order thinking abilities, including critical thinking, complex problem-solving, and creativity.

In Phase 1 of the research, key priority areas for youth development emerged, reflecting both regional and overarching concerns. These findings provide valuable insights into the focus areas that demand attention and action for a sustainable and inclusive futures.

PRIORITY AREAS FOR YOUTH

• **Renewable Energy Adoption**: The pressing need for sustainable energy solutions surfaced as a critical priority. Recognising the potential of clean energy sources becomes imperative in addressing both environmental concerns and creating economic opportunities for the youth.

• **Digital Currencies**: The exploration of digital currencies emerged as a significant area of interest. Understanding the role of technology in shaping economic landscapes is vital for empowering youth in a digitally evolving world.

• **Shift to Circular Economies**: A paradigm shift towards circular economies signifies a commitment to sustainability and responsible resource management. This transition offers opportunities for innovation and entrepreneurship among the youth.

• **Exploration of UBI**: The exploration of Universal Basic Income (UBI) underscores a growing awareness of the need for social safety nets. This approach could address issues of inequality and provide financial security to women and children, especially in the face of economic uncertainties.

• **Mental Health and Wholesome Living**: Recognising mental health as a cornerstone of well-being reflects a holistic approach to youth development. Prioritising mental health initiatives acknowledges the challenges faced by the youth in an ever-changing and demanding world.

• **Urgent Climate Action**: Acknowledging the urgency of climate action to achieve sustainability goals emphasises the youth's commitment to environmental stewardship. This reflects a shared responsibility for the planet's well-being and the importance of collective efforts.

Entrepreneurial Spirit: The entrepreneurial spirit and mindset among the youth emerged as a prevailing theme. Fostering innovation and supporting the development of an entrepreneurial ecosystem can drive economic wellbeing and job creation.

CROSS-CUTTING EMERGING THEMES BETWEEN EAST AND SOUTHERN AFRICA

Cross-Border Collaboration, Knowledge Exchange, and Community Building for a 21st-Century Education
The emphasis on collaborative digital platforms, e-learning, and science and innovation hubs creates opportunities for knowledge exchange and cross-border collaboration. Simultaneously, the focus on fostering the latest advances in education systems, along with building connections, youth exchange programs, and partnerships in both regions, highlights a shared commitment to building a sense of community among young innovators.

Regional Integration and Harmonisation
The adoption of Kiswahili as an East African regional language and standardising frameworks, as well as the emphasis on shared approaches to various issues, reflects a common goal of easing cross-country cooperation and fostering a unified trans-regional approach. This theme aligns with the recognition of the importance of holistic health and wellbeing in East and Southern Africa.

Systemic Wellbeing and Health
Both regions prioritise holistic wellbeing, with a specific focus on addressing youth unemployment, mental health, and providing essential healthcare services.

Entrepreneurship and Economic Wellbeing
The emphasis on incentivising cross-border value chains, trade agreements, and supporting youth SMEs aligns with the focus on youth employment and entrepreneurship in ESA.

Technology and Digital Transformation
Ensuring access to technology, internet connectivity, and leveraging climate-smart agriculture and biotechnology reflect a commitment to innovative solutions for sustainable development.

These overarching themes underscore the importance of collaborative and comprehensive approaches to address the diverse challenges faced by young people in Africa.

#5 LESSONS LEARNT

GENDER EQUALITY AND SOCIAL INCLUSION

• **Addressing Power Imbalances:** Power disputes in certain countries during planning raised inclusivity concerns, emphasizing equitable participation considerations.

• **Advocacy Against Discrimination:** Extensive discussions opposing LGBTQ+ discrimination showcase the project's commitment to inclusive dialogues and challenging discriminatory practices.

• **Ensuring Inclusion of Disabled Individuals:** Initially overlooked in workshop discussions, subsequent engagements highlighted exclusion, emphasizing continuous inclusivity improvement and recognizing diverse needs.

• **Catalysing Gender Equality Discussions:** Female youth's robust participation catalysed discussions on gender equality, feminism, and Gender-Based Violence across six countries.

• **Addressing Social Inclusivity Challenges:** Online limitations and urban bias necessitate innovative solutions to bridge the digital divide for comprehensive representation.

• **Mitigating Power Dynamics During Workshops:** Power and hierarchy issues in some countries were addressed with timely interventions, emphasizing an inclusive space for all voices.

YOUTH FUTURING LEARNINGS – FORESIGHT AS APPROACH

• Youth envision colonised futures influenced by 'used futures,' neglecting existential concerns, urging reflection for new insights.

• Diverse worldviews and economic gaps complicate decolonisation, yet questioning assumptions is vital for fresh insights.

• Futures thinking aims to uncover ingrained structures limiting youth imaginaries, emphasising reflection for new insights.

• Selecting foresight methodologies is crucial for transitioning from envisioning to policy thinking in complex youth research.

• Acknowledging African youth as critical assets emphasises empowering them as co-architects, requiring suitable methodologies.

• Thoughtful foresight methodology selection is essential for guiding youth effectively, ensuring meaningful engagement and impactful outcomes.

YOUTH FUTURING LEARNINGS – PROCEDURAL DIMENSIONS

• Youth swiftly grasp new futures methods, gaining independence in their application.

• Collective learning and mapping systemic innovations foster collaboration and comprehensive understanding.

• Intensive offline engagement is crucial for project success.

• Despite clarity sessions, youth-led research requires continuous mentorship and support.

• Adapting to contextual factors ensures relevance and effectiveness in youth-led research initiatives.

RESEARCH DESIGN LEARNINGS – RESOURCE ALLOCATION

· A review of initial resource allocations is vital for effective issue resolution.

· Allocate dedicated resources for youth upskilling, especially in futures research induction.

· Involve youth in co-designing research from inception for engagement and ownership.

· Recognise evolving post-pandemic needs by considering flexible workshop formats.

RESEARCH DESIGN LEARNINGS – PROJECT TEAM

• Project team transformation through foresight engagement emerged in fortnightly meetings, shifting from procedural to relational reflections.

• Partners highlighted the utility of integrating foresight into their work for personal upskilling.

• Articulating foresight capabilities and addressing growth areas ensures equitable representation and development for partners.

• Collective reflexivity mechanisms, including research diaries, facilitate shared learning between action and reflection cycles.

• Fortnightly team reflections played a key role in refining research in response to youth findings.

RESEARCH DESIGN LEARNINGS – YOUTH CAPACITY BUILDING

• Explicit theories of change are vital for lengthy youth research; adaptability is crucial for sustained engagement.

• Weekly Google form reflections showed decreased engagement, emphasising iterative refinement with youth input.

• Project success hinges on participant quality and facilitative capacity; addressing these ensures effectiveness and success.
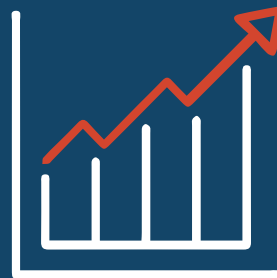
RESEARCH DESIGN LEARNINGS – POLICYMAKING

• Action research requires equal footing for decision makers and youth as co-creators and learners.

• Early involvement of stakeholders ensures acceptance of youth research findings, enhancing policymakers' understanding of foresight methods.

• Reassessing assumptions on policy change pathways is crucial for effective foresight strategies and actionable policies.
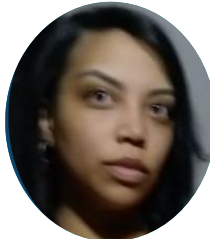
#6 PROJECT TEAMS

RESEARCH TEAM

PROJECT LEAD & ORGANISER

SAIIA
SOUTH AFRICAN INSTITUTE
OF INTERNATIONAL AFFAIRS

PROJECT CO-LEAD

SOUTHERN AFRICA NODE
of the millennium project

Deon Cloete

Ndeapo Wolf

Luné du Plessis

Litha Mzinyati

Pippa Segall

Letitia Jentel
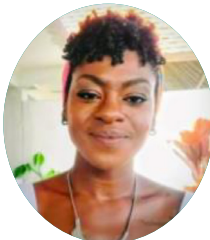
Kuhle Zondeka

Geci Karuri-Sebina

Sophia Bazile

Temba Masilela

YOUTH RESEARCHERS

Filbert Mbugua Ibau (Kenya)

Faridah Nakanwagi (Uganda)

Nasir Hairy (Tanzania)

Judith Kumwenda (Malawi)

Joshua Sapetulu (Zambia)

Kgwerano Maputla (South Africa)

IMPLEMENTATION PARTNERS

EAST AFRICA

Aidan Eyakuze

Risha Chande

Entesh Melaisho

SOUTHERN AFRICA

Lynn van der Elst

Jennifer Norins

Tanyaradzwa Chatyoka

RESEARCH ADVISORY COMMITTEE (RAC)

The advisory committee includes respected foresight and futures practitioners:

Katindi Sivi Njonjo

Simbarashe Nhokovedzo

Rasigan Maharajh

Adam Sharpe

Joel Ongoto

Martin Oosthuizen

Yanick Kemayou

Robin Sannassee

SOME GUIDANCE PROVIDED BY THE RAC

The advisors guided the process through a series of project reviews and discussions...

• 'How does the three-day workshop process (described as strenuous) affect the quality of the workshops?'

• 'How inclusive are the groups we are working with in country-specific settings?'

• 'Allowing the youth to speak separately from the wider stakeholders may be beneficial. It will allow them the freedom to speak, and the youth might not shy away from expressing themselves.'

• 'There is a need to be specific in terms of the structure chosen to allow engagement between the youth and wider stakeholders as a way of considering the dangers that may arise.'

• 'If the project is to consider youth structures that are politically orientated, it must be inclusive and not exclude any voice – whether from the right wing or the left wing. It is necessary that a full-scale spectrum is provided to avoid biases.'

• 'The issue of political interference in the project needs to be well considered.'

• 'There also needs to be extensive safeguarding to the youth researchers, and the bodies involved and extend this safeguarding to all individuals involved in this project.'

IMPLEMENTATION PARTNERS

Twaweza undertakes effective public and policy engagement, through powerful media partnerships and global leadership of initiatives such as the Open Government Partnership. Citizen agency is at the heart of Twaweza, and this has taken on different approaches, one being the Participatory Action Research (PAR) in the different districts in Uganda and Tanzania. PAR aims to demonstrate how citizens can come together to collectively address their systematic problems and make government work better for them.

Personnel: Risha Chande, Entesh Melaisho, and Aidan Eyakuze.

For over 20 years MIET AFRICA has assisted Ministries of Education to strengthen their education systems so that they are better able to address barriers to learning, all towards securing the education rights of the region's children and youth. As an African NGO and an innovator of education approaches, the organization is able to make a significant contribution to sustainable development in the region. Through strong partnerships, it has pioneered many development models and programmes, and its influence extends across Africa and beyond.

Personnel: Jennifer Norins, Tanyaradzwa Chatyoka, and Lynn van der Elst.

PRIMARY INVESTIGATORS

The South African Institute of International Affairs (SAIIA) is an independent public policy think tank advancing a well-governed, peaceful, economically sustainable, and globally engaged Africa. SAIIA's work spans foreign policy, governance and environment, economic policy, and social development linking local experiences with global debates. SAIIA's membership base spans a wide range of private sector companies, diplomatic missions institutions, students, and individuals who have an interest in international affairs.

Personnel: Deon Cloete, Letitia Jentel, Ndeapo Wolf, Luné du Plessis, Pippa Segall, Litha Mzinyati, and Kuhle Zondeka.

The SA Node is as a public benefit organization which functions as a free and voluntary association of individuals and networks that are interested in foresight in Southern Africa. The SA Node's objectives are to: Spread the culture of futures thinking in the region; Deepen expertise in futures amongst institutions and individuals in southern Africa; and Galvanise and mobilize southern African experts and networks to participate in the activities of the Millennium Project which is a global foresight network.

Personnel: Geci Karuri-Sebina, Sophia Bazile, and Temba Masilela.

THANK YOU FOR YOUR INTEREST.

saiia.org.za/youthfutures