Generation Unlimited is a new global partnership that can support Pakistan to meet the urgent need for education, training and employment opportunities for young people. Generation Unlimited represents an unprecedented coalition of leaders coming together for, and with, young people. Its goal is to create an ecosystem surrounding young people’s progress, to innovate better than ever before, and to ensure that all young people have the abilities and opportunities to realize their potential.

**GENERATION UNLIMITED’S 7 PRIORITIES**
are aligned with the SDGs and Pakistan’s national development goals

**GENERATION UNLIMITED’S TWO-PRONGED**
approach involves coordinating country level action via investment agendas, and scaling global innovations while brokering partnerships

### WHAT WILL GENERATION UNLIMITED DO IN PAKISTAN?

- **ASSEMBLE**
  - a multi-stakeholder coalition to review the ecosystem in Pakistan

- **DEVISE**
  - a country investment agenda

- **DEVELOP**
  - shared-value partnerships

- **IDENTIFY**
  - opportunities for scaling up solutions and increasing cross-sector investment

### SCALE OF THE CHALLENGES IN PAKISTAN

- **15 MILLION**
  - 10 to 16-year-olds in Pakistan are out of school

- **42%**
  - gross secondary enrolment rate and very low (0.8) gender parity

- **65%**
  - of primary students do not achieve a minimum proficiency level

- **18 MILLION**
  - young people are not in education, employment or training

- **1.5-2 MILLION**
  - jobs/year need to be created to absorb new young workers

- **A LACK OF FINANCING AND SUPPORT**
  - holds back young entrepreneurs

- **NO FORMAL MECHANISM**
  - exists for engaging young people in policy-making

- **PAKISTAN RANKS 92 OF 102**
  - countries on Deloitte’s Youth Progress Index
PROJECTED RETURNS ON INVESTMENTS

485 BILLION would be added to GDP if PKR 55 billion is invested in education

19.3% returns on investing in education for girls and 12.2% for boys

83,000 families will rise out of poverty if investments raise mean years of schooling by 1%

200% overall return on investments in employment-related training

6.85% more is earned by workers for every additional year of education

5% economic growth would result if inequality is reduced by 1 Gini point

PKR 1.8 TRILLION government SME lending target would boost young people’s employment

70% of employment is generated by MSMEs in 99 countries

9.4% rise in entrepreneurs’ earnings for each added year of education

INNOVATION and business generation are driven by entrepreneurs

IMMENSE GAINS are expected if Pakistan ensures young people’s engagement, inclusion and participation

YOUNG PEOPLE’S EMPOWERMENT is a must for sustainable development

EDUCATION

Generation Unlimited Priority 1. Transform the formal school experience to build skills young people need for productive lives and the future of work

WHAT NEEDS TO BE DONE?

EXPAND SECONDARY EDUCATION both in terms of middle and secondary schools, and alternative learning pathways. These include accelerated education linked with skills training and pathways to enter (or re-enter) education.

ADDRESS GIRLS’ NEEDS, including by establishing more secondary schools for girls and mitigating gender-related barriers to girls’ and young women’s education.

IMPROVE EDUCATION QUALITY. A multi-sectoral approach, diversified curricula, improved teacher quality, innovative teaching techniques, alternative learning, better school management, ownership and accountability, life skills, and leveraging ICTs are all key for improving learning outcomes.

INTRODUCE PRIVATE SECTOR partnership models. Properly managed, these can result in gains by improving management efficiency in the education sector.
SKILLS AND TRAINING

**Generation Unlimited Priority 2.** Provide young people outside formal schooling with opportunities for training, skills development, and additional education

**WHAT NEEDS TO BE DONE?**

- **DEVELOP INTEGRATED** education and skills development programmes for young people with no or low levels of education.
- **EXPAND EMPLOYER-LED** training initiatives, as these produce the best outcomes for work, wages and economic growth.
- **EXPLORE VOUCHER SCHEMES** for technical and vocational education and training.

**GO BEYOND TECHNICAL SKILLS:** Training must also focus on strengthening transferable skills (life skills and 21st century skills), as well as digital literacy skills. Invest more in the provision of soft/employability skills throughout TVET value chains, as these help to integrate young people in employment opportunities.

**EMPLOYMENT**

**Generation Unlimited Priority 3.** Improve connections between young people and existing work opportunities

**WHAT NEEDS TO BE DONE?**

- **INVEST IN SYSTEMS** that support labour mobility and link young people to training and employment opportunities. The TVET system should not only provide training, but also build support systems that identify pools of unemployed young people and engage them in skills pathways that lead to employment.
- **INVEST IN A SKILLS AND WORK INTELLIGENCE SYSTEM** that uses research and other tools to forecast future labour market demands. This is essential for securing better employment outcomes for young people.

**Generation Unlimited Priority 4.** Increase the number of quality work opportunities available to young people

**WHAT NEEDS TO BE DONE?**

- **EXPAND DECENT WORK** opportunities for young people. Demand for skilled young workers will need to come from a growing private sector, capable of sustaining a growing labour force.
- **CLOSE THE GENDER GAP**, as women’s overall labour force participation is just 22.5 per cent and men comprise 78.6 per cent of young workers.
- **REDUCE UNEMPLOYMENT** among young people, paying attention to both uneducated and educated workers. There is a 10 per cent unemployment rate among young people – twice the national average – and unemployment increases as education levels rise, reflecting sub-optimal use of human capital.

- **PURSUE REGULATORY REFORM** to foster a stable macroeconomic and policy environment, alongside a transparent, effective governance system, that are all conducive to doing business. This will foster private sector growth – and its demand for young workers.
- **ADDRESS CHALLENGES** facing capital markets, labour markets, regulations, infrastructure, energy, and security to increase private sector development nationwide.
- **OFFER INCENTIVES** to Pakistan’s private sector to encourage them to invest in young people.
Generation Unlimited Priority 5. Foster entrepreneurship as a mindset and a livelihood

WHAT NEEDS TO BE DONE?

DEVELOP A MORE ENABLING REGULATORY ENVIRONMENT for entrepreneurship. For example, at present new firms must register with the Securities and Exchange Commission, involving reporting requirements that oblige enterprises to hire lawyers and accountants – an expensive and often untenable proposition for start-ups.

CLOSE THE GENDER GAP in entrepreneurship. Businesses led by men tend do better in the current system, while women-owned firms are financed by angel investors or grants. Incubation platforms need to be expanded to support women and young people ill-served by the current system.

ENHANCE CAPACITIES through more technically-oriented education and training – including university education – to help young people participate in the ‘gig’ and digital economy.

EXPAND ACCESS TO CAPITAL AND START-UP SUPPORT. Diversify and expand the outreach of incubator centres to make them more accessible – including to women, young people in rural areas, and TVET graduates.

Generation Unlimited Priority 6. Promote equitable access to quality education, training, employment, entrepreneurship, and civic participation

WHAT NEEDS TO BE DONE?

END EXCLUSION AND INEQUALITIES. Mainstream inclusion in the public sector – with a focus on broad-based dialogue, education, awareness raising and two-way communications platforms – and prioritize particularly disadvantaged groups of young people.

CLOSE THE GENDER GAP in civic participation and engagement. The 12.5 per cent gender gap in voter turnout in Lahore – Pakistan’s second largest city – reflects this gap, as does women’s lower internet access (12 per cent) compared to men’s (21 per cent).

TAKE STOCK of which empowerment frameworks related to young people that Pakistan could adopt, which frameworks it has adopted, and how the implementation of these frameworks can be enhanced.

PRIORITIZE CIVIC PARTICIPATION to ensure young people’s inclusion and enable them to contribute to Pakistan’s social and economic development.

Generation Unlimited Priority 7. Equip young people as problem-solvers and engaged members of civil society, helping to create a better world

WHAT NEEDS TO BE DONE?

ENHANCE YOUNG PEOPLE’S PARTICIPATION and include young people’s voices in policies, initiatives and decision-making processes at all levels.

PROVIDE OPPORTUNITIES for young people’s engagement, including through co-creation and ICT-based portals for two-way communication with the public sector.

ENCOURAGE VOTING by young people and pursue programmes to strengthen democracy.

SUPPORT YOUNG WOMEN’S GROUPS to advocate for women’s economic, social and political rights, and gender equality.