

EMPREGO PARA JOVENS

NAMPULA

CABO DELGADO

NIASSA

STUDY ON YOUTH EMPLOYMENT IN NORTHERN MOZAMBIQUE



JULY 2026

THIS STUDY HAS BEEN COMMISSIONED BY

ADIN

The **Agência de Desenvolvimento Integrado do Norte (ADIN)** is a public institution promoting multisectoral actions aimed at the socio-economic development of the provinces of Niassa, Cabo Delgado and Nampula. It is a legal entity with administrative and financial autonomy whose purpose is the coordination, inter-institutional articulation, and management of development programmes. In addition to coordinating all mechanisms for the implementation of development programmes and articulating the activities of all entities involved in the region's economic development, ADIN is tasked with conducting studies, projects, and presenting intervention proposals, as well as promoting investment and employment in the Northern region.

CD Parks

The **Cabo Delgado Parks (CD Parks)** initiative is a public-private partnership between the Government of Cabo Delgado Province (through the CPDECD, the Cabo Delgado Center for the Promotion of Economic Development) and MozParks Holding, aimed at developing and operating a network of industrial parks, agro-industrial parks, and logistics centers in the districts of Ancuabe, Balama, Chiúre, Meluco, Mocímboa da Praia, Montepuez, Mueda, Palma (Afungi), and Pemba, in accordance with Resolution 21/2023 of December 29th. This network of development hubs was designed to meet three main objectives: to accelerate economic development, to empower and promote youth employment, and to develop the green economy.

MozParks

MozParks Holding is a developer and operator of sustainable economic zones in Mozambique. It is a public-private partnership between the Mozambican government's Agency for Investment and Export Promotion (APIEX), and Swiss-Mozambican investors. MozParks invests in, develops and operates sustainable economic zones, including eco-industrial parks, agro parks, industrial free zones and special economic zones. It focuses on fostering youth employment, developing the green economy, stimulating entrepreneurship and attracting investments.

ASEZA

ASEZA, the African Sustainable Economic Zone Alliance, is a developer and operator of multisectoral eco-industrial parks. It operates in regions where major multinational corporations establish their energy and mining operations, focusing on transforming local value chains, involving regional agricultural producers and SMEs in supplying these corporations. ASEZA is the holding company of MozParks.

MozYouth

MozYouth is a foundation dedicated to promoting the development of young people in Mozambique by offering opportunities aimed at building a solid foundation of learning and facilitating transition into the labour market. The MozYouth programme has been developed to overcome barriers to employment faced by young people in Mozambique. The MozYouth programme and its predecessor, the Mimi Niko Kazi programme have been active in Mozambique, including the three northern provinces, since 2020. It grew out of the Beluluane JOBA programme which ran from 2017 to 2020.

PREFACE

The Integrated Development Agency for the North (ADIN) plays a central role in the strategic leadership of regional development initiatives by coordinating and fostering inter-institutional collaboration, while managing development programmes aimed at comprehensively mapping the socio-economic characteristics of the region in order to design solutions, facilitate interventions, and unlock development opportunities.

Within this context, the focus of the present study is to transform the demographic dividend into a tangible driver of economic growth and prosperity. To this end, ADIN commissioned this study with the following objectives: (i) to analyse the current employment and employability situation of young people in Northern Mozambique; (ii) to identify existing opportunities for the development of employment-intensive growth poles, particularly for youth; (iii) to align ongoing initiatives and experiences from existing programmes—such as pre-professional internship programmes, skills development initiatives, private sector financing schemes, among others—with the Employment, Entrepreneurship, Self-Employment and Decent Work Programme set out in the Government’s Five-Year Programme (PQG 2025–2029), as well as with other national employment policies and strategies; and (iv) to identify institutional capacities and potential mechanisms for multi-sectoral coordination in this area and propose recommendations for subsequent actions.

The findings of the study clearly demonstrate that, despite rapid population growth, economic vulnerabilities, and the large number of young people entering the labour market each year (estimated at approximately 380,000), the economy absorbs only a fraction of the available workforce relative to its potential. This is particularly significant when considering the concentration of investments, the region’s productive potential, and the range of transformational measures and workforce development initiatives presented in this study to address the structural constraints affecting youth employability. Consequently, employment remains one of ADIN’s highest priorities—not only as a key economic indicator, but also as a fundamental driver of inclusion, resilience, stability, and peace across the region.

We are confident that this study provides a solid foundation for the continuation of existing programmes while serving as a practical guide for government authorities, the private sector, and development partners to coordinate efforts and strengthen investments in technical and vocational skills development, career guidance, and other initiatives that will create more and better employment opportunities for all.

We extend our sincere appreciation to everyone who contributed to the completion of this publication, including the communities and partners across Northern Mozambique. We would particularly like to acknowledge our staff, consultants, public and private institutions, MozParks, MozYouth, civil society organizations, and all development partners whose commitment and collaboration made this project possible.

Finally, we encourage all stakeholders to make use of this study in the design and implementation of future interventions. ADIN remains committed to regularly updating this analysis of the employment situation in Northern Mozambique as part of its institutional mandate, ensuring that evidence continues to guide policy and program development.

Eng. Jacinto Lapido Loureiro
Chief Executive Officer

Pemba, July 2026

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LIST OF ABBREVIATIONS

ADIN	Agência de Desenvolvimento Integrado do Norte; North Integrated Development Agency, Government agency tasked with promoting the socio-economic development of the provinces of Niassa, Cabo Delgado and Nampula
ADPP	Ajuda de Desenvolvimento de Povo para Povo; Development Aid from People to People, a Mozambican non-governmental organization focused on development initiatives
AICS	Agenzia Italiana per la Cooperazione allo Sviluppo; Italian Agency for Cooperation and Development
AKDN	Aga Khan Development Network
APIEX	Agência de Promoção de Investimentos e Exportações, Investment and Export Promotion Agency of Mozambique
ASEZA	African Sustainable Economic Zone Alliance
CD	Cabo Delgado
CFP	Centro de Formação Profissional; Vocational Training Centre
CND	Corredor de Desenvolvimento do Norte; Northern Development Corridor
CPDECD	Centro de Promoção de Desenvolvimento Econômico de Cabo Delgado
CSR	Corporate Social Responsibility
CTA	Confederação das Associações Económicas de Moçambique; Confederation of Economic Associations of Mozambique
CV	Curriculum Vitae
ENDE	Estratégia Nacional de Desenvolvimento; National Development Strategy European Union
EUR	Euro currency
FNEP	Fundo Nacional da Educação Profissional; National Fund for Professional Education
GDP	Gross domestic product
GoM	Government of Mozambique
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit; German Technical Assistance
HR	Human Resources
IFPELAC	Instituto de Formação Profissional e Estudos Laborais Alberto Cassimo; public TVET training centres

ILO	International Labour Organisation
IMF	International Monetary Fund
INE	Instituto Nacional de Estatística; National Statistics Institute of Mozambique
IOF	Inquérito ao Orçamento Familiar; Household budget survey
KMAD	Kenmare Moma Development Association, the social investment arm of Kenmare Resources
LNG	Liquefied Natural Gas
MoU	Memorandum of Understanding
MRM	Mozambique Ruby Mining
MSMEs	Micro, Small and Medium-sized Enterprises
MW	Megawatt
MZN	Metical; Mozambican currency
NEET	Not in education, employment, or training
NGO	Non-Governmental Organization
PREDIN	Programa de Resiliência e Desenvolvimento Integrado do Norte de Moçambique
SADC	Southern African Development Community
SMEs	Small and Medium Enterprises
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Programme
UNICEF	United Nations Children Emergency Fund
UNOPS	United Nations Office for Project Services
UNU	United Nations University
USAID	United States Agency for International Development
USD	US Dollar currency
WHO	World Health Organisation
ZEPA	Zona Especial de Processamento Agroindustrial; special agricultural processing zone

EXECUTIVE SUMMARY

Context and Objectives

In Mozambique's three northern provinces—Niassa, Cabo Delgado, and Nampula— over 75 percent of the population is below the age of 35, and the provinces face some of Mozambique's most acute development challenges. The region combines high demographic growth with limited economic diversification, weak human capital outcomes, and a fragile social context marked by poverty and conflict. Every year, approximately 380,000 young people enter the labour market, but job creation—particularly in the formal economy—remains insufficient to absorb this growing workforce. At the same time, large scale private sector developments in the region hold the country's greatest promise of significant economic and job growth, although their employment impact depends on the extent to which local labour and suppliers are integrated into emerging value chains.

This study examines the current state of youth employment in northern Mozambique, identifying the main demographic, educational, and economic drivers that shape young people's access to work. It analyzes barriers to employment and highlights promising policy, private sector, and donor initiatives. Drawing on a combination of available data and stakeholder perspectives, the study focuses in particular on the transition from education to employment and on the role of the private sector in expanding opportunities for youth. The report concludes with targeted recommendations for government, development partners, and companies to expand employment opportunities for youth and strengthen the long-term foundations for inclusive growth in the North.

Key Findings

1. A widening employment gap.

Youth in northern Mozambique are entering the labour force faster than the economy can generate jobs. Over the next five years, approximately 380,000 young people will enter the labour force each year in the three northern provinces of Mozambique. Formal employment opportunities remain limited, and most young people rely on informal activities, self-employment, or subsistence agriculture. This structural imbalance between labour supply and job creation is the central challenge shaping youth employment outcomes in the region. Without accelerated job creation and skills development, youth unemployment and underemployment are likely to deepen.

2. Education and skills deficits constrain employability.

Less than 1.5 percent of young people in the North hold post-secondary qualifications. Approximately 43 percent are literate but have no further education, while over half—particularly young women—remain illiterate. Weak foundational skills, insufficient access to high quality schooling, and limited access to vocational or tertiary education significantly constrain youth employability. These deficits reduce young people's ability to compete for formal jobs and limit their participation in higher-productivity sectors.

3. High potential for local job creation in growth sectors.

Large-scale investments in mining and extractives, and related logistics, construction, and agriculture hold significant potential to generate both direct and indirect employment. Currently most investment projects still rely to a significant degree on skilled labour from outside the region. Strengthening local content policies, supplier development programmes, and partnerships with training institutions could substantially increase youth participation in these value chains.

4. Transition to work remains difficult even for educated youth.

Employers report that young graduates lack relevant skills, practical experience and soft skills. Across interviewed companies, employers consistently highlight difficulties in recruiting work-ready young people, even when vacancies exist. Job matching programmes, structured internships, and holistic training approaches have proven effective where implemented, but they remain the exception rather than the norm. Better linkages between education providers and employers are needed.

5. Existing initiatives are fragmented and small in scale.

Multiple actors—including the Government of Mozambique, development partners, private investors, and NGOs—are implementing initiatives to promote youth employment. Many projects have achieved tangible results. However, most programmes are limited in scope and duration, and coordination across initiatives needs to be improved.

Recommendations

For Companies

- Prioritize local employment and sourcing, aligning local content policies and corporate social responsibility (CSR) with youth job creation. Proactively identify goods and services that can be sourced locally.
- Establish or strengthen partnerships with local enterprises to promote SME development in value chains.
- Actively recruit and train local youth by creating pathways into company value chains through internships, apprenticeships, and partnerships with local training providers.
- Collaborate with training institutions (universities, TVET institutes and vocational training centres) to provide opportunities for practical skills training, internships for students, as well as identifying and developing short, targeted courses that meet labour-market needs. Engage with ANEP and local training providers to co-design relevant curricula.
- Support literacy and scholarship programmes through CSR initiatives, enabling young people from disadvantaged backgrounds to complete education and develop employable skills.

For Donors

- Invest in long-term, integrated youth employment programmes that go beyond short project cycles, by supporting and strengthening initiatives, including private sector initiatives, that have a long-term commitment to youth employment in the North.
- Invest in infrastructure, equipment and capacity development related to youth employment, including in education and training facilities, teacher training, curriculum development, and facilities and programmes that support entrepreneurship
- Support innovative training models such as Formação em Alternância (FAL), which link theoretical learning with practical experience in partnership with employers.
- Fund literacy and foundational skills programmes and coordinate with CSR actors to expand coverage.
- Enhance coordination and learning among youth employment programmes under ADIN's leadership to avoid duplication and widen the pool of beneficiaries.

For the Government of Mozambique

- Strengthen education quality and access, especially in early childhood, primary, and secondary schooling, by investing in teacher training and infrastructure in the North.
- Expand and modernize TVET and higher education, ensuring that curricula reflect employer demand and that soft skills training is integrated into all programmes.
- Promote the growth of local suppliers in the vicinity of large investment projects through strengthened local content frameworks, supplier development programmes, and incentives that connect small businesses to emerging value chains.
- Support labour market intermediation mechanisms, such as job-matching programmes, that connect qualified youth with existing employment opportunities.
- Establish policies and incentives that make internships and apprenticeships an integral part of workforce development, ensuring that companies are both encouraged and equipped to host trainees, and that young people can seamlessly transition from education to practical work experience.
- Facilitate coordination and oversight of youth employment initiatives through ADIN and relevant ministries, promoting information sharing and policy coherence.
- Create an enabling environment for private sector participation, particularly in high-potential sectors, by simplifying regulations and incentivizing local hiring and training.

Conclusion

Youth employment in northern Mozambique remains one of the country's most pressing development challenges. Despite considerable investment and policy attention, the pace of job creation continues to lag behind demographic growth, and education and training systems are not yet fully producing the skills demanded by employers. Nevertheless, the region holds opportunities for improvement through better alignment between public policy, private investment, and targeted youth programmes. Achieving lasting results will require sustained commitment, more effective coordination among actors, and a focus on scalable, evidence-based interventions that respond to the realities faced by young people in the North.

1. INTRODUCTION

Mozambique has a large youth population that needs access to economic opportunities. Approximately half of the Mozambican population is under 18 years old, while about a third is aged 15–35 years. Every year, an estimated 500,000 young Mozambicans enter the labour market (The World Bank, 2021), many of them insufficiently equipped with skills sought by formal employers. Urban youth aged 15–25, despite tending to be more highly educated than their peers in rural areas, have a relatively low labour force participation rate (50% for male and 40% for female youth), and 21% of urban youth are unemployed (World Bank, 2023). This percentage has been rising in recent years. At the same time, employers struggle to fill vacancies due to a mismatch of skills, and information gaps in the labour market.

In Mozambique's three northern provinces, Niassa, Cabo Delgado and Nampula (collectively referred to as “the North”), 53% of the population is below the age of 18 (INE, 2023), and youth in these provinces identify the need for decent jobs as one of their major concerns (Peaceful Change Initiative, 2024). Compared to other regions of Mozambique, the North has particularly high poverty and vulnerability to conflict and a weak labour market (World Bank, 2023). At the same time, it is one of the regions with the highest potential for economic growth and job opportunities thanks to major investment projects. This makes it a region where finding good pathways for youth employment is simultaneously particularly urgent, and possible.

This study has been commissioned jointly by Cabo Delgado Parks, MozYouth and the Agência de Desenvolvimento Integrado do Norte (ADIN), MozParks and ASEZA. Its aim is to provide insight into the employment situation of youth in Mozambique's three northern provinces, to provide strategic information that will guide initiatives, including MozYouth, to showcase successful solutions and to make recommendations on how to further boost youth employment. The study will highlight successful examples of solutions to youth unemployment and will suggest ways in which the private sector, donors and government can contribute to facilitating more and better jobs for young people in the North. The analysis and conclusions presented are those of the authors and do not necessarily reflect the views of the commissioning entities.

2. METHODOLOGY

Information for this study was obtained through a mixed-methods approach combining analysis and processing of available data and interviews, including statistics and reports covering the provinces of Niassa, Cabo Delgado and Nampula obtained from the National Statistics Institute (Instituto Nacional de Estatística – INE), policy papers published by the Government of Mozambique, and data and reports published by The World Bank and other entities selected based on their relevance to youth employment, geographic focus on northern Mozambique, and data availability.. To map existing initiatives and to collect information on lessons learned in existing or concluded projects, interviews were conducted in April, May and June 2025, with 7 donors and 15 NGOs and other entities engaged in initiatives related to youth employment in the North.

To understand what skills employers are looking for and how they recruit, as well as to collect employer feedback on the outlook for youth employment in the next years, interviews were conducted with 39 private companies, including 9 large companies (with over 100 employees) and 30 SMEs.

To complement this information, data made available by MozYouth, covering more than 3,000 applications and 300 internships between 2024 and 2025, was analysed for up-to-date information on transition to work for youth with post-secondary education.

Together, the three northern provinces contribute a little over 25% of Mozambique's national gross domestic product. Their economy is dominated by agricultural activities, mainly subsistence farming, and an estimated 80–90% of economic activity is informal (see section 7.4). There is, however, also significant formal economic activity, particularly in relation to large projects in the extractive and mining sectors. Following is an overview of each province's main economic activities, as a background for the further discussion of the labour market in the North.

3.1. Niassa

Niassa Province is the largest and most sparsely populated province of Mozambique. As of 2025, its population numbers 2.35 million, equivalent to about 7% of Mozambique's population (INE, 2023). Niassa's economy contributed about 4.4% of Mozambique's GDP in 2022 (INE Statistical Yearbooks, 2022). It is led by the agricultural and forestry sectors. The forestry industry has undergone significant structural transformation since 2012 and today is dominated by three operators that have catalysed economic development throughout the province, particularly in Lichinga, the provincial capital. The agricultural sector is dominated by subsistence farming. There are, however, some cash crops, including cashews, tobacco and cotton. Additionally, Lake Niassa, encompassing more than 6,000 km² within Mozambican territory, contributes substantially to the provincial economy through both tourism and fishing activities. The province's development is oriented toward agricultural and forestry advancement. A Special Agro-Industrial Processing Zone (Zona Especial de Processamento Agroindustrial – ZEPA) is being established in Cuamba. This represents the initial phase of the Pemba-Lichinga Integrated Development Corridor. The development corridor aims to boost agricultural productivity and economic growth by developing value chains for crops like soybeans, macadamia, maize, and poultry. Improved transport links, including rail and road connections to Pemba and the Nacala Corridor, will enhance market access and reduce costs.

3.2. Cabo Delgado

As of 2025, the population of Cabo Delgado numbers 2.9 million, equivalent to about 9% of Mozambique's population (INE, 2023). Its economy contributed nearly 10% of Mozambique's GDP in 2023 (INE Statistical Yearbooks, 2023). While agriculture, fisheries and forestry remain the most significant economic sectors, the economy has experienced substantial diversification and growth driven primarily by its abundant natural resources and services sector. Cabo Delgado is also the site of Mozambique's largest solar power plant, the Metoro power plant, with a capacity of 41 MW, which started operations in 2022.

The extractive industry has emerged as a significant economic force, anchored by several major operations. The province is home to one of the world's most significant ruby deposits, contributing approximately 50% of global ruby supply (Pardieu & Verriest, 2016). Graphite extraction constitutes another component of the province's extractive portfolio, with two major operations in Balama and in Ancuabe, and a graphite project in Montepuez. Mozambique currently ranks as the world's third-largest graphite producer (Club of Mozambique, 2025).

The most significant potential economic catalyst for the province, however, is the discovery of substantial liquefied natural gas (LNG) reserves offshore in the Rovuma Basin. There are three projects to develop different parts of the LNG reserves, and each is expected, based on current projections, to generate several thousand direct and indirect jobs, subject to security conditions, investment decisions, and project timelines.

The Afungi Peninsula near Palma, where the LNG processing for two of the three projects will be based, is being developed with infrastructure. A conflict in Cabo Delgado that began in 2017 has resulted in over 6,000 deaths and the displacement of 786,520 people (Republic of Mozambique/MEF. Cabo Delgado Reconstruction Plan: Areas Affected by Terrorism 2020–2024 Maputo, 2021). It has also caused damage to infrastructure. The conflict has further constrained young people's access to education, skills training and employment opportunities, undermining their ability to benefit from emerging economic prospects. In the education sector, 356 schools and two technical institutes were destroyed, directly affecting 96,274 students from different education subsystems. Thanks to efforts by the GoM and support from SADC and Rwandan troops the situation has somewhat stabilized, but it remains volatile with ongoing low-level attacks that have recently also impacted Niassa.

Work is underway to rehabilitate destroyed districts in the north of the province under the Government's Plano de Reconstrução de Cabo Delgado approved in 2021 (Republica de Mocambique, 2021), supported by World Bank-financed investments. In March 2025 US Exim Bank re-approved a loan for the Mozambique LNG project, led by TotalEnergies, that had initially been authorized in 2019 but was frozen after TotalEnergies declared force majeure in 2021 due to Islamist insurgent attacks near Palma in Cabo Delgado. The Force Majeure was lifted in October 2025 and the development of Mozambique LNG is resuming (Reuters, 2025). A separate LNG project also based on the Afungi Peninsula, the Rovuma LNG development, which is led by ExxonMobil, is expected to come to a final investment decision in 2026.

3.3. Nampula

Nampula Province is the most populous province of Mozambique. As of 2025 the province is home to nearly 7 million people, or roughly 20% of the Mozambican population (INE, 2023). Nampula's economy contributed to approximately 14% of Mozambique's national GDP in 2021 (INE Statistical Yearbooks, 2021).

The agricultural sector dominates Nampula's economy, primarily through subsistence farming but with notable cash crop production. Commercial cultivation includes cashew nuts (for which Nampula is the country's leading producer), cotton, sesame seeds, and tobacco. These crops are cultivated through both smallholder schemes and larger commercial farm operations.

Supplementing agriculture, artisanal fishing along Nampula's coastal districts (Angoche, Moma, and others) represents an important subsector for employment, income generation, and food security. Both artisanal fishermen and some semi-industrial fishing enterprises harvest marine resources for local consumption and export markets, particularly shrimp.

The extractive industry has emerged as a significant economic driver, most notably through the heavy mineral sands mining operation at Moma. Recent developments in the petroleum sector include the government's approval of a concession contract for exploration and production in the Angoche A6-C Offshore Area (Club of Mozambique, 2024).

The transport and logistics sector contributes to formal employment through the Northern Development Corridor (Corredor de Desenvolvimento do Norte – CDN) and port authorities, particularly in Nacala and along the railway line. While smaller in scale, manufacturing firms in Nampula city, including textile workshops and food and beverage companies, also provide formal employment opportunities.

Recent economic developments include infrastructure investments, such as improvements to the Port of Nacala and road rehabilitation projects that have enhanced connectivity between agricultural areas and markets (USAID, 2018), and the Chimuará-Nacala power transmission project, which will include approximately 460 kilometres of new transmission lines and substations, potentially catalysing further economic development in the region (Gridworks: Gridworks Development Partners, n.d.).

4. GOVERNMENT POLICIES FOR THE NORTH AND FOR YOUTH EMPLOYMENT

Youth employment is a top priority for the Government of Mozambique, as is the development of the three northern provinces. The Government's key priorities, policies, and institutional initiatives that influence youth employment and development in the northern provinces are laid out in national and regional policy frameworks—most notably the *Estratégia Nacional de Desenvolvimento 2025–2044* (ENDE), the *Agência de Desenvolvimento Integrado do Norte* (ADIN), the *Plano de Reconstrução de Cabo Delgado*, and the *Programa de Resiliência e Desenvolvimento Integrado do Norte de Moçambique* (PREDIN). Together, these initiatives illustrate the Government's strategic efforts to promote inclusive growth, create employment opportunities for young people, and address the socio-economic drivers of instability in the North. Below, we analyze the scope of some of these government policy documents and their relationship with youth employment.

Mozambique's National Development Strategy 2025–2044 (*Estratégia Nacional de Desenvolvimento 2025–2044* – ENDE) places youth employment at the centre of its long-term development vision. Recognizing that over 33% of youth aged 15–24 are not in education, employment, or training (NEET), the strategy identifies the integration of young people into the labour market as both a critical challenge and a transformative opportunity. A core pillar of ENDE—Structural Transformation of the Economy—is framed around employment creation. The strategy sets a target to reduce the national unemployment rate from 18.4% to 7.5% by 2044. Achieving this requires a significant shift in the structure of employment, as more than 75% of the current labour force is concentrated in low-productivity agriculture. ENDE promotes economic diversification—particularly in agriculture, industry, infrastructure, and tourism—as a pathway to expand decent job opportunities for youth. Education and training systems are identified as key enablers. ENDE emphasizes the urgent need to align education and vocational training programmes with the real demands of the labour market. Low-quality education—highlighted by pupil-teacher ratios of 64:1 in primary schools—is cited as a constraint to youth employability. Substantial investment in improving teaching, curriculum relevance, and access to professional skills development is therefore a priority. Under the “Social and Demographic Transformation” pillar, ENDE commits approximately \$23.9 billion to enhance human capital, focusing on education, health, and youth development. This investment recognizes young people as a demographic dividend essential to inclusive growth and national stability. ENDE 2025–2044 addresses youth employment as a cross-sector priority, combining labour market reforms, education system modernization, and broad economic transformation to build a more inclusive and productive future for Mozambique's young population (Government of Mozambique, 2025). The GoM has developed a number of specific policies and institutions to support the three northern provinces and to address the issue of youth employment.

In 2020, the Agency for Integrated Development of the North (ADIN) was established as a public institution with legal and administrative autonomy, operating under the supervision of the Council of Ministers. Its primary mission is to coordinate and promote integrated socio-economic development in the northern provinces of Cabo Delgado, Niassa, and Nampula, to make development an instrument for promoting economic growth that restores peace, security, and stability to the northern region. Addressing the challenge of youth employment is one of ADIN's top priorities, as laid out in its Strategy and Action Plan dating to 2021 (Government of Mozambique, 2021).

The Cabo Delgado Reconstruction Plan (Plano de Reconstrução de Cabo Delgado), approved in 2021, places youth employment and inclusion at the core of post-conflict recovery. The plan aims to reintegrate displaced and conflict-affected young people by expanding access to vocational training, creating job opportunities, and promoting youth entrepreneurship. Key objectives include increasing youth participation in rebuilding efforts, enhancing employability through short-term skills training, and supporting micro-enterprise development via self-employment kits. A central goal is to reduce youth vulnerability to violent extremism by providing tangible socio-economic alternatives. The plan targets the training of over 3,600 youth in trades such as agriculture, carpentry, mechanics, and plumbing, and the creation of more than 16,000 temporary jobs through infrastructure reconstruction. It also delivers over 2,200 employment kits to foster self-employment and directly engages hundreds of youths in construction and "training through production" programmes. Strategically, the plan adopts a localized, inclusive, and collaborative approach, implemented in partnership with development actors including UNOPS, the World Bank, and the EU. It prioritizes youth, women, and displaced communities to promote social cohesion and build a more resilient and equitable post-crisis economy in Cabo Delgado (Republica de Mocambique, 2021).

The Integrated Resilience and Development Program for Northern Mozambique (Programa de Resiliência e Desenvolvimento Integrado do Norte de Moçambique – PREDIN), approved in 2022, positions youth inclusion and employment as central to peacebuilding and resilience in northern Mozambique. The strategy recognizes that young people are disproportionately affected by socio-economic exclusion, lack of livelihoods, and limited political participation—conditions that heighten their vulnerability to recruitment by extremist groups. To address these challenges, PREDIN prioritizes the economic empowerment of youth through expanded access to income-generating opportunities and skills development. It identifies sectors like artisanal mining, where many youths are already active, as needing formalization and support to become safer and more sustainable sources of employment. The program also supports community-level interventions that offer alternative pathways—such as cash-for-work, vocational training, and local infrastructure—designed to reduce youth disenfranchisement and build resilience. Human capital development, including improved education and health services for young people, is framed as a key pillar in achieving long-term regional stability and inclusive growth (Government of Mozambique, 2022).

Government initiatives in northern Mozambique reflect a strong commitment to placing youth at the centre of regional development and stability efforts. The effectiveness of these policies depends on how well they align with the actual needs and circumstances of young people. The next section explores these realities by examining the demographic and socio-economic characteristics of youth in northern Mozambique, providing context for understanding their employment challenges and opportunities.

5. YOUTH³ IN THE THREE NORTHERN PROVINCES OF MOZAMBIQUE

Building on the previous section's review of government priorities and initiatives related to youth employment, this section examines the characteristics of the youth population in Mozambique's three northern provinces—Niassa, Cabo Delgado, and Nampula. It explores demographic trends, education levels, and access to learning and training opportunities, as well as the transition from education to work. By analysing these factors, the section highlights the structural conditions that shape young people's prospects for employment and entrepreneurship in the North.

5.1. Size of the youth population in the three northern provinces

Northern Mozambique has a very youthful population. As of 2025, there were an estimated 4.2 million persons aged between 15 and 34 in northern Mozambique and this number is growing. By 2030 the number of youths aged 15–34 is projected to be 5.3 million, and by 2035 it is projected to be 5.9 million (INE, 2023). In each of the three northern provinces, the population aged between 15 and 34 currently amounts to approximately one third of the total population. Nampula is Mozambique's most populous province. The size of its youth population aged 15–34 is more than double that of the two other northern provinces combined.

Today the median age in all three provinces is below 18, which means more than half of the population are minors, in need of education, and poised to enter the labour market over the coming two decades. Based on the population projections published by INE, over the next five years an estimated average of approximately 380,000 youths per year will enter the labour force in northern Mozambique.

Table 2: Demographic data of youths living in the three northern provinces in 2025

	Niassa	Cabo Delgado	Nampula
Population aged 15–34	804,000	967,000	2,380,000
Median age in Province	15.8	17.5	16.9
Percentage of total population that is below age 35	82%	77%	79%
Percentage of youth aged 15–34 that is rural	70.8%	73%	62%

In all three provinces the majority of the youth population lives in rural areas. Nampula has a comparatively more urban population than the other two northern provinces. This is important to note, as it has an impact on access to education and employment opportunities. In rural areas children often live far away from schools, especially secondary ones, and this limits their ability to attend school. Urban areas offer better access to schools, vocational training and to jobs outside of the agricultural sector.

³ Mozambique defines youth as any person aged between 15–34 years

⁴ Mozambique considers anyone aged 15 years and above to be part of the labour force. Participation in the labour force involves wage and non-wage workers, and unemployed people.

5.2. Education

Education is a key factor in obtaining employment or being successfully self-employed. Formal education levels attained are relevant for employment, as are technical and soft skills. A better education level allows better access to paid employment (public and private). In Mozambique a better education level is associated with a decreasing share of jobs in agriculture and home enterprises. Jobs in the waged public and private sector are most likely to be formal, good quality jobs with higher income (Lachler & Walker, 2018).

Table 3 shows the percentage of the population aged 15–35 of each province by completed qualification level as of 2022, based on data from INE. As can be seen, only approximately 1.3% of the population aged 18–35 in northern Mozambique (or about 36,000 persons) possess university or TVET qualifications. These are the qualifications that are generally required for work in skilled or semi-skilled jobs in formal firms.

Approximately 43% (or about 1.2 million) of 18–35-year-olds have completed primary or secondary school and therefore likely possess qualifications and/or sufficient literacy to qualify for unskilled formal jobs and informal entrepreneurship or have education levels that enable them to attend further training and education to increase their skills and competencies.

Over 50% of 18–35-year-olds in northern Mozambique have not completed primary education, and therefore likely lack the basic literacy and numeracy skills that are enablers for employment or entrepreneurship. While levels of literacy and primary school completion are lowest in Cabo Delgado, in terms of absolute numbers, the problem of a lack of basic literacy and numeracy is particularly acute in Nampula province due to its large population, where, as of 2022, more than 750,000 18–35-year-olds had not completed primary school education.

⁵ The term “soft skills” is often used interchangeably with “life skills”. In this report, we use the term “soft skills” to denote non-technical skills that are conducive to employability and entrepreneurship. They include “life skills”: Abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life (WHO Definition), which are the foundation of personal growth. Life skills include psychological competencies, social abilities and interpersonal skills that help people make informed decisions, solve problems, think critically and creatively, communicate effectively, build healthy relationships, empathize with others, and cope and manage their lives in a healthy and productive manner. Soft skills also include work readiness skills, such as knowing how and where to look for work, CV writing, interview skills etc., and they can include entrepreneurship skills, particularly the “entrepreneurial mindset”.

Table 3: Estimated percentage of population aged 15–35 by highest education level completed as of 2022 by province

Highest Education level completed	Niassa	Cabo Delgado	Nampula*
University qualification	0.6%	0.5%	0.5%
Qualification as primary school teacher	0.1%	0.4%	0.2%
TVET (Técnico Médio)	0.5%	0.2%	0.5%
TVET (Técnico Básico)	0.1%	0.03%	0.1%
Total % whose highest level is post-secondary	1.3%	1.1%	1.3%
Completed 12th grade	7%	6.4%	7.1%
Completed 10th grade	5.4%	6.1%	6.6%
Total % whose highest level is secondary school	12.4%	12.5%	13.7%
Completed 7th grade	15.6%	12.6%	16%
Completed 5th grade	12.7%	12.9%	15.3%
Total % whose highest level is primary school	28.3%	25.5%	31.3%
Attended primary school but did not complete 5th grade	22.6%	16.7%	24.8%
Never attended school or unsure about completion	35.4%	44.2%	28.8%
Total % with no school qualifications	58%	60.9%	53.6%

Source: Own calculations based on Information obtained from Instituto Nacional de Estatística, based on data from *Inquérito ao Orçamento Familiar, 2023*

*Please note that in Nampula, in addition to the qualifications listed here, there are also 0.03% with a Técnico Elementar qualification, and 0.1% with completed adult literacy school.

It is worth noting that in Mozambique, there are significant differences between urban and rural populations. Nationally, urban populations tend to have better access to educational institutions and consequently, higher levels of completed education. 64.5% of the rural population in 2022 never attended school at a level higher than 5th grade, and only 0.5% attended any post-secondary education, while nearly two-thirds of the urban population attended school to higher levels than 5th grade, and 5.6% of the urban population attended post-secondary education. In all three northern provinces, the population is predominantly rural, with more than 70% living in rural areas in Niassa and Cabo Delgado, and 62% in Nampula (INE, 2023). The lowest skills levels are likely to be found among youths in this rural population, particularly among young women. Conversely, the highest skills levels are likely to be found among urban youth, who are therefore better positioned to take advantage of employment and entrepreneurship opportunities in the formal and informal economy.

5.3. Illiteracy

Literacy is a key skill for employment or entrepreneurship, whether in the formal or informal economy. Unfortunately, the North is the region of Mozambique with the highest rates of illiteracy. Cabo Delgado is the province with the highest level of illiteracy in Mozambique, followed by Nampula and Niassa (Instituto Nacional de Estatística, 2023). Illiteracy levels are particularly high among women, as can be seen in table 4.

Table 4: Illiteracy rates of population aged 15 and older as of 2022 by province

Illiteracy rate	Niassa	Cabo Delgado	Nampula
Total population aged 15 and older	50.7%	61.1%	51.8%
Women aged 15 and older	62.2%	74.5%	65.4%
Men aged 15 and older	37.6%	46.8%	37.5%

Source: *Inquérito ao Orçamento Familiar, 2023*

5.4. Post-secondary education – pathway to formal jobs

Formal employers prefer hiring youths with post-secondary education for many positions. (This will be discussed in more detail in Section 7.4). Post-secondary education in Mozambique can be obtained by studying at a university, or by attending a vocational training course at a TVET Institute . In addition, there are vocational training centres (Centros de Formação Profissional – CFPs) which offer short courses that last between 3 and 12 months .

Entry requirements for accessing higher education and TVET in Mozambique constitute a barrier for many young people. Table 5 below shows the academic requirements that candidates must meet for the different educational paths. As we have seen above in table 3, less than a third of all children in the North complete primary education. Less than 15% complete 10th grade, less than 10% complete 12th grade. This means that less than 15% of youth in the North meet the entrance requirements for TVET institutes, and an even lower percentage meet the requirements for entering higher education. In addition, access is limited by the ability to pay for fees and the cost of living while studying.

⁶ Mozambique's TVET system is competency based and allows students to graduate after 1 year with a CV3 certificate, after 2 years with a CV4 certificate, and after 3 years with a CV5 certificate. Most employers who hire TVET graduates prefer CV5 certificates.

⁷ CFP courses allow students to graduate with vocational training CV1, CV2 or occupational training CO certificates.

Table 5: Requirements for accessing university or TVET education

	CFP CO (Occupational training certificate)	CFP CV1-2 (Vocational training certificate)	TVET Institute CV3-5	Higher Education (University)
Minimum academic requirements	Completed primary education or equivalent work experience	Completed primary education (For most courses. Some require completed grade 10)	Completed lower secondary school (grade 10)	Completed upper secondary school (grade 12)
Other entrance requirements			Entrance exam	Entrance exam

In the North, there are currently 3 main universities in each province (Universidade Rovuma, Universidade Lúrio and Universidade Católica de Moçambique). There are also universities in the region in the process of consolidation and expansion, namely, Universidade Mussa Bin Bique, Universidade Iris, Universidade Alberto Chipande, and Universidade Aberta ISCED/UNISCED. There are 30 TVET and Polytechnical Institutes (6 in Niassa, 8 in Cabo Delgado, 16 in Nampula), and 7 public CFPs, as well as a number of private vocational training centres. The number of university graduates in the North in 2020 (the newest data available) was 5,209 (Niassa: 1311, Cabo Delgado 812, Nampula 3086). Data on the number of TVET graduates by province are not publicly available. However, the estimated number of graduates from TVET institutes with CV 5 certifications in the North per year is currently approximately 3,500 per year. Overall, an estimated 7,000–10,000 youths complete some form of post-secondary education every year in the North and subsequently look for employment opportunities.

5.4. Transition to work

Transition to work, even for youth with post-secondary educational qualifications, is challenging in the North. Nationwide, unemployment tends to be highest for persons whose highest level of education is secondary school, who tend to be more prevalent in urban areas. The lowest levels of unemployment tend to be found among those at the two extremes of education levels: the lowest unemployment levels are found among persons who never attended school, because they tend to work mostly in subsistence agriculture and are therefore not considered unemployed, the second lowest unemployment levels are found among persons with post-secondary qualifications (including university or TVET) (INE, 2023). Despite this, even persons with post-secondary qualifications face difficulties with finding employment or self-employment.

This difficulty in the transition to work is reflected in the very large number of applicants to any job and internship openings. In the three northern provinces, the MozYouth applicant platform, where young Mozambicans can register their interest in being considered for internships, received applications from 3,382 individuals aged between 18 and 35 years between January 2024 and May 2025. All of these candidates have university or TVET qualifications as this is a condition of application for the MozYouth programme. Qualifications include certificates for short-term TVET courses, formal TVET certifications and university qualifications. Many candidates hold several qualifications. In their application, over 70% of all candidates stated that they have prior work experience in their professional field. This indicates that even with post-secondary qualifications and professional experience, finding employment is challenging for youth in Northern Mozambique.

Two studies conducted by UNU Wider on the education–employment transition of university and TVET students in Mozambique showed that graduates struggled to find “good jobs ” (Jones, Santos, & Xirinda, 2019) (Jones, Santos, & Xirinda, 2021). In a 2025 follow-up study (not published yet) it was found that 5 years after the initial study, 89% of university students were working and 76% of them had a steady job, while of the TVET graduates 70% were working, but 30% only in occasional jobs, indicating that transition to work is easier for university than for TVET graduates. This follow up study raises the question why the transition to work is so slow for these relatively highly qualified young people, and what can be done to improve their transition to good jobs. Evidence from the MozYouth programme suggests that professional internships are a good way of helping young people to secure permanent positions faster than they otherwise would while helping employers to recruit entry-level talent.

No recent studies or data about the transition to work of the large majority of youth without formal post-secondary qualifications are available. It is likely that the majority of youths without formal post-secondary qualifications find livelihoods in the informal economy, often as part of a diversified portfolio of economic activities in their families. There are some initiatives to facilitate informal apprenticeships in Cabo Delgado and Nampula, but no data or statistics regarding this have been published yet. This is an area that would benefit from more research.

In summary, the youth population in northern Mozambique is large, growing rapidly, and characterized by low levels of educational attainment and limited access to skills training and formal employment. These structural constraints shape the opportunities available to young people and influence their choices and expectations for the future. The next section turns from these objective conditions to the perspectives of youth themselves, exploring their aspirations, priorities, and views on what they need to build meaningful and sustainable livelihoods.

6. YOUTH ASPIRATIONS

To complement the analysis of the policy and programme landscape described above, this study draws on semi-structured interviews conducted with six young people from Mozambique’s three northern provinces (18 individuals total) – Niassa, Nampula, and Cabo Delgado. The interviews were designed to capture youth perspectives on what constitutes “good work,” the employment and livelihood pathways they aspire to, and the barriers shaping their decisions around education, training, job search, and self-employment. While the participants represented different ages and levels of schooling, their accounts reveal recurring patterns that help to situate youth aspirations within the realities of the northern labour market.

Across the interviews, a consistent finding is that young people define a “good job” primarily in terms of income stability and predictability, often linked to a formal contract, regular salary payments, and decent working conditions.⁹

Aspirations frequently gravitated toward professions perceived as secure and socially valued, such as public service roles (e.g., policing or health-related professions) and other structured employment pathways. Where formal employment was seen as out of reach, aspirations commonly shifted toward practical skilled trades and self-employment (e.g., electrical work, plumbing, mechanics, small trading/market vending, poultry farming, or other small business activities), reflecting a desire for livelihoods that can generate reliable income without requiring prolonged academic pathways.

⁹ “Good jobs” are defined by both adequate financial compensation and positive non-financial attributes. These jobs are characterized by high earnings, non-pecuniary benefits such as social protection and development opportunities, and are often associated with formal-sector employment.

When formal routes felt less attainable, aspirations often shifted toward quicker income strategies such as electrical work, plumbing, mechanics, IT or phone repair, market vending and small trading, poultry farming, and other small business activities, reflecting a preference for livelihoods that can generate reliable income without prolonged academic pathways.

Across the interviews, young people repeatedly describe aspirations being constrained by a familiar chain of obstacles, starting with financial limitations, followed by limited access to training or qualifications, and then employer expectations for experience that is difficult to gain without an initial opportunity. These patterns help explain why many young people describe falling back on short term coping activities even when they hold longer term professional aspirations.

The interviews also show that obstacles are not only economic or educational, but also administrative. For some young people, documentation and bureaucratic requirements determine whether they can enroll, sit exams, or access formal pathways at all. Several candidates stated that not having a birth certificate (*cédula pessoal*) creates a barrier for accessing education.¹⁰

Several interviews highlight that returning to school or sustaining training is shaped by social pressure and family responsibilities, not only individual motivation. Feelings of shame about age, pregnancy and childcare, and expectations to contribute to the household repeatedly appear as reasons why long educational routes feel hard to maintain. In practice, these pressures often push aspirations toward shorter pathways that allow income generation sooner.

A notable theme is the belief that employment access is shaped by limited transparency, corruption, and the importance of personal connections, which can weaken trust in merit based routes.¹¹ This perception influences aspirations by making formal employment feel uncertain, and it helps explain why self employment is frequently treated as a serious alternative rather than a second best option.

Program participation appears uneven largely because awareness and access are uneven. Many young people reported having heard of youth employability initiatives in their province or district, but far fewer had actually been selected or supported through them. 8 out of 18 candidates described having participated in or benefitted from a structured employability program, and others could name or describe programmes they had seen or heard about. This gap between general awareness and actual participation suggests an opportunity to strengthen marketing and outreach, particularly through channels that reach young people who are not already connected to formal institutions or online information streams.

When young people talk about what would improve their prospects, they often return to a small set of enabling skills. Practical training and technical competence are frequently emphasized, alongside communication in Portuguese and, for some, digital skills. These skill needs are framed in functional terms, as tools needed to access opportunities and perform effectively once employed.

⁹ Candidate 5: “Para mim bom trabalho é ter um contrato permanente... com salário regular que satisfaça as minhas necessidades.”

¹⁰ Candidate 1: “Preciso voltar a estudar, mas tenho esta dificuldade de conseguir ter a *cédula pessoal* para depois conseguir o Bilhete de Identificação...”

¹¹ Candidate 12: “Em muitos casos precisa de ter um padrinho dentro das empresas para conseguires o emprego...”

7. JOBS IN THE THREE NORTHERN PROVINCES OF MOZAMBIQUE

Following the previous section's discussion of youth aspirations, this section examines the structure and dynamics of the labour market in Mozambique's three northern provinces—Niassa, Cabo Delgado, and Nampula. It provides an overview of existing employment patterns, distinguishing between formal and informal work, and analyses the sectors and types of jobs that currently dominate the regional economy. The section also explores prospects for job creation, the skills demanded by employers, and the mechanisms through which recruitment takes place. Mapping these characteristics provides a foundation for understanding the opportunities and constraints facing young people as they seek to enter and succeed in the labour market of northern Mozambique.

7.1. The labour market in Mozambique

The Mozambican labour market is characterized by few formal jobs, numerous informal jobs and low pay. Only about 1–1.5 million Mozambicans are estimated to work in a formal job. Mozambique has a population of 34 million, and a labour force of 15.2 million (The World Bank, 2025), of which approximately 5.68 million in the North. Over the past year, Mozambique has experienced a number of events that have negatively impacted the number of jobs in the country. In the last quarter of 2024, civil unrest, triggered by disputed election results, led to a sharp economic slowdown. The protests led to the destruction of infrastructure and company stocks, especially in the cities, and to the disruption of supply chains due to restricted movements of goods and people. This was compounded by two cyclones (Chido and Jude) and irregular rains, which particularly affected the North. In addition, businesses have faced problems with access to foreign currency. Together, this resulted in economic declines, particularly in the tourism, agriculture, manufacturing and transport sectors, and in the loss of about 16,000 formal private sector jobs nationwide (CTA, 2025). By February 2025 businesses had begun to recover (Standard Bank, 2025), and there has been modest job growth since then.

7.2. Existing jobs in the North

The majority of the employed population¹² in Mozambique works in agricultural activities. As can be seen in table 6 below, this is also true of the three northern provinces of Niassa, Cabo Delgado and Nampula. Table 6, with data collected by the National Institute of Statistics in their Household Survey 2022, shows the percentage of the employed population per sector of activity, including formal and informal work. In all three provinces over 80% of the population works in agriculture, forestry and fishing.

¹² As defined in the IOF 2023 a person is considered employed if they meet at least one of the following conditions: Worked for at least one hour in the last 7 days prior to the survey, in order to produce goods or services, in return for payment in cash or in kind; or helped a relative in the production of goods and services, without remuneration; or did not work but was employed during the reference period. In other words, they were on holiday, on maternity leave, on strike, etc. The definition excludes people who were casual workers, self-employed workers without employees and without regular work, unpaid family workers without regular work, and unpaid family workers who did not work during the reference period.

Table 6: Economic Activity of the Employed Population of the Provinces of Niassa, Cabo Delgado and Nampula in 2022

	Niassa	Cabo Delgado	Nampula
Agriculture, Forestry and Fishing	89,4	86,2	84,5
Mining and Extractives	0	1,3	0,5
Manufacturing Industry	0,7	1,8	2
Energy	0	0	0
Construction	0,5	0,5	0,8
Transport and Communications	0,6	0,9	1
Commerce and Finance	4	3,9	6,3
Administrative Services	1,1	0,9	0,6
Other Services	3,6	4,7	4,1
Unknown	0	0	0,1
Total ¹³	99,9	100,2	99,9
Absolute number of individuals in working population (rounded)	646.800	944.600	2.165.600

Source: Instituto Nacional de Estatística: Inquérito ao Orçamento Familiar, 2023

Table 6 does not show the split between informal and formal work but based on the 2023 World Bank Mozambique Poverty Assessment report (World Bank, 2023) we estimate that a significant proportion of activities in the agriculture, forestry and fishing sector are informal. The World Bank report points out that in the extractives industries, manufacturing, construction and commerce and finance there is also a 65–75 percent share of self-employed people (without employees), and much of this is likely to be informal. The informal sector provides the majority of jobs in the North. Table 7 below, with data from INE collected in their 2022 household survey, shows the economic activity of the employed population of Niassa, Cabo Delgado, and Nampula, by type of employer. Over 70% of persons in all three provinces are “self-employed without employees”, and the second largest economic activity in all three provinces is “work for a relative without remuneration”. Much of the activity in these two types of work is probably informal. In all three provinces, this means that 80–90% of jobs are likely to be informal. Nationwide, almost 60% of people working in informal firms are women, and women are therefore disproportionately affected by the poor working conditions and pay that goes hand in hand with informal work (World Bank, 2023). It is important to understand that many people who work informally do not have just one “job”, but that individuals and families hedge their economic risk by pursuing a diversified portfolio of economic activities, including, for example, trading, services and subsistence agriculture. Even in households with individuals that have formal jobs, income is oftentimes supplemented by informal activities, such as subsistence agriculture.

Table 7: Economic Activity of Employed Population of Niassa, Cabo Delgado, and Nampula, by type of Employer 2022

	Niassa	Cabo Delgado	Nampula
Public Administration	3,8%	3,4%	2,4%
Local Authorities	0,1%	0,2%	0,1%
State-Owned Company	0,1%	0%	0,1%
International Organization/Embassy	-	0%	-
Private Sector Company	1,6%	2,5%	3,8%
Cooperative	-	0%	0,2%
NGO/Non-For-Profit Organization	0,1%	0,3%	0,1%
Private Household	0,2%	0,1%	0,5%
Self-Employed with Employees	0,9%	0,3%	1,4%
Self-Employed without Employees	72,9%	87,8%	80,8%
Work for Relative without Remuneration	20,4%	5,4%	10,7%
Total ¹⁴	100,1%	100%	100,1%
Absolute number of individuals (rounded)	646.800	944.600	2.165.600

Source: Instituto Nacional de Estatística: Inquérito ao Orçamento Familiar, 2023

Employment in services (in Table 6) is mostly waged work in the public sector, private sector and in local administration. The public sector is an important employer in Mozambique, and many young Mozambicans aspire to work in public or local administration. Jobs in this sector include teachers and health care workers. Based on the data in table 7 the approximate number of persons working in public administration or local administration can be calculated: in Niassa this is approximately 25,000 persons, in Cabo Delgado approximately 34,000 and in Nampula approximately 54,000. New hirings in the public sector are currently restricted due to public sector wage bill limits under Mozambique's agreement with the IMF, and creation of new jobs in this sector is likely to be limited in the next few years.

The private sector in the North offers comparatively few job opportunities. Nationwide, 7% of the population over the age of 15 works for private sector companies (INE, 2023). As can be seen in table 7 above, the proportion in the three northern provinces is significantly lower, at 1.6% in Niassa, 2.5% in Cabo Delgado and 3.8% in Nampula. Nevertheless, it is in the formal private sector that there is the most potential for the creation of good quality jobs that youth aspire to. The following section will therefore examine the formal private sector jobs in the three northern provinces in more detail.

¹³ The numbers published by INE do not add up to a neat 100%, probably due to rounding.

7.3. Formal private sector jobs

Table 8 shows the number of formal private sector jobs that INE published in each province's statistical yearbook (Ficheiro de Unidades Estatísticas) for the year 2022, the latest year for which these data are available. It is possible that job numbers have increased or decreased slightly since then, but in all three provinces the number of existing formal jobs in formal companies is very low, reflecting the fact that most economic activity is informal. It is notable that there is a stark gender imbalance, with women holding less than a third of all existing formal private sector jobs. In all three provinces, the percentage of female employees rises as the size of the company decreases.

Table 8: Existing jobs in the formal private sector (includes SOEs) in the three northern provinces in 2022

	Niassa	Cabo Delgado	Nampula	Total
Jobs in large companies	1,317	4,345	8,906	14,568
Jobs in medium companies	2,702	3,860	8,042	14,604
Jobs in small companies	3,052	2,754	25,367	31,173
Jobs in micro companies	9,525	15,590	19,415	44,530
Total jobs in formal private sector in province	16,596	26,549	61,730	104,875

Source: Instituto Nacional de Estatística: Ficheiro de Unidades Estatísticas, 2022

Formal private sector employment levels, especially for Cabo Delgado, were significantly influenced by the suspension of the Mozambique LNG project (force majeure declaration) and the impact of attacks by non-state armed groups in the region, which resulted in the destruction of approximately 4,965 companies, with losses estimated at more than 681 million dollars. Overall, the estimated number of formal jobs in the three northern provinces of Mozambique is currently between 210,000 and 250,000 formal jobs, about 113,000 of which are in the public sector (where the creation of new jobs is limited by Mozambique's agreement with the IMF).

7.4. New formal private sector jobs to be created in the next few years

If we assume job growth to be in line with GDP growth we can estimate, based on the World Bank forecasts of 2.9% growth of GDP for 2025, that 3–4,000 new jobs may be created in the formal private sector in the northern provinces this year. Job growth may accelerate over the next few years. There are some large investment projects in the three northern provinces, that are expected to remain active for several decades, mainly in the natural resources sector (e.g. graphite, mineral sands, and LNG). The companies involved in these projects and their suppliers offer potential for employment of local youth.

¹⁴ The numbers published by INE do not add up to a neat 100%, probably due to rounding.

Employers interviewed for this study were optimistic in terms of potential growth and job creation in the North. Overall, their estimate of how many new jobs they will create in their companies in the next two years amounts to more than 10% growth in jobs. However, this is contingent on stability, peace, absence of adverse climatic events and the resumption of the LNG projects in Cabo Delgado. 38% of all employers interviewed named the conflict in Cabo Delgado (and recently also Niassa) as one of the top three constraints on their business, while 21% named the suspension of the LNG projects. The recent resumption of the Mozambique LNG project (Area 1) is therefore likely to lead to new jobs in Cabo Delgado.

The Mozambique LNG project is expected to generate approximately 5,000 positions at the peak of project operations as well as up to 45,000 indirect jobs through roles in supporting industries and services linked to the project. The Rovuma LNG project (Area 4) may create a similar number of direct jobs, although the indirect jobs may overlap with those of Area 1. Other extractive and mining operations also have potential for more job creation: The Mozambique Ruby Mine which currently employs 1,300 persons is investing in a second processing facility and is expected to create additional jobs. The Ancuabe graphite mine expects to create 650 new jobs following a recent Chinese investment. The Pemba Bulk Terminal and Portos de Cabo Delgado which currently employ 1,500 persons have potential for creating an additional 3,500 jobs. According to the African Development Bank, the Pemba-Lichinga Corridor is expected to create up to 100,000 new jobs, mostly in agriculture and associated value chains. Despite the fact that the economy is predominantly informal, there are therefore upcoming formal job opportunities in the North.

As laid out in section 5.4, an estimated 7,000–10,000 youths per year in the North complete qualifications that in theory enable them to fill formal skilled and semi-skilled jobs that are created. The number of youths graduating is estimated to currently slightly exceed the number of formal job openings available. It is important to enable young people to get ready to take advantage of upcoming employment opportunities by endowing them with skills sought by employers, including practical experience, and to facilitate the matching of employment opportunities and job seekers. For this, it is necessary to understand what skills employers are seeking, and how they recruit.

7.5. Skills required by the labour market

Paradoxically, at the same time as having very few formal jobs, Mozambique lacks skilled professionals to fill the few existing vacancies. The 2019 World Economic Forum Global Competitiveness Report ranks Mozambique 137 out of 141 countries in terms of existing constraints for doing business, and 139 in terms of skills (Schwab, 2019). Firms require almost nine weeks to fill managerial vacancies, eight to fill professional vacancies and five for positions at the technical level (Lachler & Walker, 2018). So what skills are formal employers in Mozambique actually looking for? For this study, 39 private sector firms in the North were interviewed to understand their requirements.

¹⁵ Mozambique classifies companies as large, medium, small or micro by the following definition: Large companies have more than 100 employees or a turnover of more than MZN 160 million; Medium companies have 31–100 employees or a turnover of MZN 30–160 million; Small companies have 11–30 employees or a turnover of MZN 3–30 million; Micro companies have 10 or less employees and a turnover of less than MZN 3 million.

¹⁶ 47% of employers interviewed for this study stated that when they have vacancies, they consider persons with university degrees, 70% stated that they consider persons with TVET qualifications, while only 26% stated that they consider persons with neither TVET nor university education. These findings are echoed in data from the MozYouth internship program in 2024–25, which indicate that in the three northern provinces the highest employment rates at the end of the internships are achieved by men with formal TVET

Firms recruit employees to perform a wide variety of tasks, ranging from highly skilled tasks such as those performed by engineers to unskilled labour, such as discharging cargo from trucks. A variety of skill levels are therefore required for filling the formal jobs available. Formal employers interviewed hire for the following job categories:

- **Highly skilled jobs:** university educated office staff and managers with university degrees in technical, scientific or business-related subjects, or TVET CV5 technical certificates. In addition to post-secondary education employers look for digital skills, English language skills and a “good attitude”. Many employers require prior work experience for these positions.
- **Semi-skilled jobs:** technicians who tend to have CV5 certificates in technical subject areas, or in vocational subject areas such as electricity or mechanics (machine, industrial, metal or car), which can be acquired in TVET institutes. There are also a few positions for technicians with CV2 certificates, which can be acquired in Centros de Formação, but the opportunities for persons without a CV5 certificate are more limited, especially if they have no prior work experience. In addition to technical certifications employers emphasize that they look for literacy, numeracy and, most of all, “good attitude”. Many employers receive interns from the technical institutes or through professional internship programmes and then hire some of them.
- **Unskilled jobs:** unskilled labourers usually originate in the local communities, and are hired permanently or seasonally, and trained for specific jobs by the employers. In the agricultural sector this is by far the largest group of jobs, probably due to the need for seasonal labour in agriculture. Employers we interviewed emphasized that in terms of competencies and skills they look for “good attitude” (especially honesty and reliability). Some unskilled positions require physical strength, such as loading and unloading trucks, and are therefore reserved for men. It is noteworthy that informal firms and smallholder farmers also hire seasonal labourers for harvesting and other jobs.

Table 9 shows the skills sought by employers interviewed for this study in different economic sectors, and skills gaps identified by the interviewees. Many employers stated that for most positions they hire skilled or semi-skilled persons. Notable exceptions are in the hospitality sector, seasonal and field positions in agriculture, and some positions in mining and logistics, which are open for unskilled candidates.

education (63%), followed by men with university education (50%), followed by women with formal TVET education (43%), and women with university education (36%). Youth whose highest qualifications were obtained in short courses were only employed at a rate of 23% for women and 18% for men.

Table 9: Skills required, and skills gaps identified by employers

Sector	Skills required by employers	Skills gap
Accounting	University degree or CV5 in related field	No skills gap
Agriculture, Livestock and Fisheries	For technical and leadership positions: university degree or TVET CV5 in a related field or CV2; for seasonal and field workers unskilled (but literacy required by some employers)	There are not enough skilled candidates
Construction	TVET CV5 in Construction	No skills gap
Consulting	University degree, TVET CV5	There are not enough skilled candidates
Electricity	TVET CV5 in electricity	Candidates do not have sufficient skills
Green Economy	University degree or TVET CV5 in environmental or social field	Not enough candidates with right competencies
Hospitality	No educational qualifications needed; good communications skills; professional experience in hospitality industry	No skills gap
IT Services	University degree or TVET CV5 in IT related field	Candidates do not have sufficient skills
Mining & Extractives	TVET CV5 in technical field plus certification for technical staff and operators of machines and plants; unskilled for work without machines and for construction	No skills gap
Transport & Logistics	University degree or TVET CV5 for skilled positions; driver's licence for unskilled positions; good soft skills	University graduates lack practical skills; there is a lack of leadership skills
Water Utility	TVET skills in hydraulics	There are no courses in hydraulics

7.6. Recruitment

How do employers in the North recruit? 62% of companies interviewed for this study stated that they publish job openings (online on websites, platforms or social media, in newspapers or with education institutions), 18% of companies stated that they use internships as a recruitment tool (none of these companies had more than 50 employees), while 34% of companies stated that they use some form of word of mouth to recruit new staff. Many companies use a mix of these methods, but no company that currently has more than 100 employees stated that they recruit by word of mouth. It was notable that SMEs with less than 100 employees considered internships a good recruitment tool, while large companies offered internships to support youth training, but did not state that they use them as a recruitment tool.

Anecdotal evidence suggests that like in most countries, many jobs in Mozambique are filled based on networking or by word of mouth. There are also anecdotal cases of corrupt recruitment practices, where, for example, applicants bribe staff in human resources departments to be recruited for jobs. These practices act as a barrier to the recruitment of talent based on merit. Company leaders are interested in improving their recruitment processes, as is the GoM, which, through its national employment institute INEP, is leading efforts to address this problem, for example, by requiring employers to list vacancies with public employment centres.

Interestingly, employers interviewed for this study expressed a preference for hiring persons from the communities surrounding their company's location, provided that they possessed the necessary skills levels. The reasons for this preference include the fact that employee turnover tends to be lower if employees' friends and families are based locally, rather than in other provinces. Some employers also mentioned that by hiring locally a company is more likely to be seen as benefitting the local community, thereby reducing the potential of conflict between the company and its surrounding communities. This has proved valuable to some companies during the 2024 civil unrest. Our interviews revealed a tendency for companies to increasingly regard "local content" as referring to suppliers of goods, services and labour stemming from their surrounding communities, rather than from other areas of Mozambique.

In summary, the labour market in northern Mozambique is characterized by limited formal employment, a high prevalence of informal work, and in some sectors a mismatch between the skills employers seek and those possessed by young job seekers. While new investments and emerging sectors hold potential for job creation, many youths continue to face structural and practical obstacles in accessing decent employment. The next chapter examines these barriers in greater depth and highlights promising initiatives and solutions aimed at helping young people overcome them and secure sustainable livelihoods.

8. BARRIERS TO YOUTH EMPLOYMENT AND POSSIBLE SOLUTIONS

What are the main obstacles faced by young people? And what solutions exist to overcome these? Building on the previous section's analysis of jobs and the labour market in northern Mozambique, this section explores barriers that prevent young people from accessing decent employment and identifies promising examples of approaches to overcome them. It examines structural, educational, social, and gender-related constraints that limit youth employability, alongside initiatives that seek to address these challenges through skills development, entrepreneurship support, and inclusive workplace practices. The chapter highlights both systemic obstacles—such as limited job creation and low education quality—and local innovations that demonstrate how these can be mitigated.

8.1. Availability of formal jobs

The principal barrier for employment is the limited number of “good jobs” (formal jobs) that are available. As seen in the discussion of jobs above, the number of formal jobs in the northern provinces is simply not very high. There are currently an estimated 210,000–250,000 formal jobs in the northern provinces of Mozambique, and a labour force of about 5.68 million persons. Over the next year an estimated 3–4,000 new jobs will be created in the North. If economic growth continues or accelerates, so will the rate at which new jobs are created, in an optimistic scenario by as much as 10% over the next few years. But it is clear that in the formal sector, the number of job seekers is much larger than the number of job opportunities. A key factor needed to enable youth employment is therefore economic growth, particularly in sectors that have the potential to employ a lot of people (cf. “Industries without Smokestacks” (Newfarmer, Page, & Tarp, 2018)). In northern Mozambique, the drivers of economic growth are on the one hand agriculture, and on the other hand large extractive and mining projects. In addition, growth is expected in the transport and logistics sector and in the emerging green sector (e.g. renewable energy). Facilitating the growth of the number of jobs in these value chains needs to be a priority (and this is reflected in the Government of Mozambique’s 20-year national development strategy, as described above). The large investment projects in northern Mozambique are anchors in whose value chains many new jobs, formal and informal, can be created.

This should be supported by all stakeholders with policies and investments that facilitate the flourishing of the local value chains. A successful example of this in Mozambique is the Beluluane Industrial Park.

8.2. Self-employment

Since the formal sector is not generating enough jobs to employ the large number of young people that are entering the labour force, the majority of them will need to create their own economic activity through self-employment, either in the formal or the informal economy. This is, de facto, what is happening today. Much of this activity is in the form of occasional informal work or “biscates”, usually services like trading, characterized by low productivity, bad conditions and low growth potential, and sometimes illegality. These types of activity are not aspired to by young people and usually do not allow them to develop sustainable economic activities that could be regarded as entrepreneurship. So, what could be done to support more productive entrepreneurship in the North?

¹⁷ The green sector refers to the part of the economy that produces goods and services that contribute to environmental sustainability, either by reducing environmental harm (e.g. pollution control, waste management, renewable energy), or improving natural resource efficiency (e.g. sustainable agriculture, forestry, fisheries, and water management).

The Beluluane Industrial Park

Created in 2000 to support the value chain of the Mozal aluminium plant in Maputo Province, the Beluluane Industrial Park has played a key role in generating employment opportunities for surrounding communities by attracting over 70 domestic and international companies to set up operations within the park. This has led to the creation of over 12,000 direct jobs in manufacturing, logistics, and services, while also stimulating the growth of small and medium enterprises in the area, both in the formal and informal sectors. Through vocational training initiatives and partnerships with local institutions, the park has improved workforce skills and employability. Additionally, the park's infrastructure investments have enhanced access to markets and resources, further supporting economic inclusion in the region.

The most promising sectors for entrepreneurship are the value chains of agriculture, mining and extractives, transport and logistics and the green sector. Support for entrepreneurship in the formal as well as in the informal economy in these sectors may lead to job creation. There are existing initiatives engaged in this. Supporting and training existing companies, such as done by MozUp in the context of local content development for the Rovuma LNG project, seems to lead to increased turnover, and possible job creation. Feedback received from companies benefitting from these initiatives that were interviewed for this study was positive. Companies stated that they received training in compliance with procurement requirements that enabled them to improve their efficiency and to train their staff better, and that they expect increased business opportunities as a result, which may, in turn lead to hiring for new positions. There are also a number of incubators in Mozambique that support youth in the development of start-ups. However, the number of successfully incubated enterprises is not able to address the issue of youth employment at scale. Initiatives that aim to encourage inexperienced youth to create start-ups predictably face challenges.

There are examples of failed projects, where the large majority of young entrepreneurs simply took off with the small capital that they were given to start a business, instead of pursuing their long-term start-up projects. There is also mixed feedback on employment kit initiatives, which provide young people with short-term vocational training and then a tool kit to encourage entrepreneurship. Anecdotal evidence suggests that kits are sometimes sold by beneficiaries, because they lack the skills and means to be self-employed. There is another promising model of supporting entrepreneurs by allowing them to borrow tools in a centre that is run by a supervisor, for a fee. This currently exists at some TVET Institutes (for example in Beira). It may be possible to integrate such a model into an MSME-village at an industrial park. Self-employment, whether formal or informal, in most cases will supplement an individual's or a family's other economic activities, rather than constitute a full-time job, such as in the example of poultry entrepreneurship supported by the Aga Khan Foundation and the Agrarian Institute at Bilibiza, described in the box below. It is important to note that literacy is an important skill in enabling self-employment. 90% of successful formal and informal entrepreneurs can read and write (World Bank, 2023). Entrepreneurship is an important solution for youth unemployment but may not be a realistic solution for the large number of youths who are illiterate in the North.

Poultry entrepreneurship at the Agrarian Institute at Bilibiza (now Ocua)

Since around 2017, the Aga Khan Foundation (AKF) in partnership with the Agrarian Institute at Bilibiza has supported internally displaced people to build micro-aviaries using locally available materials, while providing training in poultry health, coop management, and marketing. One group of 16 association members began with 450 chickens and increased their flock to 600, generating income and enabling reinvestment in the enterprise. Recently, graduates of the Agrarian Institute have been able to launch poultry incubator businesses, supported by AKF and Cargill. In the first cohort, four youth-led enterprises successfully bred broilers with minimal mortality and sold out nearly all their stock within a week in Macomia, Pemba, and Ancuabe districts, demonstrating both commercial viability and strong local demand.

8.3. Education

As seen above, education, and in particular literacy, is key to accessing employment and entrepreneurship opportunities. Low quality of education is a constraint to youth employability, as stated in the Government of Mozambique's national development strategy 2025–2044 (Government of Mozambique, 2025). An estimated 380,000 young persons will be entering the labour force in the North every year in the next 5 years. Based on current levels of education, only approximately 50% of them will be educated to levels that will enable them to access most formal employment opportunities, with 1–2% qualified for semi-skilled or highly skilled jobs. Literacy is a pre-requisite for most formal and informal jobs, including many unskilled jobs, and for successful entrepreneurship in the formal and informal sector. One person interviewed for this study explained that an illiterate person cannot, for example, be hired as a security guard, because they cannot sign their name on any form, or cannot recognise on a sign-in sheet where to place a cross that indicates they cannot write. Employers, able to select from large numbers of applicants for every vacancy, will almost inevitably choose literate candidates over illiterate ones. Investments in early childhood education, primary school, and secondary school, such as done by KMAD, are needed today to boost the employability of the next generation, and to reduce illiteracy rates in the North.

Kenmare Moma Development Association

The Kenmare Moma Development Association (KMAD) invests in the communities surrounding Kenmare's operations in Nampula Province. It has invested in primary education by constructing classrooms, supplying desks and materials, and implementing a targeted programme to improve Grade 3 reading and numeracy in seven schools—all aimed at boosting literacy levels in foundational years. Through its scholarship scheme, KMAD supports students to attend secondary school and university, widening access to education and increasing literacy in host communities. KMAD has also built a vocational training institute offering courses in disciplines such as electrics, mechanics, industrial electronics, and civil construction, providing practical skills for employment or entrepreneurship. By combining investment in primary education, literacy enhancement, scholarships, and vocational training, the KMAD initiative creates career pathways for individuals in surrounding communities—from basic education to skilled trades and professional opportunities. The Kenmare mine is expected to be operational for at least 100 years, leading the company to support long-term development of its surrounding communities, with the aim of sourcing an ever-increasing share of its suppliers and labour locally.

In addition, the quality and labour-market relevance of TVET and university qualifications should continue to be updated and improved. This needs to include upgrading facilities and equipment, updating curricula, training teachers, and providing students with more practical skills, by encouraging more internships and practical work experience during courses of study. 47% of the employers interviewed for this study have an existing relationship with one or more universities, 38% have a relationship with one or more TVET institutes and 29% have a relationship with a vocational training centre, such as IFPELAC. Companies stated that they receive interns from the respective institutions, as well as being on their advisory boards. More companies could be encouraged to participate in internship programmes and advisory boards. Integrating post-secondary education more closely with the private sector, as intended by the Mozambican TVET reform, will boost the employability of young people. An interesting example of this is the dual training concept developed by GIZ in Mozambique.

Formação em alternância – dual training

Formação em Alternância (FAL) is a short-course training model implemented at vocational training centres (Centros de Formação Profissional – CFPs), developed by GIZ in collaboration with the private sector and inspired by the dual training approach. Since 2020, GIZ has piloted the model in selected courses at several CFPs, including CFP Beira and Young Africa. Under FAL, students alternate between theoretical instruction at the training centre and practical on-the-job learning through internships in companies. The 44-week programme includes two extended internship periods with the same company. Early results are promising—participants demonstrate stronger learning outcomes and higher employment rates compared to peers enrolled in non-dual training programmes.

8.4. Soft skills and health

Many employers we interviewed stressed that soft skills are one of the main determining factors for employment. Honesty, problem-solving skills, punctuality, communication skills, a correct understanding of rights and responsibilities, and other soft skills are usually referred to by employers as “good attitude”. There are some successful initiatives to enhance soft skills of young people in the North. These should be made available to a larger number of youths and linked to training and labour market insertion programmes.

There are also health and psychological issues affecting youth in northern Mozambique, especially in the province of Cabo Delgado, where a significant part of the youth population has experienced displacement and trauma. The recent conflict in Cabo Delgado as well as memories of Mozambique’s brutal war of liberation and civil war (1975–1992) are exacerbating the low trust environment in the North. Many families have experienced repeated severe traumas, the levels of violence in society are high, and a lot of youth are traumatized by conflict (Dadras, 2025). In light of this, psycho-social support and soft skills training are a valuable tool for increasing the chances of completing education and successfully transitioning to the labour market, such as in the Yopipila project showcased in the box.

Yopipila

The Yopipila project, funded by the EU, combines youth empowerment, environmental sustainability, and community development in Cabo Delgado. Through Yopipila, the Mozambican NGO Azul trains displaced and vulnerable young people in green construction techniques using recycled plastic bottles, equipping them with practical skills for employment and entrepreneurship in the sustainable housing sector. The project is holistic, integrating life skills and soft skills training, boosting participants' confidence and readiness for the labour market. Azul aims to nurture confident, socially conscious individuals who can take active roles as agents of change. By aligning environmental innovation with youth employability, Azul is creating pathways for both income generation and community resilience in northern Mozambique.

8.5. Network

Approximately 34 percent of the companies interviewed for this study reported using some form of word-of-mouth recruitment. This practice is common across many countries and sectors. However, young people who lack access to professional networks through family, friends, or colleagues face greater challenges in securing both formal and informal employment. Internships provide an opportunity for youth to build such networks and gain work experience. Expanding access to internships—and increasing the number of companies offering them in northern Mozambique—could significantly improve young people's employability.

All employers interviewed for this study expressed an interest in hosting interns. Nevertheless, many lack effective systems to integrate interns and have limited understanding of how to design and manage structured internship programmes. In most cases, companies provide only a basic induction, without a comprehensive or systematic approach to supervision and learning. This limits the potential benefits of internships for both interns and host organizations. Providing targeted training to employers on best practices for managing internships, together with a structured internship framework—such as those implemented by MozYouth or Field Ready—would strengthen internship quality and outcomes for both companies and young people.

MozYouth internship programme

The MozYouth internship programme helps employers in Mozambique recruit by connecting them with a pool of pre-screened, motivated young graduates equipped with relevant skills and workplace training. It reduces hiring risks and onboarding costs by offering employers the chance to assess interns' performance before making long-term employment decisions. It supports young people in transitioning from education to employment by providing practical, hands-on work experience in local companies. It connects recent graduates with host organizations across various sectors, enabling them to apply their academic knowledge in real-world settings. The programme includes mentorship and soft skills training to enhance workplace readiness and long-term employability. As a result, many interns successfully secure full-time jobs or gain the experience needed to pursue entrepreneurial opportunities.

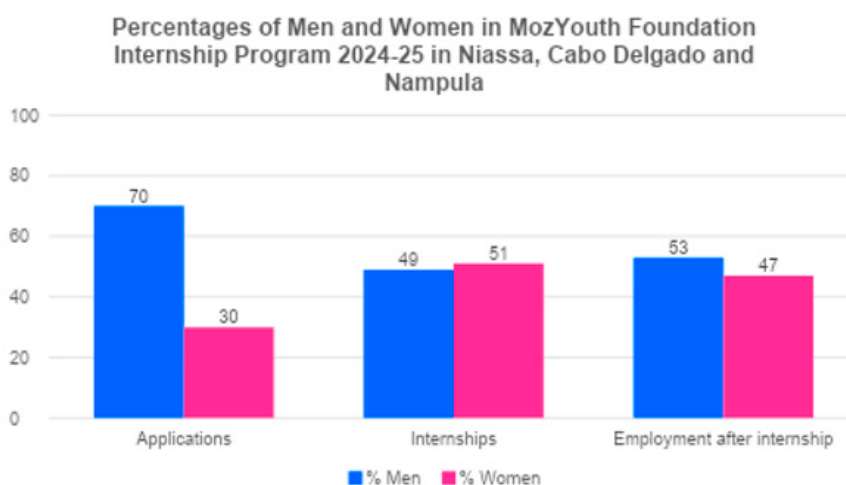
Field Ready

Field Ready helps employers recruit young people in Mozambique by identifying, training, and delivering a pool of well-prepared candidates who have been vetted, trained in workplace behaviours, and are ready to join the workforce. Employers benefit from reduced recruitment risk and onboarding costs, since internships enable them to assess talent before offering permanent roles. Field Ready supports young people's employability through free online training—covering digital, financial literacy, personal skills, and English—as well as intensive in-person programmes delivered via institutions like the Matola and Nampula Industrial and Commercial Institutes. Partnerships with companies such as ExxonMobil, CFM, Van Oord, Sasol, and HCB further link trainees to internships, mentorship, and job placements in sectors like oil and gas, rail, logistics, and energy—leading in many cases to direct employment upon completion. Field Ready offers training to companies to improve their onboarding and management processes, so that internships can be completed more successfully.

8.6. Gender

Women in the North must overcome more barriers than their male peers. As seen above, in all three northern provinces the illiteracy rate of women is more than 50% higher than that of men. In northern Mozambique, women participate less than men in education at all levels. In addition, nationally, women with secondary or post-secondary school education are unemployed at nearly twice the rate as their male counterparts. Studies by the United Nations University Wider have shown that in Mozambique women with university or TVET qualifications have to look longer for a job than their male peers from the same field of study and median salaries per sector are lower for women than for men (Jones, Santos, & Xirinda, 2019) (Jones, Santos, & Xirinda, 2021). There is a significant gender pay gap in all sectors in Mozambique, with women earning less than men for comparable work.

The MozYouth internship data also indicate that in northern Mozambique it is more difficult for women to be hired in formal jobs than for men. Figure 2 below illustrates that of the candidates applying for internships with the MozYouth program in northern Mozambique between January 2024 and May 2025, fewer than a third were women. And while between January 2024 and June 2025 51% of the persons placed into internships through the program were women, fewer of them found jobs than was the case for their male peers. Only 47% of those employed at the end of their internship were women.



Source: data provided by MozYouth Foundation

Interviews conducted with employers for this study suggest that most formal jobs are open for either gender. Apart from a preference for hiring men for jobs that require physical strength most employers expressed no preference for hiring women or men for any positions. However, a few employers mentioned that women appear to prefer doing office jobs (particularly accounting jobs), while men prefer to do physical work.

It is clear that there are fewer women competing for formal jobs than men in the three northern provinces, and yet it appears to be more difficult for women to be hired in a formal job. This indicates either that employers de facto are biased toward hiring men, despite denying this in interviews, or that the women lack skills that the employers seek. Organisations such as MUVA run initiatives to improve women's soft skills and employers' openness for hiring women. These could be expanded in the North.

MUVA

MUVA's MUVA'titude initiative integrates personal and emotional empowerment with vocational training, helping young women build self-confidence, leadership, and problem-solving abilities in addition to technical skills—thus overcoming internal and social barriers to employment. MUVA nurtures agency and resilience in participants so they can pursue and sustain decent work even in challenging environments. On the employer side, MUVA collaborates with employers via its GROW programme and other initiatives that help firms apply competency-based, gender-inclusive recruitment processes—resulting in significantly higher selection of qualified female candidates in technical roles. By equipping women with both the internal strengths and practical skills needed for the workplace—and by helping employers open opportunities accordingly—MUVA effectively advances gender equity and women's inclusion in the labour market.

8.7. Social norms and cultural beliefs

Social norms and cultural beliefs play a role in the labour market. Having a job and being able to provide for a family is an important marker of social status, especially for young men in northern Mozambique. Not having a job therefore has implications that go beyond economic considerations. Women in northern Mozambique, as we have seen above, have significantly less access to education and job opportunities. Traditional expectations often prioritize boys' education and assign domestic responsibilities to girls, limiting their time and opportunity to attend school or pursue employment. Northern Mozambique has extremely high rates of child marriage (over 50% of girls get married before the age of 18) and teen pregnancies (over 60% of women have their first child before the age of 18).

It is important to understand the difference between social values and norms in urban and in rural settings. Urban populations tend to be more open to change. In rural areas the population tends to be more conservative, and there is a culturally and traditionally established system of social hierarchy, in which knowledge and wisdom is held and transmitted by the elder generation. In the context of development, this can lead to generational conflict when younger generations want to introduce new ideas or technologies that are not known by the elder generation. As a result, sending children to school, particularly to post-secondary education, can be regarded as a waste of time and resources. In northern Mozambique, in particular, cultural norms do not encourage innovation that differs from well-established traditional methods of doing things. This culture leads to a rejection or avoidance of new procedures, new tools etc., and this, in turn, sometimes leads to frustration of members of the younger generation. Some of the persons interviewed for this study spoke of a breakdown in communication between the generations. To be successful, therefore, any intervention that aims to introduce new/different ideas, such as better access to education for girls and women, needs to systematically and sensitively involve several generations as stakeholders.

She belongs in School

The She Belongs in School (SBIS) project, launched by Save the Children in 2021 with funding from Global Affairs Canada, supports adolescent girls aged 10 to 19 in Nampula and Niassa to access quality, safe, and gender-responsive education. The project enhances girls' literacy, numeracy, and life skills while also addressing social norms that hinder their education. A key component is the training of 560 Gender Equality Champions—both men and women—who engage over 28,000 caregivers and community leaders to promote girls' rights and drive positive societal change.

8.8. Poverty and lack of social mobility

Overall, one of the most fundamental barriers to youth employability is poverty, which limits access to education, which, as discussed above, is a key factor determining access to job opportunities, resulting in a negative cycle of lack of social mobility and perceived exclusion. The least educated youth in northern Mozambique are also the poorest and the least likely to access “good” jobs. This negative cycle can create resentment among youth and has been identified as a factor in the conflict in Cabo Delgado (Orre & Forquilha, 2023). Persons interviewed for this study pointed out that it is not realistic to expect to “fix” the employability problems of a young person that have resulted from years of poverty, malnutrition and trauma in a 3-month TVET course or a similar intervention. Initiatives to support youth in northern Mozambique should focus on supporting members of local communities in their communities, address needs that youth in these communities identify, include measures to uplift the poorest and least educated youth, and should be understood to be part of a long-term process (and commitment). Scholarships for poor students from local communities are a good example of this, such as provided at the Agricultural Institute in Marera described in the box below.

Scholarships for local students at the Agricultural Institute of Marera (Manica Province)

The Agricultural Institute of Marera, situated in a rural part of Manica province, places a strong emphasis on serving its local community. Each year, it reserves 20 of its 50 available spots for students from the surrounding area, even if they have not passed the entrance exam, and provides them with scholarships to attend the three-year TVET programme. Its proximity to students' home communities enables them to return on weekends, share their knowledge with family and neighbours, and apply what they've learned to small income-generating activities—such as pig farming or pineapple cultivation. The institute also operates a hostel for secondary school girls, giving them access to the only secondary school in the district, located near the institute, and offering an alternative to early marriage; many of these girls later enrol in the institute itself. In this way, the institute is deeply embedded in its community and supports young people over extended periods of their educational and professional journeys.

In summary, while the initiatives and solutions presented in this section demonstrate promising results and offer valuable lessons for improving youth employability, their reach remains limited relative to the scale of the challenge. Most projects benefit only a small fraction of the youth population, leaving many young people without access to training, support, or job opportunities. The next section provides an overview of the main initiatives currently addressing youth employment in northern Mozambique, including donor-funded programmes, private sector initiatives, and efforts led by national and international NGOs

9. INITIATIVES TO SUPPORT YOUTH EMPLOYMENT

The issues identified above, and the GoM's priorities as laid out in section 4, are addressed by various initiatives, including the ones showcased in the previous section, that are supported by multilateral and bilateral donors, as well as by NGOs and the private sector. These initiatives often have components of skills training, including soft skills training, and many include pathways to entrepreneurship. Donor-funded initiatives tend to run for 2–5 years. Initiatives led by local NGOs or organizations, and/or the private sector, often run over longer time periods. Following is an overview of the most important initiatives. For a list of recent, current and planned initiatives, including details on budgets, time frames, beneficiaries and targets (where publicly available).

The three largest current initiatives relating to youth and employment in the North are funded by the World Bank. The USD 150 million MozNorte project is scheduled to run from 2021 to 2026. It supports 300 communities by improving rural livelihoods, enhancing natural-resource stewardship, promoting inclusive governance, and building resilience among women, youth, and displaced populations. The project includes several components that generate short- to medium-term employment and income opportunities for youth in northern Mozambique. The USD 104 million MozSkills project has been running since 2021 and is scheduled to end in 2026. Its aim is to professionalize TVET and higher-education faculty and administrators through competency based curriculum reforms—focusing on practical, work-ready skills, especially in STEM fields, to nationally accredit at least 10 institutions to continue training TVET trainers and managers, ensuring long-term capacity and scalability, update TVET curricula to be demand driven and skills-based, increasing employability and fostering self-employment among youth, and to increase female participation in technical education. It has supported the creation of 6 flagship TVET institutions, including the Instituto Industrial e Comercial de Nampula, and the operationalisation of the national fund for professional education (which as of October 2025 is not fully operational). The USD 75 million Harnessing the demographic dividend project has also been running since 2021 and is scheduled to end in 2025. It is a private sector development project with several components focused on youth empowerment, including life skills development, education, and empowerment, technical-vocational training, promoting employment and self-employment for youth (through the Emprega initiative composed of Agora Emprega and Acredita Emprega), and strengthening institutional capacities and data systems related to youth programmes. It is expected to benefit about 20,000 youth in Mozambique.

The African Development Bank (AfDB) is funding a number of initiatives to develop value chains, including in the Nacala Corridor and the Pemba-Lichinga Corridor, as well as the USD 16.5 million Linkar Project which contributes to economic transformation in Mozambique by stimulating and enabling productive SME linkages with the evolving oil and gas companies to multiply the broader national benefits from the country's oil and gas investments. All of these aim to create jobs in northern Mozambique. In July 2025 the AfDB approved a USD 17 million grant to launch the Resilient Investment for Socio-Economic Empowerment, Peace and Security (RISE-PS) project, aiming to restore stability in Cabo Delgado by creating 24,000 jobs—prioritizing youth and women—and benefiting over 100,000 people. The project includes rehabilitating 150 community facilities, training over 9,200 people in vocational skills, and supporting youth- and women-led enterprises. A central component is the Peace and Security Investment Hub, led by ADIN, to coordinate reconstruction and ensure community involvement in infrastructure decisions.

The EU is funding several projects in support of youth employment and entrepreneurship, the most prominent of which is the Mais Emprego project (Budget: EUR 4.2 million phase 1; EUR 6.5 million phase 2). The first phase of Mais Emprego, which ends in 2025, established public-private partnerships with a strong impact on employment, strengthened the public sector of TVET and employment; supported young entrepreneurs and the creation of MSMEs in Cabo Delgado. The second phase, due to run from 2025 until 2028 aims to scale up youth employment and entrepreneurship in northern Mozambique, consolidate phase 1 results in Cabo Delgado and replicate successes in Nampula, and strengthen public-private partnerships to create vocational training, internships, and self-employment support mechanisms.

Italy is the largest bilateral donor for projects related to youth and employment, with projects focussing on TVET and polytechnical education, digital skills and entrepreneurship and acceleration for MSMEs and SMEs. The second largest bilateral donor is Germany, with a focus on TVET, private sector development and transition to work, as well as support for displaced people in the North. Sweden is the third largest bilateral donor with projects focussed in sustainable sectors.

The United Nations International Children's Emergency Fund (UNICEF) runs a range of programmes in northern Mozambique, particularly in Cabo Delgado and Nampula, focused on child protection, education, health, and psychosocial support for communities affected by conflict and displacement. Key interventions include mobile child protection teams, temporary learning spaces for displaced children, integrated health and nutrition services, and youth skill-building programmes in safe spaces. These efforts have reached tens of thousands of children and families, aiming to promote resilience, recovery, and long-term development in the region.

The United Nations Development Programme (UNDP) runs several major programmes in northern Mozambique focused on stabilization, resilience, governance, and reconstruction. While not always framed as standalone "youth employment projects," these programmes integrate youth as a target group—especially in livelihoods, vocational training, and small enterprise development—in line with broader goals of stability, recovery, and resilience. In particular, there is a USD 20 million initiative funded by the EU and the Netherlands, Immediate Stabilization & Recovery in Cabo Delgado, which supports government-led efforts to improve community security (rule of law, justice access), rehabilitate critical infrastructure (e.g., schools, roads, health centres), and provide livelihood support to displaced and affected communities. Youth employment is a core objective of the programme, which supports income-generating activities, vocational training, and small grants for youth in conflict-affected districts. Activities include youth-led microenterprise support, skills training in construction, carpentry, and agriculture and rehabilitation of local infrastructure that also provides short-term jobs for young people. The UNDP will be implementing the AfDB's Resilient Investment for Socio-Economic Empowerment, Peace and Security (RISE-PS) project from September 2025.

The International Labour Organisation (ILO) runs two programmes in northern Mozambique that address youth employment. The USD 4 million Decent Work for Youth in Mozambique (DW4YM) project, also known as Projecta Jovem, funded by the International Fund for Agricultural Development (IFAD) delivers vocational training, entrepreneurship support, agro-value enterprise development, and employment-intensive infrastructure work targeting youth, women, and marginalized groups. The USD 7.3 million project MozTrabalha 2, funded by Sweden, promotes employment opportunities for young women and men through enterprise growth and productivity in the Lichinga corridor.

One example is KMAD (Kenmare Moma Development Association), the social investment arm of Kenmare Resources. Since 2004, KMAD has focused on livelihoods, education, healthcare, and water and sanitation in Nampula Province. In support of youth development, KMAD has built over 80 classrooms and awarded more than 250 scholarships, including 100 in 2025. Its technical training college, launched in 2017, produced its first graduates—including 23 women—in 2023. KMAD also provides financial and training support to over 100 small businesses and farming ventures, boosting local employment and productivity.

Another major initiative is the Mozambique LNG Foundation, funded by partners of the Area 1 consortium led by TotalEnergies. It was formally launched in 2025 and aims to improve the quality of life for current and future generations by supporting human capital development—especially through early childhood development, education, and vocational training—and by fostering economic diversification. The foundation is expected to invest in community businesses and sustainable enterprises, working with partners to increase access to energy and finance while promoting entrepreneurship and job creation through support for small and medium-sized enterprises (SMEs). The Area 4 Rovuma LNG Project, led by ExxonMobil is investing in local content development through the MozUp supplier platform and workforce training in partnership with Field Ready, as well as smaller local projects that support livelihoods and job creation in Palma district. ENI has invested in primary school education in Cabo Delgado. Montepuez Ruby Mining has also engaged in youth-focused CSR, investing in primary education and supporting farming cooperatives to enhance local livelihoods and economic self-reliance in its surrounding communities.

There are a number of NGOs and organisations that run initiatives to support youth employment. The largest is Ajuda de Desenvolvimento de Povo para Povo (ADPP), which has been active in Mozambique since 1982, and is part of the Humana network. ADPP is involved in various initiatives in the North of Mozambique, with a focus on education, health and humanitarian projects, including teacher training colleges, TVET education at the Instituto Politecnico de Nacala, and literacy programmes. ADPP is one of the implementers of the World Bank's MozNorte project. Other NGOs involved in projects to address youth employment include Azul, Helvetas, MUVA, SNV and Young Africa. Local NGOs tend to have long-term involvement with communities, although they largely depend on (relatively short cycle) donor funding for their projects.

From our interviews with donors and NGOs it is clear that while there are many projects that address youth employment, whether as their main objective or as part of a larger objective, the coordination of these projects could be improved. Several interviewees pointed out that lessons learned from projects are rarely shared. We have noticed that among the youth applying to the MozYouth programme, some had participated in various previous projects aimed at promoting youth employment or entrepreneurship. While this is not, per se, a problem, it indicates a need for existing programmes to coordinate or cooperate so that they widen the pool of beneficiaries and feed into one another more effectively. There are various existing efforts to improve the coordination of youth employment-related projects. ADIN leads the coordination of all projects in the North. A current initiative that more specifically focuses on coordinating efforts in the youth employment sector is led by the NGO MUVA. There are also efforts for improving donor coordination in the TVET sector, which are currently being led by the Ministry of Education and Culture, supported by Germany and UNESCO.

Due to shifts in donor priorities the amount of funding to support youth employment in Mozambique is expected to diminish going forward. While this is leading to short-term hardship in a number of projects, it also represents an opportunity for improved efficiency through transparency, information sharing and coordination of projects. In addition, it may lead donors and organisations to work more closely with the private sector, including with the mining and extractive sector, to coordinate efforts and funding, and to enable more long-term approaches that go beyond the usual 3–5-year cycles of donor funding.

In conclusion, a diverse range of initiatives—driven by donors, the private sector, and NGOs—are contributing to youth employment and skills development in northern Mozambique. While these programmes have achieved notable results, their overall impact remains limited by fragmentation, short funding cycles, and a lack of coordination among actors. Strengthening collaboration, information sharing, and alignment with long-term national strategies will be critical to ensure that resources are used efficiently and reach a broader share of the youth population. The final section synthesizes the key findings of this study and offers practical recommendations to enhance the coherence, scalability, and sustainability of youth employment efforts across the northern provinces.

10. CONCLUSION: KEY FINDINGS AND RECOMMENDATIONS REGARDING YOUTH EMPLOYMENT IN THE THREE NORTHERN PROVINCES OF MOZAMBIQUE

10.1 Key findings

Young people in northern Mozambique are entering the labour market at a rate that far exceeds the creation of formal jobs. The majority of youth therefore find livelihoods outside formal employment, primarily in informal entrepreneurship, subsistence agriculture, and low-skilled work.

Major investment projects in the North have the potential to create thousands of formal jobs. The most promising sectors are mining and extractives, agriculture, transport and logistics, construction and the emerging green sector. Proven examples of how to create jobs for communities surrounding big investment projects in Mozambique are the Beluluane Industrial Park in Maputo Province, which has supported the value chain of Mozal, or the developing value chains around the Kenmare mine in Nampula Province. These examples should be emulated at other big investment projects in the North. There are also **livelihood opportunities in the informal economy that feed into the value chains** of the sectors mentioned above. This includes seasonal jobs in agriculture and small entrepreneurship opportunities, such as providing services to persons employed in the value chains of the big projects. Unfortunately, local youth often lack the education and skills needed to access these opportunities. The youth aspiration interviews also indicate that where formal employment is seen as out of reach, many young people shift toward practical skilled trades (e.g. electrical work, plumbing, mechanics, phone/IT repair) and small business activities (e.g. trading, poultry farming), not necessarily as a second-best option, but as realistic pathways to more reliable income. This reinforces the importance of strengthening both formal job pipelines and informal/local value chain opportunities around major investments.

Educational attainment in the North remains critically low: fewer than 1.5 percent of young people hold post-secondary qualifications, around 43 percent are literate but have no further education, and more than half—particularly young women—are illiterate. This limits employability and reinforces intergenerational cycles of poverty. A holistic approach that considers different subgroups of youth in different localities and identifies tailored solutions for each is needed to boost youth employment.

While a small group of educated youth qualify for formal employment, they face challenges transitioning to work due to gaps in practical and soft skills. Their employability needs to be boosted by ensuring that they receive training on **labour-market relevant skills**. This requires continued **investments in facilities at universities, TVET institutes and vocational training centres, as well as updating curricula and training teachers**. Employers assert that the soft skills of young people are a decisive factor in hiring decisions. Access to **soft skills training** should be broadened to as many qualified young people in the North as possible, and ideally this should be integrated in university and TVET curricula. The **transition to work of qualified young people needs to be supported to decrease** the time they spend out of work after completing their education. Youth interviews support this, with respondents frequently highlighting practical competence, communication in Portuguese, and in some cases digital skills, as key enablers for accessing and retaining work. These skills are viewed not abstractly, but as functional tools for job search, workplace performance, and self-employment.

Short vocational training courses offer practical pathways for less educated youth to access livelihood opportunities in local value chains. However, short courses boost employability only in specific jobs. To ensure that short vocational training leads to employment, private sector employers should identify specific jobs in their value chains for which certifications obtained in short courses are deemed sufficient qualifications (as opposed to longer university or TVET qualifications) and cooperate closely with training centres in the communities surrounding their sites (perhaps consider establishing such training centres where they do not yet exist) to ensure the relevance of skills taught. This includes engaging with the national training agency ANEP to advise on curricula. Donors should consider supporting these efforts by investing in training infrastructure and capacity development. Innovative training approaches, such as FAL, that integrate training more closely with employers should be rolled out to more institutions in subjects that employers identify as relevant to their value chain.

Literacy is the most important skill that enables a person to work in the formal or informal economy. An illiterate person is difficult to train in technical skills and will struggle to succeed as an entrepreneur (in either the formal or the informal economy). **Over 50% of the youths in the North have not completed primary school** and therefore lack the literacy skills that they need to succeed. Finding solutions that enable illiterate young people to improve their economic situations is challenging. Possible solutions include **adult literacy courses** developed by NGOs and financed by donors and CSR budgets of large investors. It is important to boost the employability of the next generation by investing in the literacy of the next generation, by improving access to and quality of early childhood, primary and secondary education in the North. Scholarships that allow poor students to complete schooling and access post-secondary education are a possible way of **breaking the negative cycle of poverty, lack of education and exclusion**. The most successful examples of this support children over many years, in close cooperation with their caregivers and local communities. In addition, interviewees reported that administrative barriers such as lacking identity documentation (e.g. birth certificate/cédula pessoal) can prevent enrolment, exam participation, or access to formal pathways altogether. This means that improving education and training access should also include support for civil documentation and administrative navigation.

Although various initiatives are underway, most remain small in scale, fragmented, and short-term. Some solutions for youth employment can be implemented quickly and at relatively low cost (e.g. matching youth with existing jobs), while others (e.g. literacy interventions) require higher and longer-term investments and take longer to result in improved youth employment. Both short- and long-term solutions are needed. Youth employment projects should run for longer than the usual 2–5-year project cycles, to enable beneficiaries and their communities to benefit over time, especially in light of the fragile environment (including vulnerability to extreme weather events, conflict, and economic fragility) in the North. Greater coordination, knowledge sharing, and long-term commitment across actors are needed to create sustainable impact at scale. Interviews also indicate that participation in youth programmes is uneven, in part because information and entry opportunities do not reach all young people equally. While many respondents were aware of existing initiatives, far fewer had actually been enrolled or received support. This highlights the need for stronger community outreach and more inclusive selection channels, particularly for youth who are not linked to formal institutions or online information networks.

10.2 Recommendations

For Companies

- Prioritize local employment and local sourcing, aligning local content policies and corporate social responsibility (CSR) with youth job creation. Proactively identify goods and services that can be sourced locally.
- Establish or strengthen partnerships with local enterprises to promote SME development in value chains.
- Actively recruit and train local youth by creating pathways into company value chains through internships, apprenticeships, and partnerships with local training providers.
- Engage with training institutions (universities, TVET institutes and vocational training centres) to provide opportunities for practical skills training, internships for students, as well as identifying and developing short, targeted courses that meet labour-market needs. Engage with ANEP and local training providers to co-design relevant curricula.
- Support literacy and scholarship programmes through CSR initiatives, enabling young people from disadvantaged backgrounds to complete education and develop employable skills.

For Donors

- Invest in long-term, integrated youth employment programmes that go beyond short project cycles, by supporting and strengthening initiatives, including private sector initiatives, that have a long-term commitment to youth employment in the North.
- Invest in infrastructure, equipment and capacity development related to youth employment, including in education and training facilities, teacher training, curriculum development, and facilities and programmes that support entrepreneurship
- Support innovative training models such as Formação em Alternância (FAL), which link theoretical learning with practical experience in partnership with employers.

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- Fund literacy and foundational skills programmes and coordinate with CSR actors to expand coverage.
 - Support more practical, accessible training programmes that are tailored to the realities of youth with low levels of formal education, including hands-on and work-based learning approaches that can reach those who are not well served by conventional classroom-based models.
 - Enhance coordination and learning among youth employment programmes under ADIN's leadership to avoid duplication and widen the pool of beneficiaries.

For the Government of Mozambique

- Strengthen education quality and access, especially in early childhood, primary, and secondary schooling, by investing in teacher training and infrastructure in the North.
- Expand and modernize TVET and higher education, ensuring that curricula reflect employer demand and that soft skills training is integrated into all programmes.
- Promote the growth of local suppliers in the vicinity of large investment projects through strengthened local content frameworks, supplier development programmes, and incentives that connect small businesses to emerging value chains.
- Support labour market intermediation mechanisms, such as job-matching programmes, that connect qualified youth with existing employment opportunities.
- Establish policies and incentives that make internships and apprenticeships an integral part of workforce development, ensuring that companies are both encouraged and equipped to host trainees, and that young people can seamlessly transition from education to practical work experience.
- Facilitate coordination and oversight of youth employment initiatives through ADIN and relevant ministries, promoting information sharing and policy coherence.
- Create an enabling environment for private sector participation, particularly in high-potential sectors, by simplifying regulations and incentivizing local hiring and training.

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EMPREGO PARA JOVENS

NAMPULA

CABO DELGADO

NIASSA

