



**FAO's Recommendations & Feedback Paper on the Draft National Youth Employment Action Plan
For Turkey**

within the scope of the United Nations Joint Programme MDG-F 1928
Growth with Decent Work for All

Implemented by UNDP, ILO, IOM & FAO
in cooperation with the Turkish Employment Organization (İŞKUR)

—Recommendations & Best Practices—

Francesca Dalla Valle - Stjepan Tanic – Valeria Rocca



The designations employed and the presentation of material in this information product do not imply the expression of any opinion whatsoever on the part of the Food and Agriculture Organization of the United Nations (FAO) concerning the legal or development status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or products of manufacturers, whether or not these have been patented, does not imply that these have been endorsed or recommended by FAO in preference to others of a similar nature that are not mentioned.

All rights reserved. FAO encourages reproduction and dissemination of material in this information product. Non-commercial uses will be authorized free of charge upon request. Reproduction for resale or other commercial purposes, including educational purposes, may incur fees. Applications for permission to reproduce or disseminate FAO copyright materials and all other queries on rights and licences, should be addressed by e-mail to copyright@fao.org or to the Chief, Publishing Policy and Support Branch, Office of Knowledge Exchange, Research and Extension, FAO, Viale delle Terme di Caracalla, 00153 Rome, Italy.

© FAO 2011

© Pictures: FAO, Sadguru Foundation, F. Dalla Valle

Table of Contents:

Acknowledgments and executive summary	4
1. Introduction	5-6
2. Feedback on the draft National Youth Employment Action Plan.....	7
3. Best practices.....	8
<i>3.1 Examples of best practices</i>	8-14
4. Recommendations for the National Technical Team.....	14-15
5. Final remarks and issues raised at the workshop.....	16
Annex I: National Youth Employment Matrix Recommendations.....	17-18

Acknowledgments and executive summary

This recommendations and best practices paper has been developed by Francesca Dalla Valle of the Rural Employment Team within the Gender, Equity and Rural Employment Division in FAO in Rome jointly with Stjepan Tanic and Valeria Rocca from FAO's Regional Office for Europe and Central Asia¹ in Budapest, acknowledgments also go to Ali Emre Yilmazturk from the Subregional office for Central and Eastern Europe and Aysegul Akin from FAO Turkey for their support.

Within the framework of UNJP/TUR/051/SPA Growth with Decent Work for All: A Youth Employment Program in Antalya, the overall objective of the Joint Program (JP) is the adoption and implementation of employment policies benefiting the most vulnerable groups in the labor market within the context of Turkey's east-west migration. The JP implemented jointly by FAO, ILO, IOM and UNDP in cooperation with the Turkish Employment Organization (İŞKUR), aims to reduce youth unemployment among vulnerable young members of migrant families and increase the participation of young women in the labor force. This will be achieved through improved capacities at national and local levels to design and implement employment interventions for vulnerable communities and young women. Turkey's remarkable economic growth has not been reflected in equally strong pace of employment generation. During 2002-2006 when average economic growth rate exceeded 7%, the unemployment rate stubbornly remained around 10%. Youth unemployment at 19% is double the national average unemployment. Labor force participation rate for the 15-24 age group is 52% for men and 25% for women. The challenge for Turkey is to transform its economic growth into benefits for the most vulnerable while maintaining its growth momentum and employment growth performance.

FAO jointly with the other participating agencies was requested by the National Technical Team in charge of the formulation of the National Youth Employment Action Plan to participate in the revision of the draft document and present its recommendations at a workshop organized in February 2011 in Ankara.

The report outlines FAO's recommendations and best practices presented at the workshop.

¹ Contacts for queries and/or comments: Francesca Dalla Valle (Francesca.DallaValle@fao.org) Stjepan Tanic (Stjepan.Tanic@fao.org) Valeria Rocca (Valeria.Rocca@fao.org)

1. Introduction

Many rural youth are unable to reach their potential because of poverty and associated hunger and poor health. Also, education and training in rural areas is often of poor quality and is irrelevant and inappropriate for the needs of rural youth and of the labour market. Although many youth today are more educated than their parents, they often do not possess employable skills. Urban and rural poverty are very much interlinked, urban work or prospects often encourage migration from the rural areas to the cities, and often urban-related policies alone may fail to reduce urban poverty. It becomes therefore crucial to address rural poverty in order to make a sustainable progress on urban poverty. The needs and challenges of rural young people today are greater than they have ever been in the past and they must receive maximum support and access to resources to enable them to become active partners in the achievement food security.

Poverty translates to hunger and malnutrition which hamper learning by children and youth. Impaired learning abilities of children and youth prevent them from completing their education and accessing to better employment opportunities, therefore perpetuating the hunger and poverty cycle. Appropriate and useful education is vital in order for youth to improve their ability to find good jobs and lead responsible and productive lives. And education needs to be linked to access to income generating activities.

The *United Nations (UN) Food and Agriculture Organization (FAO)*² mandate is to raise levels of nutrition, improve agricultural productivity, better the lives of rural populations and contribute to the growth of the world economy. The work of FAO over the years has made significant contributions to making the lives of young people from rural areas more productive and meaningful by strengthening the organizations which serve them.

At the international policy level, there is increasing recognition of the importance of the linkages between rural employment, poverty reduction and food security. Decent work is now one of the indicators to measure progress towards the *Millennium Development Goals (MDGs)*³, in particular MDG 1: Target 1B “Achieve full and productive employment and decent work for all, including women and young people”, added in 2007. Moreover, the *ECOSOC Resolution 2008/18*⁴ *Promoting full employment and decent work for all* reaffirmed the central importance of full and productive employment and decent work to poverty eradication and social integration.

There are over 6.5 billion people living in the world today and more than half of these – some 3.4 billion - live in rural areas (FAO, 2008). Around one half of the world’s population is aged

² FAO website <http://www.fao.org/>

³ <http://www.un.org/millenniumgoals/>

⁴ ECOSOC Resolution 2008/18 <http://www.un.org/en/ecosoc/docs/2008/resolution%202008-18.pdf>

under 25. And these, and in particular, those between the ages of 15 and 24⁵ – the standard international definition of young people - are the subject of this paper. Youth is a time of transition: from childhood to adulthood; from education to employment; from dependency on others to independence – or at least that is how it should be. All too often transitions are problematic, misdirected or do not take place at all. Much of the effort of international agencies towards young people is aimed at facilitating the transition processes that young people undergo and in particular, facilitating the ‘school-to-work’ transition.

The ideal pathway for young people to follow goes from education directly into (good quality) employment, possibly with a brief period of job searching on leaving school or university. The worst pathway is the one walked by those who do not participate in education at all – passing through joblessness and/or early employment (child labour) rather than gaining some education and qualifications at school. More generally, for many young people in rural areas, the pathway to decent work may contain many pot-holes and obstacles. The population density and size of the youth population in rural areas is increasing in most regions. Given finite land resources, this implies that strategies for the development of employment opportunities for young people need to be established on increasing agricultural productivity and also on the development on non-agricultural rural employment opportunities.

Young people face a number of challenges in rural areas; child labour and, more generally non-participation and/or early school leaving is unacceptably high; low levels of schooling and, even worse, premature labour market entry, condition the employment opportunities available to young people and are likely to continue to do so throughout their adult lives. Similarly a lengthy school-to-work transition and/or significant periods spent in unemployment also militate against the long-term integration of young people into decent work. In this regard, in rural areas the youth jobless rate is probably a more useful indicator of labour market problems than the youth unemployment rate. Moreover, problems associated with the quality of employment – underemployment, informal employment, and more generally low productivity, low wage work – are particularly acute in rural areas. Again, the way towards more productive and satisfying employment forms lies in the development of off-farm activities, complemented by strategies to enhance agricultural productivity. Young people are particularly well suited to contribute to such an approach to development – they are more open to new ways of doing things, tend to be more innovative and can be also more easily taught new approaches - if the basic conditions are such that they are able to realise their potential. This requires appropriate education and training and support in finding openings in markets and means to overcome obstacles to the implementation of new technologies and approaches. Improving, in particular, off-farm rural employment opportunities will also do much to counter the tendencies towards rural-urban migration which threatens to remove the most able and better educated young people who naturally look towards urban areas and/or abroad for employment in the absence of adequate opportunities in rural areas.

⁵ Article 1 of the United Nations Convention on the Rights of the Child defines ‘children’ as persons up to the age of 18. This was intentional, as it was hoped that the Convention would provide protection and rights to as large an age-group as possible and because there was no similar United Nations Convention on the Rights of Youth.

2. Feedback of the draft National Youth Employment Action Plan (NYEAP) for Turkey

The NYEAP analyses well the status of youth employment in the country, nevertheless at times data is either not age or gender disaggregated. The policy analysis is also quite comprehensive but it shows some deficiencies in addressing *rural* youth employment. Specific actions to implement to promote rural youth employment should be included in the conclusion paragraph, for example:

Knowledge generation - Collating and disseminating information on agriculturally related issues. In this regard, one area where much progress has been made in recent years but where there is still much room for improvement regards the collection and dissemination of data on the situation of rural youth. In particular, age and gender-specific databases need to be developed and timely updated. Specific action might include:

- The development of a database on rural populations and employment by age and sex along the lines of the ILO's LABORSTA estimates and projections of the economically active population, which itself is based on the UN's population estimates and projections; and/or, the collation of existing statistical information on the age-specific employment in different sectors in rural areas.
- More generally, moving towards databases which distinguish between young people and adults as well as between men and women would significantly improve the ability to provide evidence based advice on the promotion of employment amongst rural young people.

Policy Advice and Advocacy – Activities regarding the promotion of rural youth employment requires action at the governmental level. In particular:

- Policies to promote rural youth employment need to be inserted in more general policies to promote youth employment as a whole as well as in strategies for economic development and poverty reduction in general. Where relevant, rural youth employment concerns can also be incorporated in sector-specific agricultural policies and programmes, such as fisheries, forestry livestock and agri-business.
- The majority of rural poor are self-employed and engaged in a variety of livelihood strategies that often complicates attempts to address *decent work*. Youth are often employed under informal contracts and have limited rights and social status both within households and at work place.

Technical assistance and capacity building – Through the implementation of technical co-operation programmes. Possible ways in which this might be achieved include:

- The development of UNJPs for youth employment in order to promote the producer associations and/or co-operatives amongst young people; and,
- Promote the development of youth associations with a view to strengthening rural young people's influence on local (and in the longer term central) decision-making.

3. Best practices

Support to rural youth and young farmers has been part of FAO's work for the last four decades, by strengthening and expanding young people's capacities, knowledge and skills through education and training. Expert consultations on rural youth were held in 1985 and 1995, in which it was stressed that youth, like women, have particular problems which may not be addressed through undifferentiated development programmes. FAO's youth programme in the 1980s and 1990s included among others, the publication of a newsletter *Youth Works*, technical corporation programmes to support government in developing youth strategies and support to the planning and implementation of national workshops to study and address the situation and needs of rural youth in various countries throughout the world. Today, FAO's work on youth focuses largely on youth employment and access for youth to decent work and is carried out in collaboration with the International Labour organization (ILO), after a Memorandum of Understanding was signed on collaboration on rural employment issues in 2004. FAO's work on youth employment is part of its work on Rural Employment, for which a strategy is currently being finalized. Worldwide various initiatives are currently being implemented with technical support of FAO to create decent work for youth, often within the framework of UNJPs (United Nations Joint Programmes).

3.1 Examples of best practices

Junior Farmer Field and Life Schools (JFFLS) and Youth Farmers' Associations (YFAs)

To address the specific challenges faced by youth, the Gender, Equity and Rural Employment Division has initiated and been following the *Junior Farmer Field and Life Schools (JFFLS)* approach since 2004. Considering the increasing recognition of the importance of the linkages between rural employment, poverty reduction and food security, the JFFLS combines support to vocational educational training opportunities with employment promotion. With a unique methodology and curriculum, the JFFLS provide agricultural, life and entrepreneurship skills in an experiential and participatory learning approach. Further, the JFFLS approach is linked to an employment-oriented component through which JFFLS graduates are encouraged and helped to form *Youth Farmers' Associations (YFAs)*, through which they can more easily access resources and place their produce in the markets. The process around the JFFLS-YFAs has been structured in 3 subsequent phases: a learning phase, an employment phase, and a market access phase. At the institutional level, during the *learning phase*, FAO works closely with a country's Ministry of Education in formal schools, the Ministry



Beehiving trainings for the youth in West Bank and Gaza Strip © F. Dalla Valle

of Youth (via youth clubs or Vocational Education Training Centres) and also with the Ministry of Agriculture. During the *employment phase*, FAO also works Ministry of Labour, with farmer associations and co-operatives, and with various agri-business/marketing experts. During this phase, efforts are made to register all associations, or to open youth branches within already established farmers' co-operatives. This enables the associations to register the plot of land used for farming under the association's name. The third and last phase is the *market access phase*, during which FAO works closely with the Ministry of Trade and with rural finance and micro-credit institutions, aiming to connect the associations with potential lenders which will allow them to expand their activities and production. Co-operation with the Ministries of Trade and Agriculture in different countries has helped the youth associations in reaching high standards of quality in, for example, organic farming products. The programme has been successfully introduced in several African countries as well as in the Middle East and Asia. Further, the JFFLS-YFAs have been included as one of the main activities in the United Nations Joint Programmes for "Youth Employment and Migration" in Malawi, Mozambique and Sudan, as well as in the UN "Jobs for Peace" programme in Nepal. Field evaluations have shown that the JFFLS-YFAs approach has been helping develop youth's entrepreneurial and agricultural skills and also their self-esteem, helping them become healthy and positive young adults. All four pillars of the *Decent Work Framework*⁶ can potentially be addressed simultaneously within this approach. It includes an employment creation component (e.g. through vocational training and identification of market-oriented economic opportunities); a social protection component (e.g. through Occupational Safety Health Standards – OSH - sessions included in the JFFLS trainings for YFAs); a rights at work component (e.g. JFFLS training modules include child labour prevention and gender equality is mainstreamed in all phases of this approach); and a social dialogue promotion component (e.g. promoting group cooperation and youth participation as organized stakeholders). FAO's JFFLS-YFAs initiative has been showcased at international level at the last Global, Youth and Entrepreneurship and Sustainability (YES) summit in June 2010 in Sweden⁷. The initiative was selected among more than 2,000 others on the basis of its potential to turn into a real force of change⁸. It has been furthermore included as a valuable activity-contribution to the UNESCO promoted International Decade for a Culture of Peace and Non-violence for the Children of the World (2001 to 2010)⁹. Case studies for this initiative have been included as resource publications in the Network for Youth in Transition Forum¹⁰ of the Centre for Peace Building International¹¹, in the World Bank-FAO-IFAD Gender in Agriculture Sourcebook (2009)¹², in the Global Food Security Initiative portal¹³, the Global Forum on Food Security and Nutrition¹⁴ and other publications and foras.

⁶ http://www.ilo.org/global/About_the_ILO/Mainpillars/WhatisDecentWork/lang--en/index.htm

⁷ Global, Youth and Entrepreneurship and Sustainability (YES) summit in June 2010 in Sweden
http://www.fao-ilo.org/news-ilo/detail/en/news/42645/icode/?no_cache=1

⁸ FAO West Bank and Gaza Strip newsletter
<http://www.apis.ps/documents/July%20Newsletter%202010%20FINAL.pdf>

⁹ <http://www.unac.org/peacecp/decade/background.html>

¹⁰ <http://cpbinternational.ning.com/>

¹¹ <http://www.cpbinternational.org/>

¹² <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/CompleteBook.pdf>

¹³ http://www.globalfoodsec.net/modules/gfs/knowledge_resource/education_capacity_building?debut=1

¹⁴ <http://km.fao.org/fsn/>

Further info:

<http://www.fao-ilo.org/fao-ilo-youth/en/>

http://www.fao.org/bestpractices/content/11/11_04_en.htm

<http://www.fao.org/docrep/012/i1450e/i1450e00.pdf>

Young Farmer's Clubs in Montenegro and Kosovo

Montenegro, one of the smallest and youngest countries in the Western Balkans, and a fast growing economy thanks to tourism along its part of the Adriatic coast, impresses with the beautiful landscape found in the mountainous areas of the north. However, economic activities in these northern areas of the country are limited and the population's income comes mainly from agriculture. With financial support from Luxembourg, in 2006 FAO started a project supporting farmers in selected municipalities. Having had good experiences in helping farmers through a "participatory approach" – meaning that interested farmers are provided opportunities for training for needs that they themselves identified – FAO realized that something



© FAO REU

also needed to be done for young people in the region, as migration is a long-standing problem and demographic change threatens the sustainability of mountain farming. In response to this need, FAO helped to establish "Young Farmer's Clubs (YFC)." In these Clubs young people are encouraged to decide the activities they would like to organize and what training needs they have. These Clubs are also important for the benefit of the young people as well as their region, as the lack of a young and dynamic labour force reinforces the tendency towards low output, small-scale subsistence farming systems, without utilization of the abundant natural resources. Thus, especially the older Club members are encouraged to learn modern agricultural skills. Membership is open to everyone between 12 and 26 years of age and a particular effort is made to encourage girls to join. Club activities generally fall into three areas: agricultural training and education; social responsibilities and voluntary projects; and socializing. In Serbia, 20 YFC's are already active while 18 are running in Kosovo. The Serbian Clubs are members of the "Rural Youth Europe" an organization through which they have the opportunity to interact with young people from various countries across Europe. In summer 2010 "A Balkan Study Tour" organized by FAO project staff and YFC members allowed young people from England, Latvia, Finland, Germany, Macedonia, Armenia, Cyprus, Croatia and Northern Ireland to meet young people and visit local farms in four regions of Serbia and two towns in Kosovo. In northern Montenegro five Young Farmer's Clubs are currently being set up, with the hope that the project's lifetime more will be established, giving the opportunity to change more young people's lives across the region.

Further info:

http://www.fao.org/world/Regional/REU/News/Kosovo_en.pdf

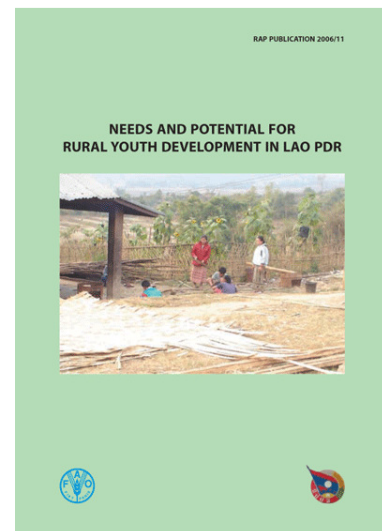
Improving youth organizations in Asia

Rural youth development in countries like Thailand, the Philippines or Japan is carried out through mobilization of young farmers' organizations. These organizations voluntarily work together to address the outstanding social and economic problems in their respective communities. In Thailand for example, the Thanat Samakhee Club was established in May 1973 to promote cooperation among youth of the Thanat sub-district, and provide them opportunities to gain knowledge and skills on agriculture and home economics. The Club's individual and group members participated in various projects which included the production of fruit trees, perennial plants and vegetables. The Club also sponsors training activities and regular meetings for networking and information sharing among farm youth throughout Thailand. This has enhanced members' pride and capacity to pursue agricultural careers to generate income for themselves and their families. Another successful youth group is the Tuga 4-H Club based in Kalinga of the Cordillera Administrative Region of the Philippines. It was started in November 1996. Its members are mostly out-of-school youths and the rest are either high school or college students. Among the livelihood projects ventured by its members are production of ducks, goats, poultry and swine, vegetable and ornamental gardening, rice farming, and candy processing. The best practices of the cited countries also underscore the importance of using effective training approaches for rural youth. Generating support from the community and other organizations for the implementation of such will not be as difficult if the national and local governments and the community understand and become convinced of the organization's aims. After all, youth organizations tend to be the first ones tapped by the national government and the NGOs for the implementation of their programs and services because they are the ones easily mobilized. Young and energetic as they are, the youth tend to be more active and aggressive compared to other age groups.

Further info:

<http://www.fao.org/sd/erp/lessons%20from%20asia%20brochure.pdf>

<http://www.fao.org/docrep/009/ag106e/ag106e00.htm>



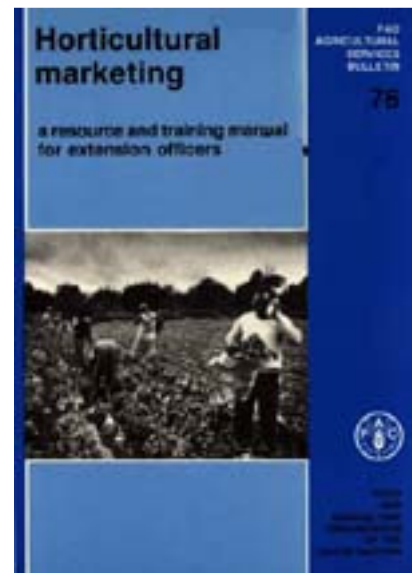
© FAO RAP

Horticulture marketing

Kenya has been successfully exporting fruit and vegetables to Europe by air for over a decade. The volumes sold now exceed 40 000 tonnes. In 1983 the European importers commented that improvements were needed in the quality of produce, particularly in view of increased competition from other suppliers. The main crops sold are fine and extra fine french beans, a

range of Asian vegetables, avocados, strawberries, passion fruit, extra large pineapples and cut flowers. Export production is carried out by small farmers, large farmers and cooperatives. Most exports are made by private Kenyan companies. The Horticultural Crops Development Agency (HCDA) is a government-backed organization which carries out some exports on its own account to fund its role as the representative of the private exporters. The HCDA decided to act on improving quality standards. Discussions with the government crop inspectors and importers in Europe showed that most of the grading problems occurred at the beginning of the season. A frequent complaint was that mixed sizes were being packed together. Field observation showed that:

- even very perishable crops like french beans were being left out in the sun;
- new field workers had difficulty grading correctly into fine and extra fine beans;
- tree and vine crops like avocados and passion fruit were picked into sacks and subsequently graded into export quality.



© FAO AG

Significant skin scuffing occurred. Field trials were undertaken whereby pickers covered their beans with a damp cloth in the field and field storage was in a tent clad in dampened material. This enabled the latent heat of evaporation, i.e. the cooling effect of water evaporating, combined with the shade, to prevent heat buildup in the produce. Slide photographs were taken after one, three and five days to show the differences between the various post-harvest handling systems. Strict sizing specifications differentiate fine and extra fine beans. Extra fine beans must be longer than 100 mm but thinner than 6 mm while a fine bean must be thinner than 9 mm. In order to enable new graders to check these sizes at the start of the season a stick was made 100 mm long tapering from 9 mm width at one end to 6 mm. This could be made out of tin, wood or cardboard and was provided to new pickers to help them measure beans into the correct sizes. For harvesting above the waist a picking bag was required. This could be made out of a kanga--a shawl universally available in Kenya. Two comers were tied over the neck and the other two corners were tied up to the shoulders to make a bag. Into the bag were placed two three-kg cardboard boxes. Pickers picked and graded as they worked. The skin damage to the harvested crop was reduced and high work rates were possible because the bag was comfortable to work with. Having established that there were some relatively simple and inexpensive steps that the export industry could take to improve its performance, the HCDA decided to communicate these findings and recommendations in the form of a conference before the start of the export season. The exporters passed on the improved post-harvest handling techniques to their growers. Importers in Europe reported a significant improvement in Kenyan export qualities. Important notes: the general problems were known but the specific problems were only identified from field research, observation and discussions. The recommendations were all simple and inexpensive and were of benefit to all in the industry. The improved post-harvest methods were communicated to the exporters rather than directly to growers as growers were more prepared to accept advice from the buyers of their crop. 4.

Improving the reputation of Kenyan produce was seen to be a benefit to all the individual exporters.

Further info from:

<http://www.fao.org/docrep/s8270e/S8270E00.htm#Contents>

Vocational training school for high tech horticulture activities for rural youth

A vocational training school for high tech horticulture activities for rural youth has been successfully developed in Gujarat, India, by the Sadguru Water and Development Foundation. Horticulture crops contribute towards 24.5 % of the Gross Domestic Produce (GDP) of the country. Horticulture crops produce higher biomass & than any other field crops & provide high remunerations in semi-arid regions. They require less water, provide higher employment opportunity, are value added productions and are eco-friendly. India earns considerable foreign exchange through the export of horticulture products to other countries



© Sadguru Foundation

of the world. Out of the total geographic area of the country, only 30 % area has irrigation facilities & the remaining 65% area is very dependent on Monsoon. Indian monsoon is very much uncertain. Moreover, in the country, majority of farmers are small & marginal; having less than one hectare of arable land Thus rainfed agriculture is very volatile and risky for the farmers belonging to the marginal and small landholdings. Seen the unavailability of training school for remotely placed rural youth, the monsoon dependent agriculture and the high percentage of illiterates and partially literates, a training school is particularly needed for unemployed rural youth from Gujarat. Through this training, young people develop skills on raising an high tech nursery, on developing garden and its maintenance, on value addition of flowers, fruits and vegetables. They also enlarge their skills on vermicompost, green house technology and on installation, repair and maintenance of diesel engine drip irrigation and spray pump. The programme consists in a seven-week residential course including one-week field exposure to various developed nurseries, green house and processing units of private firm and government organizations.

Further information:

<http://www.nmsadguru.org/>

E-learning distance education-Course on cut flower production

A variety of e-learning distance courses on agriculture are available on the web. Among other agricultural topics, there is a 100 hour individual module course on cut flower production. The course aims at developing technical and management skills for cut flower production and it is

structured in 10 lessons covering diverse technical subjects, such as soil and nutrition, cultural practices, flower initiation and development, pest and disease control, greenhouse culture, harvest and post harvest, developing a production plan, export market. Upon successful completion of the course, students will learn about physiological processes affecting flower development in plants, identifying plant varieties suitable for commercial cut flower production, evaluating the suitability of different plants as cut flower crops, and so on.

Further information:

<http://www.acsedu.co.uk/courses/product.aspx?id=133>

4. Recommendations in drafting the National Youth Employment Action Plan

The centrality of rural youth employment promotion - Rural youth employment promotion needs to be inserted – and to play a central role - in more general governmental development, poverty alleviation and employment promotion strategies. On the one hand, the development of rural economies is central to, in particular, poorer countries efforts to raise incomes and reduce poverty. As noted above, this implies raising agricultural productivity and developing non-farm activities. Young people in rural areas are central to this process – being more flexible and open to new ideas and technologies, as well as being needful of additional employment opportunities - are well suited to play a significant role in effecting both the development of agricultural productivity through the introduction of new production methods and the development of non-farm rural economic activity.

Promoting youth participation – One reason why more attention tends to be paid to urban youth and in particular, more highly educated urban youth is because they are able to bring more pressure to bear on governments. The development of rural youth organisations in combination with, and taking advantage, of the growing recognition of the importance of rural economic activity in poverty alleviation and development, provides one way forward in which the FAO can play a key role. FAO also strongly support the development of mechanism for young people to participate actively in decision making and to take an active role in planning their future.

Interrelations between actions – Policies and plan of actions need to take into account the interactions between different interventions and their implications – for example, action to raise educational levels needs to take into account the role of child labour in rural economies. Similarly, raising educational levels in rural areas can support the development of rural productivity, however, if specific action is not taken to promote economic activity which takes advantage of more and better education, such policies risk for stimulate greater rural-urban migration. This in itself may or may not be beneficial, the key point being that these types of interaction need to be recognised. Since one of the greatest threats of rural areas is the loss of its youth and when youth leave a community, they, in many ways, take with them the future of that community. In taking steps to make rural communities places where young people want to stay, Governments, communities and policies must ensure not only that young people are ready to enter the work force, but that there are jobs for their youth.

Self-employment - Specific interventions to directly promote rural youth employment tend to centre around the development of self-employment options and small business creation. Possible ways out of this apparent impasse include:

- Supporting the development of value chains and more generally non-farm employment for rural youth. Value chains provide a means of understanding relationships between businesses, methods for increasing efficiency, and ways to enable businesses to increase productivity and add value. Value-chain approaches are a vehicle for linking small businesses to markets, therefore essential for improving rural economies and reducing poverty. Value chain promotion is an effective way of fostering rural-urban linkages. Such forms of employment tend to have at least the potential to develop into more stable employment relations as well as potentially generating higher incomes.
- Developing programmes aimed at promoting agricultural and/or agriculturally related activities so as to place greater emphasis on the development and expansion of small enterprises thus created.
- Supporting the development of production related youth organisations and/or co-operatives. This too will strengthen local producers and facilitate the movement away from independent micro-enterprises towards more stable and longer-term employment relations as well as strengthen the bargaining power of local firms in employment.

Labour market information – LMI plays a key role at different levels in the design and implementation of effective interventions. This is an area which clearly should be improved at all levels.

Programmes evaluations - One of the key findings of recent evaluation literature on programmes for young people in general, and for rural youth in particular, is the lack of adequate impact evaluation which may guide policy improvement. Indeed, programme which include impact evaluations tend in themselves to be better - and more effective – programmes.

Programmes and plan of actions design - A number of specific design features of programmes have been improving the effectiveness of programmes. In particular:

- Small programmes are better than large ones.
- Multiple service interventions – particularly in the area of self-employment and small business creation - are likely to be required in most circumstances for programmes to have any chance of having a significant impact. Experiences with such programmes in low and middle income countries are largely positive.
- Local youth, and more generally, local community involvement in programmes is likely to be an important factor in determining programme success.
- Links to existing opportunities are important and this may be one of the reasons why small, locally tailored programmes tend to be more successful.

5. Final remarks following the NYEAP workshop

It has emerged during the workshop that Turkey has data on youth employment disaggregated by age and rural-urban even though such a disaggregation was not used in the initial draft of the youth employment action plan. As stressed in the recommendations it is essential to analyse disaggregated data in order to address the different needs of rural/urban youth so as to better target the beneficiaries. Moreover, rural-urban disaggregated data is valuable for evidence-based policy making as well as for determining priority areas of intervention, identifying disparities and priority groups, and for monitoring and reporting.

During the workshop FAO has given concrete feedback on the matrix included in Annex I. Main inputs will be focused on:

- Labour market analysis for young people based on age, gender, education and rural-urban disaggregation; and,
- Use of rural-urban disaggregated data to adapt labour programmes, vocational trainings and job counseling for vacant jobs to both rural and urban youth specific needs.

Annex I: National Youth Employment Plan Matrix Recommendations (FAO comments on specific outcomes and indicators in red)

Target 1: Increasing the number of registered young people to İŞKUR

Target 2: 10% Increase in the Job Placement of Young People by İŞKUR in Every Year

Outcome 1

Labour market analysis, for young people, based on age, gender and education, **as well as an urban and rural overall disaggregation** have been carried out periodically at national and provincial level

Indicator 1.2

Until 2015; At least 70% of the labour adaptation programmes are carried out in accordance with labour market analysis **and adapted to the specific need of either urban or rural youth.**

Outcome 2

The efficiency of Provincial Employment and Vocational Training Boards' (PEVTB) works targeting youth employment has been enhanced **and adapted to both urban and rural youth.**

Indicator 2.1

Until 2015; %5 **(a 5% increase is a bit low, I think that we can aim for slightly higher)** increase in the number of unemployed young men and women participating in the vocational trainings (VET).

Outcome 3

Coordination of İŞKUR with institutions and agencies in the field of labour market has been increased on the basis of democratic representation to also involve young people and as a result, social dialogue mechanism has been strengthened.

Output 3.1

Youth Employment Monitoring and Evaluation Board (YEMEB) established **and M&E framework and mechanisms established and maintained.**

Indicator 3.2

At least once a year a report to be written for youth employment **taking into account the disaggregation requested on outcome 1.**

Outcome 4

Job counselling services of İŞKUR has been improved in terms of capacity and quality **and needs of target populations (youth – urban – rural).**

Indicator 4.2

Until 2015, the rate of young people who benefit from job counselling services and who are directed to either vocational training and/or employment is determined through a software developed **(the software developed should take into account of the needs of outcome 1 and 4).**

Outcome 5

İŞKUR's personnel capacity has been strengthened in terms of quality and quantity.

Indicator 5.1

Until 2015; the number of personnel is increased to at least 8000 **(the indicator here should highlight the number of trainings that the İŞKUR's personnel will attend by 2015. Capacity should be strengthened not only in increasing the number of personnel but also on the trainings given).**

Indicator 6.4

Until 2015, 1 million new printed materials are distributed where there is intense young population **(this is not very**

clear, it needs some revision, I think it is important to have the youth needs and aspirations highlighted in the new materials).

Indicator 6.5

Spots prepared about youth employment are broadcasted via local and national radio and TV channels (and highlighted opportunities both in urban and rural areas).

Indicator 7.2

Until 2015, 50% increase in the number of vacant jobs notified to İŞKUR every year (also the vacant jobs could be disaggregated rural/urban for easiness of the job searcher).

Outcome 8

Vocational Counselling services have been activated (it would be excellent to have counsellors that have expertise also on rural jobs).

Indicator 8.2

Until 2015, provision of career counselling services of İŞKUR in all state universities (this cuts out a big part of the population that does not go to university, so it would be good to do also career counselling in provincial and districts facilities and 'open days' in rural areas).

Target: Strengthening the Relationship between Education and Employment (will be modified as a numerical target)

Outcome 4

Entrepreneurship trainings given within formal and non formal education system monitored (ideally agro-entrepreneurship should be formally included in the trainings provided).

Target 1: Having grant, credit and other support systems restructured with a focus on youth employment

Outcome 1

Increase in urban youth employment has been observed (also the rural youth employment should be observed and consequentially taken into account in the indicators related to the above mentioned target).