Youth Employment Promotion in Agriculture

TCI Investment Days
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Main messages

- A modern, sustainable and productive agricultural sector is the basis for national food security and improved nutrition and offers income and employment opportunities for young people.

- Access to productive and decent work helps youth to realize their aspirations, improve their living conditions and actively participate in economic development efforts.

- Hence, investment planning needs to adequately reflect youth employment issues and consider explicit youth employment promotion programmes.
Some facts and figures from Africa (1)

- In some African countries, the agriculture sector (farming, fisheries, forestry and agro industries) currently provides employment opportunities for up to 80% of the working age population

- With 200 million people aged 15-24, Africa has a very youthful population

- Africa’s population at working age grows by 2.7% p.a. (13 million)

- By 2030, 59% of youth aged 20-24 will have secondary education (137 million)

- By 2040, Africa’s labour force will be about 1 billion
Some facts and figures from Africa (2)

- Africa succeeded in creating 73 million jobs between 2000-08, but only 16 million for youth.
- Youth represent 60% of all unemployment.
- Youth unemployment rate for SSA is 12.1% compared to 7.9% for adults (for North Africa 23.4% vs 9.9%).
- 72% of youth population live with less than $2 a day and working poverty among youth is above the 38.1% average.
- 38% of Africa’s working youth is presently engaged in agriculture.
- The sector can provide more employment opportunities for young people, who however face particular challenges.
Rural youth challenges

- Lack of access to & control over productive resources (e.g. land & capital)
- Low education & inadequate skills (e.g. production & business)
  - Girls face particular disadvantages in accessing education
- No employment history and/or low work experience
- No collateral
- Generational gap (e.g. transfer of indigenous farming knowledge from adults to young)
- Labour market discriminations often result into higher unemployment rates for young girls
- Globalization (e.g. uncertainties, variability in prices)
## Investing in rural youth employment

<table>
<thead>
<tr>
<th>Increase in employment rate</th>
<th>Enhance food security and income for rural HH</th>
<th>Adoption of post-harvest value addition</th>
<th>Innovation in labour saving technologies</th>
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<tbody>
<tr>
<td>• Investments will untapped the potential of agriculture for employment creation</td>
<td>• Younger HH heads derived higher income from their agricultural activities</td>
<td>• Younger HH heads have been assessed in being more involved in appropriate storage and processing</td>
<td>• Younger people are more keen and active in using any kind of new technologies, and thus increasing profits, income and motivation</td>
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- **Poverty alleviation in rural areas**
- **Increase agricultural productivity**
- **Social stability**
- **Rejuvenation of the agro sector**
FAO support to rural youth

1. Enabling young women and men to gain and expand their knowledge and skills in agriculture and food and nutrition security through practical experiences and activity-based learning.

2. Inclusion of rural youth employment aspects in agriculture and rural development policies, strategies and programmes at national, regional and global levels

   • Comprehensive Africa Agriculture Development Programme (CAADP).
   • African Youth Charter (AYC)
   • United Nations Development Assistance Framework and Plans (UNDAF/P)
   • National Agriculture and Rural Development policies
   • National Youth Employment in Agriculture Programme of Nigeria (YEAP)
   • etc.
FAO’s mechanism on youth employment promotion

- Labour market-oriented agro skills development
- Entrepreneurial skills
- Social-life skills
- Etc..

- Promotion of self-employment
  - Business start up facilitation
  - Facilitated access to finance
  - Etc..

- Matching of supply and demand

- Labour supply (employability)
- Labour demand (employment opportunities)

- Incentives for producers’ organizations to include youth
- Alignment and revision of policies to reduce entry barriers for youth
- Etc..
FAO’s methodology for youth capacity development

Developing an integrated learning methodology (agr. & life skills)
Collaborating with central & local authorities
Adapting curricula to local needs & contexts

Enhancing agro-skills: field preparation, planting, IPM, harvesting, irrigation
Understanding ecosystems, Agro-Eco System Analysis (AESA)
Promoting G.A.P. & environmental awareness

Strengthening involved institutions’ capacities
Aligning to national priorities & promoting national ownership
Entrenching JFFLS into national employment programmes

Developing life skills (self esteem, decision-making skills, nutrition, HIV/AIDS, health & hygiene)
Promoting Youth Farmers’ Associations
Rights awareness: child labour prevention; gender equality; land & property rights

Promoting entrepreneurship, business & marketing skills
Facilitating access to credit
Public-private partnerships in youth employment creation

Private sector’s role:

- The private sector can help the fight against hunger and malnutrition by **supporting FAO’s work** in agriculture, fishery, forestry, natural resource management and food value chains.

- Private sector has a pivotal role in **facilitating** young women and men **access** to finance and markets while also providing an enabling working environment.

Two Examples of FAO-private-public partnerships:

- **Malawi** - i) National Smallholder Farmers’ Association of Malawi (NASFAM) and ii) the Farmers’ Union of Malawi (FUM)

- Tanzania mainland and Zanzibar – i) Tanzania Federation of Cooperatives (TFC) and ii) the Cooperative Union of Zanzibar (CUZA)
Conclusion

- Foster an **enabling environment** in terms of gender and age
- Establish **partnerships** among governments, farmers’ federations and unions and youth organizations
- Develop or revise **national youth employment plans of action** taking into account the specific needs of rural youth
- Support the **participation of youth** in policy debate and local economic development initiatives (e.g. economic corridor development initiatives)
- Promote, institutionalize and invest in **holistic approaches** that strengthen youth’ skills and encourage their participation in the agro sector (e.g. the JFFLS, the Songhai model, etc.)
- Foster adequate means and **opportunities for youth** to remain in rural areas and engage in agriculture
Conclusion

• Incorporate youth employment as integral part of agricultural investment plans and programmes

• FAO has the mandate and the means ...
Youth employment in revised FAO Str FW

SO3 on Rural Poverty Reduction

• **Organizational Outcome 2:** The enabling environment in member countries is created or improved to increase access by the rural poor to decent farm and non-farm employment

  – **Organizational Output 2.2:** Governments and their development partners are enabled to promote employment-intensive socially equitable and sustainable rural development paths, fostering the rejuvenation of the rural areas and rural women economic empowerment

• Support *youth employment programming* in the agriculture, fisheries and forest sector
Youth employment at FAO

Youth is an integral part of rural employment and decent work at FAO and has been reflected in corporate initiatives and processes:

– Decent Work is one of the two elements on Human Rights, one of the five UN programming principles

– Quick Guidelines on “How to mainstream decent rural employment into project formulation” (FAO project cycle)

– Guidelines for addressing Rural Employment and Decent Work in the CPF formulation

– Guidance on how to address rural employment and decent work concerns in FAO country activities

– Conceptual paper on the nexus between Decent Rural Employment and Food Security

See TC intranet page on Decent Rural Employment
Growing gender inequalities in access to productive resources

Increasing unemployment among women & youth

Rural youth unemployment 37.3% 

Working poverty 65.3% of youth

60 -79 % of rural work force is women

24.6 % children working (ILO, 1998), mostly in agriculture (USDOL, 2010)

40 million youth will enter the labour market in the next 10 years

Need to create decent employment opportunities for young women and men

Decent Rural Employment Team
The Transformation Agenda - A presidential Initiative

The Agenda is the framework for all key priority policies, programmes and projects of the Federal Government of Nigeria. One core pillar is creating decent jobs in sufficient quantity to reduce youth unemployment and poverty.

The Agricultural Transformation Agenda (ATA) of the FMARD is built on the President’s Transformation Agenda, to untapped the high potential of the agricultural sector for employment creation in the country.

The Nigerian YEAP
YEAP in Nigeria (3)

- **Component 1**: Enabling environment for young women and men employment
  1. Promoting a broad-based policy dialogue
  2. Coordination with national stakeholders and international
  3. Promoting adequate financial and insurance services
  4. Development of a knowledge platform
  5. Fostering States accompanying investments
  6. Rebranding the agricultural sector.

- **Component 2**: Support young women and men to engage as N-Agripreneurs and market oriented producers.
  1. Awareness creation and promotion of agriculture as a business
  2. Value chain mapping
  3. Strengthening of professional organizations and governance bodies
  4. Agriculture, business and life skills development
  5. Linking young entrepreneurs and their associations with N-Agripreneurs
  6. Investment support

- **Component 3**: Monitoring and evaluation (M&E)
  1. Outsourced evaluation and audit services
  2. Transport and office equipment
  3. Technical assistance, studies, surveys
  4. Establishment and operation of a M&E system