



Food and Agriculture
Organization of the
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RURAL EMPLOYMENT

Information material

Rural youth employment and agri-food systems in Kenya

A rapid context analysis



INTRODUCTION



Kenya

This rapid context analysis has been developed in the inception stage of the third phase of **Food and Agriculture Organization of the United Nations (FAO) Integrated Country Approach programme (ICA programme) for boosting decent jobs for youth in the agri-food system.**

The ICA programme supports countries in adopting and implementing youth-inclusive and employment-centred agri-food system development policies, strategies and programmes.



Two-thirds of the world's youth live in poverty

Aligning with country and regional priorities, the ICA programme proposes an integrated approach structured in five main outputs:

1. inception phase, mappings and priority setting;
2. knowledge generation for evidence-based policy development;
3. awareness raising and capacity development for youth-inclusive and employment-centred planning;
4. policy and programme development, with focus on agroterritorial processes of job creation;
5. boosting FAO tools and internal capacity to promote youth employment in agri-food systems in a gender-sensitive manner.



In sub-Saharan Africa, 10 to 12 million new jobs/year are needed till 2030 to absorb all new labour entrants

Since 2011, the ICA programme has been implemented in three successive phases. It is currently active in Guatemala, Kenya, Rwanda, Senegal and Uganda (2019–2022), with financial support from the Swedish International Development Cooperation Agency (SIDA).

Overall context and rural youth employment challenges

Kenya became a low-middle-income country in 2014 and is East Africa's strongest economy. Nevertheless, it simultaneously holds the highest number of unemployed youth in the region (UNDP, 2013). The Kenya National Bureau of Statistics (KNBS, 2018) estimates national unemployment at 7.4 percent, while youth unemployment amongst youth aged 20–24 years is at 19.2 percent, with females constituting 64.5 percent of the unemployed.

The country's economy is not creating enough jobs to absorb the growing working age population. Annually, nearly 1 million young people enter the labour market adding to the existing pool of job seekers. Yet, on average, only 826 600 jobs were created annually between 2013

and 2017 (Third Medium Term Plan, 2018). Of the new jobs created, more than 80 percent were in the informal sector. Also, the school-to-work transition is rather challenging for many youth, in particular for girls, for the less wealthy, and for youth from inland rural areas (see Box 1).

Addressing the youth employment challenge is particularly urgent given that 70 percent of Kenya's population (52 million people) is below 30 years and the median age is 19. Around 20 percent of the population is in the 15–24 age group, corresponding to more than 11 million youth (UNDESA, 2019a). Furthermore, the country is growing rapidly, at 2.5 percent annually, and is forecasted to reach a population of 66 million by 2030 and 91.5 million by 2050 (UNDESA, 2019a).

Box 1. Youth school-to-work transitions in Kenya

Transition into work for Kenyan youth is slow or incomplete. The education system needs strengthening in terms of both quality and inclusiveness. The linkages between education and training institutions and industry in the development of curricula are still weak. In addition, a gap exists between the levels of technology used by industry and those used by the education and training institutions (ILO, 2013).

Access to education has increased, but there are still important gaps: for girls, for the less wealthy, and for inland rural areas, especially the arid and semi-arid lands (ASAL) counties. Although 27 percent of the government allocation is directed towards the education system, more than one million primary aged children and 2.4 million secondary age children are still out of school, while enrolled learners are affected by poor quality of education (UN, 2018). Also, early drop-outs represent a significant problem in Kenya, largely driven by credit constraints (WB, 2016b). Overall, over 90 percent of the unemployed youth have no vocational or professional skills training, which limits their chances of fully participating in the formal sector (ILO, 2013).

The above has a negative impact on labour productivity. The Gross Domestic Product (GDP) per employed person is lower in Kenya than in many African countries, and has been increasing at a slower rate (WB, 2016b). Finally, the school-to-work transition is also challenged by the fact that more than 80 percent of jobs are generated in the informal economy (UN, 2018), while the proportion of casual workers in wage employment increased gradually from 17.9 percent in 2000 to 30.1 percent in 2010 (ILO, 2013).



The agriculture sector plays a central role in Kenya's economy, especially considering that more than 75 percent of Kenyans live in rural areas. The sector contributes to around 25 percent of gross domestic product (GDP), 65 percent of exports (see Box 2) and employs approximately 60 percent of the total labor force employed (WB, 2019). With the exception of Nairobi city and Mombasa counties, agriculture remains a key driver of growth in most counties. Counties with huge agricultural potential include Nakuru, Nyandarua, Kiambu, Elgeyo Marakwet, Meru, Narok, and Bomet.

However, the potential of the sector to contribute to the creation of decent jobs for youth is far from being harnessed. Data on youth participation in agriculture are very limited. According to Kenya Youth Agribusiness Strategy (2017–2021), only 10 percent of youth are directly participating in the sector. Even though this percentage seems excessively low compared to neighbouring countries, **there is a general trend of youth moving away from agriculture and rural areas as a whole.**

Box 2. Agricultural exports in Kenya

The sector accounts for 65 percent of the export earnings. The country's **main agriculture export goods are horticulture products, cut-flowers, tea, coffee and tobacco.**

Only 16 percent of Kenya's agricultural exports are processed, compared with 57 percent for imports. Of processed exports, only pineapples (USD 100 million per year) and beans (USD 50 million per year) have achieved significant scale (WB, 2019c).



Agriculture is not viewed by the youth as a viable business because the majority of farmers practise traditional farming methods, with poorly remunerated enterprises that do not lead to decent livelihoods (see Box 3). In spite of Government recent efforts to transform smallholder agriculture, making it more market-oriented, the sector's growth and job creation potential is still hindered by numerous challenges. These include: underdeveloped value chains and low value addition, especially inefficiencies in the commodities supply chain due to limited post-harvest handling infrastructures, limited access to agricultural financing (with only 4 percent of commercial bank lending to agribusiness), weather related shocks, limited extension services (ex. on adoption of modern technology), and limited irrigation usage (WB, 2019c).

Box 3. Kenya's agricultural production systems

Small and medium producers dominate agricultural production. Approximately 87 percent of farmers operate less than 2 ha of land, while 67 percent operate less than 1 ha. Land scarcity is also reflected in the surge in rental prices of agricultural land (WB, 2019c).

Nearly all the country's crop production is rainfed, and almost half of animal production occurs in arid and semi-arid lands. Only, 2 percent of arable land is under irrigation compared to an average of 6 percent in sub-Saharan Africa and 37 percent in Asia (WB, 2019c). The growing impact of drought and unreliable rainfall are therefore expected to significantly constrain the sector

Furthermore, poverty dynamics within the country are directly influencing Kenya's agricultural sector. Massive population increase has triggered the decrease of land parcel sizes in areas of high agricultural potential, which in turn is affecting food production. Coupled with the expansion of agriculture into arid lands, this has affected pastoralism, by increasing competition for natural resources (World Bank 2016a).

Milk, mangoes, guavas, and maize are the dominant commodities in Kenya by volume and value, followed by flowers, vegetables, rice, bananas, and sweet potatoes. The next group includes coffee, tea, sisal, and sugar, which are important for foreign currency earnings and are dominated by large-scale farmers. Livestock production plays a major role in food security and in the country's economy, especially for the livelihoods of the population living in the arid and semi-arid areas (ASAL). The subsector employs over 50 percent of the agricultural labour force (FAO, 2015).



The youth engaged in agriculture are often frustrated by the high costs and risks of investing in the sector. The negative perception towards agriculture has further progressed over the years with technical institutions and universities seeing a decline in students' enrollment (GoK, 2017b).

In spite of the constraints, given the abundance and variety of raw agricultural inputs and favourable port access, Kenya has the potential to increase its value-adding capacities dramatically. There is great potential to expand processed exports in fruit (mangoes, passion fruit), processed vegetables, and nuts (macadamia), with longer-term potential in meat. Also for the domestic market, a wider range of agro-processing growth opportunities exist, including in fruit purees, potatoes and other vegetables, fish (for example,

canned, smoked), meat, dairy and, to a lesser degree, tea and coffee. Few firms are active in this space mainly due to challenges in securing sufficient quantity and quality of raw material. Opportunities also exist to expand processing of imported commodities for the local market (for example, vegetable oils, wheat into pasta), but such initiatives face constraints related to the cost and reliability of power and access to finance (WB, 2019c).

Also, leveraging modern technology could generate a wide range of agricultural applications, from providing weather updates, market data and access to finance for farmers, to better linking inputs suppliers and buyers, as well as enhancing traceability along the value chain. Modern technologies could also offer interesting entrepreneurship opportunities for youth.

Current response

The country's overall policy framework, especially after the launch of Kenya Vision 2030 in 2008, is quite conducive to rural youth employment promotion (see Box 4 for details).

Policy emphasis during the last 10 years has been placed on public works, entrepreneurial development and skill enhancement (UNDP, 2013). Also, having recognized the gap in labour demand, the Government has explicitly prioritized sectors with higher job creation effects, including agriculture and manufacturing. The forthcoming new National Youth Development Policy also prioritizes the transformation of agriculture to make it attractive to youth,

with expected actions foreseen on: 4.3.1 Positioning youth at the forefront of agriculture growth and transformation, 4.3.2 Identifying and addressing the fragility and increasing vulnerabilities of sustainable youth self-employment particularly in agriculture and entrepreneurship, and 4.11.1 The government and stakeholders shall ensure there are mechanisms that support youth engagement in the development, protection, conservation of the natural resources and environment while engaging in eco-entrepreneurship and green jobs.

However, rural youth-specific decent work aspects (such as occupational safety

and health and hazardous work in rural areas, participation in governance processes or working conditions) remain overlooked

In view of implementing the existing policies, multiple youth-targeted initiatives are in place, some of which specific to agriculture, initiated either by the Kenyan Ministries, Departments and Agencies or its development partners (see Box 5 for details). However, little evidence is available about their effectiveness in order to guide future investment decisions for the implementation of the existing strategies. Many initiatives seem complementary and in some cases duplicating approaches and intervention areas.



Box. 4 Policy context relevant for rural youth employment in Kenya

- **The Agricultural Sector Transformation and Growth Strategy 2019–2029** considers youth a priority group, including a target on reaching 3 000 youth-led and digitally-enabled extension agents;
- **The Agricultural Sector Development Support Programme II (ASDSP) 2017–2022** aims at transforming crop, livestock and fishery production into commercially oriented enterprises that ensure sustainable food and nutrition security by developing environmentally resilient and socially inclusive value chains. Output 1.2 on supporting value chain innovations foresees the establishment of grants supporting value chain innovation with high prospects for women and youth empowerment (where an important measure of economic empowerment will be job creation either as an employer or an employee at any stage of the value chain). Outcome 2 is on enhanced entrepreneurship of priority value chain actors.
- **The Third medium Term Plan (MTP) 2018–2022**, already in its foreword, indicates that employment creation is at the heart of the president's second administration and has the target of creating 1.3 million new jobs per year (p.xxi). Prioritized strategies in this regard are green jobs promotion, and the expansion of the manufacturing sector to increase its contribution to GDP from 9.2 percent in 2017 to 15 percent and agro-processing to at least 50 percent of total agricultural production. According to the MTP III document, gender equality, empowerment of women, youth, and persons living with disability and other vulnerable groups, as well as the full realization of human rights, will continue to be a priority. A specific programme is foreseen on *Youth and Women Empowerment in Modern Agriculture*.
- **The Kenya Youth Agribusiness Strategy 2017–2021, under the overall coordination of the Ministry of Agriculture Livestock and Fisheries**, identifies eleven strategic objectives to address the challenges that hamper meaning and sustainable youth participation in agribusiness, namely:
 - transform youth perception towards agribusiness;
 - development of agribusiness skills, knowledge and information;
 - improved access to affordable and youth friendly financial services for agribusiness;
 - enhance access and sustainable use of land;
 - youth engagement in research and development of innovative agricultural technologies;
 - enhance access to inputs, modern technologies and utilization of good agricultural practices (GAP) to increase efficiency;
 - increase utilization of agricultural products through value addition;
 - improved access to affordable suitable output markets for the youth;
 - support implementation, reviews and development of policies that create an enabling environment for youth in agribusiness;
 - promote youth-inclusive climate smart agricultural technologies and create green jobs for environmental sustainability; and
 - promote an integrated approach to address cross-cutting challenges including gender disparities, cultural barriers, alcohol and substance abuse, human immunodeficiency virus infection and acquired immune deficiency syndrome (HIV/AIDS), weak governance and value systems amongst others.
- **The Kenya Climate Smart Agriculture Strategy (2017–2026)** targets the enhancement of the capacity of Women, Youth and Vulnerable Groups to participate in climate smart agriculture (CSA) activities.



Source: Public policy documents retrieved from FAO DRE database at <http://www.fao.org/rural-employment/policies/results/en/>.

Overall, programmatic coordination on youth employment in agriculture remains a challenge.

This is exacerbated by the tension between the almost complete devolution to the county level of the functions related to agriculture and the still centralized youth development functions. The adoption of the **Kenya Youth Agribusiness Strategy (2017–2021)** can offer a promising framework for boosting coordination. Yet, while county-specific initiatives to pilot its implementation have been initiated (ex. supported by German Corporation for International Cooperation and FAO), a coordination mechanism to monitor its overall implementation has not yet put in place. The only mechanism in

place for coordination on youth employment issues is the donor-led *Working Group on Technical Vocational Education and Training (TVET) and youth employment*, co-chaired by the Principal Secretary in the State Department of Vocational and Technical Training (TVET) in the Ministry of Education. A more inclusive space for dialoguing with private sector, civil society and youth organizations on the specific topic of youth in agribusiness is missing. A committee on youth in agribusiness and a related county network has recently been established within the frame of the Committee on Agriculture of the Council of County Governors (CoG) and will be an interesting process to monitor and support.



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Box. 5 Main ongoing initiatives on rural youth employment promotion

- **Several public funds have been established in support of youth entrepreneurship, such as the Uwezo Fund, the Youth Enterprise Development Fund (YEDF), and the Women Enterprise Fund.** According to the MTP III, one of the priorities for the period 2018–2022 is the consolidation of the existing entities into the new **Biashara Bank** in order to guarantee better coordination in the delivery of affordable financing and support for business development.
 - **The Youth Enterprise Development Fund (YEDF)**, in place since 2007, aims to provide credit to youth, support marketing of youth products and services, attract and facilitate investment in Micro, Small and Medium Enterprises (MSMEs), and facilitate employment of youth in the international labour market through the Youth Employment Scheme Abroad. According to the YEDF website, to date the Fund has provided entrepreneurship training to over 351 000 youth across the country and at least 5 000 youth have been sensitized on how to access procurement from the public sector. Loans disbursements are targeted to reach K sh 2.27 million by 2022 to benefit 454 100 youth. Development of a database on national youth socio-economic status including youth-led MSMEs is also planned under the MTP III. The Agri-Biz loan of the YEDF in particular is available to youth who wish to start or expand agricultural related businesses including purchase of equipment and working capital.
- **The Youth Empowerment Centres (2008–ongoing)**, under the Ministry of Public Service, Youth, and Gender Affairs, are multi-purpose centres for youth run by district youth officers. The centers are also used to administer a small grant scheme for business start-ups (only for registered youth groups and youth serving organizations at district level). Groups are provided with one-week entrepreneurship training and follow-up support by district youth officers.
- **The Enable Youth Kenya Project (2018–2023)** (USD 36 Million) is one of the ENABLE Youth Initiatives of the African Development Bank (AfDB). It aims to create business opportunities and decent employment for young women and men along priority agricultural value chains in Kenya through the provision of entrepreneurship skills, funding and business linkages. It is expected to train and empower more than 2 000 Agricultural Entrepreneurs (Agripreneurs), out of which 1 200 agribusinesses should be generated. Each of the agribusinesses is expected to employ on average five other support workers, generating about 8, 000 direct jobs (including at least 4 000 for young women) in the first five years of the project.
- **The Kenya Youth Employment and Opportunities Project (KYEOP) (2016–2021)**, funded by the World Bank, is implemented by the Ministry of Public Service, Youth and Gender Affairs (MPYG). The project has four components, namely: 1: improving youth employability; 2: support for job creation; 3: Labour Market Information System (LMIS); and 4: strengthening youth policy development and project management.
- **Additional initiatives supported by development partners include:** the Kenya Youth Employment and Skills Programme (K-YES) financed by United States Agency for International Development (USAID) and implemented in partnership with the Research Triangle Institute (RTI) (2015–2020), the International Fund for Agricultural Development-CTA Technical Centre for Agricultural and Rural Co-operation- (IFAD-CTA-USTADI) Youth Economic Empowerment through Agribusiness in Kenya (Vijabiz) project, FAO's projects on rural youth migration, social protection and sustainable value chains (2017–2019) and integrated country approach (ICA) for boosting decent jobs for youth in the agri-food systems (2019–2022); the Farm Africa Growing Futures project (2016–2019), the East Africa Farmer Federation (EAFF) project on scaling-up rural youth access to inclusive financial services for entrepreneurship and employment (2018–2021), the International Institute of Tropical Agriculture (IITA) Young Agripreneurship Programme, the German Corporation for International Cooperation (GIZ) green innovation centers for the agriculture and food sector as well as their dedicated interventions on youth employment in agribusiness in Western Kenya.
- **Furthermore, the private sector, through their foundations, is playing a big role** in supporting youth entrepreneurship across sectors including agribusiness. Examples are the Kenya Commercial Bank (KCB) Foundation with the 2Jajiri programme and Safaricom with the Blaze youth network (more information at: <https://blaze.co.ke/>). Other social enterprises are also offering support to young entrepreneurs, like Ongoza providing business acceleration at a subsidized fee.
- **Academia and research is also active in the support of youth in agribusiness, especially through incubation programmes.** Examples are the Centre of Excellence in Livestock Innovation and Business (COELIB) of the Egerton University, with support from the Netherlands Government, the Global Agribusiness Management and Entrepreneurship (GAME) centre with support from International Development Research Centre (IDRC) under their Cultivate for Africa's Future (CULTIAF) fund (focus on poultry and fish value chains), the Sorghum Value Chain Development Centre (SVCDC) of the Jomo Kenyatta University of Agriculture and Technology (JKUAT) established in collaboration with the African Agribusiness Incubation network (AAIN), and the Centre for African BioEntrepreneurship [CABE], which organizes from time to time engagement platforms with stakeholders working to support youth engagement in the agriculture sector.

Source: Programme documents retrieved from FAO DRE database at <http://www.fao.org/rural-employment/policies/results/en/>.

Rural youth participation in governance and social dialogue processes seems limited. The National Youth Council has a representative structure, yet the specific concerns of youth engagement of agri-food systems are not among its priorities. As for rural youth organizations they are not organized up to the national level, and remain local. The Kenya National Farmers' Federation (KENAFF), which is the main farmers' umbrella organization, does not have a youth chapter or wing, but a youth focal point. The Kenya chapter of the Young Professionals for

Agricultural Development (YPARD), whose members are mostly young professionals and researchers, or the more recent Kenya Chapter of the Climate Smart Agriculture Youth Network (CSAYN) (200 youth agripreneurs members) do not seem represented in policy processes either. However, interesting platforms are emerging that offer an opportunity to youth in agribusiness to raise their voices and connect, such as the **Platform for the Promotion of Agribusiness, Investments, Networking and Trade for the Youth (PAINT-Y)** (see Box 6).

Box 6. PAINT-Y

In 2018, AgriProFocus facilitated the establishment of a Platform for the Promotion of Agribusiness, Investments, Networking and Trade for the Youth (PAINT-Y). PAINT-Y positions itself as a neutral platform to facilitate linking, learning and collective influencing by stakeholders that supports youth in agribusiness at county, national, regional and international levels. The first national PAINT-Y forum took place in 2018 in Nairobi.

A second summit is planned in 2020 on the theme "Anchoring Kenyan youth in agribusiness to strengthen food security, boost incomes and create jobs". The summit will provide a platform for all stakeholders to discuss and develop strategic frameworks for implementing the national youth in agribusiness strategy at county level; rally county governments to finance the strategy; showcase successful agribusinesses enterprises; promote knowledge sharing and management through display of modern innovations and technology and; establish a youth in agribusiness network to strengthen partnerships with actors in the sector.

Partners in the consortium already include FAO, the Ministry of Agriculture, Livestock, Fisheries and Cooperatives, Nakuru County and Egerton University, Njoro, Smart Farmer Africa.



Results and lessons learnt from FAO's work on decent rural youth employment in Kenya

In addition to the support provided to the development of the Youth Agribusiness Strategy, FAO's work on youth employment in the country has contributed to generate knowledge, strengthen capacities, and identify lessons learnt. Through various projects, FAO has equipped youth groups with knowledge on good agricultural and nutritional practices and entrepreneurial skills while providing linkages to markets, financial institutions and insurance. This has been complemented with piloting of enterprises in diverse value chains. Recently, a more integrated approach towards decent employment promotion has been introduced.

Additional details are provided below:

- **A total of 1 149 youth benefitted from training** on good agriculture practices and received entrepreneurial training, mentorship, and business development support. In West Pokot, FAO procured 1 600 bags of potato seeds for identified youth groups to plant while linking them to potential buyers in both the local and external markets. Nyamira County was supported with inputs for poultry (breeding stock, eggs for incubation and feed formulation) and indigenous vegetable production. In Samburu County, Youth (in and out of school) were trained on the Junior Farmer Field and Life Skills (JFFLS) and Agro-Pastoral Field School (APFS) methodologies to support their livestock and crop enterprises.
- Through the **Kilifi Youth Economic Empowerment Program (KYEPP)**, FAO partnered with the World Food Programme, Vision Fund, World Vision-Kenya and the County Government of Kilifi to strengthen and support youth groups to establish and sustain viable agricultural enterprises. Youth have been provided with technical assistance in horticulture and poultry production and trainings on financial literacy, linking them to markets and providing asset financing to start small agri-businesses.
- **The engagement of Vision Fund International, a microfinance arm of World Vision, proved very effective to facilitate linkages between youth groups and financial institutions.** Additionally, the presence of a financier (Rabobank Foundation) to provide funds at affordable rates to the microfinance institutions for onward lending to the youth groups permitted developing of appropriate loan products that matched the unique production cycle of the youth enterprises. As a pilot, programme, VisionFund successfully trained 227 youths, who were trained on credit and loan management, as well as on the Village Savings and Loan Association (VSLA) model. As a result, 76 youth were financed with loans between 300 and 400 USD.
- **In partnership with 4-H Kenya Foundation in-school youth (8 to 16 years) in Kilifi County were empowered through agricultural-based clubs**, using the Positive Youth Development Model, to enable them to use the agricultural sector as an opportunity to hone entrepreneurial and practical agribusiness skills through their enterprise gardens. In total, 6 372 in-school youth were empowered through agricultural based club activities; and 28 clubs were established. Also, 1 062 4-H Kenya Foundation members were directly engaged in reshaping their perspectives towards agriculture
- As part of capacity building, **FAO conducted agribusiness training for government extension officers** in West Pokot, Nyamira, Kilifi and Samburu counties
- **Since 2018, FAO implements in Kenya the project Rural youth migration, social protection and sustainable value chains** which aims to boost employment and entrepreneurship opportunities for Kenyan rural youth along selected value chains. The project's final objective is to provide alternatives to migration, while also strengthening links with existing social protection programmes. The migration-related results of the programme are detailed in Annex 1. Interesting products were also achieved with regard to youth employment. Namely, a youth-centred rapid multiple value chain assessment was conducted in 2019 in the Kiambu county, focusing on the dairy, pig, poultry, indigenous vegetables, herbs and spices and fruit tree nurseries value chains.



Future priorities for FAO's work on decent rural youth employment in Kenya

Based on a desk review of available assessments and programme reports, as well as on exchanges held with key stakeholders in the agricultural sector in Kenya, the following priorities have been identified for FAO to further contribute to boost decent rural employment for the Kenyan youth.

At normative/policy level:

- Continue to promote **policy coherence** among agri-food, employment, youth development, social protection, and migration policies.
- Collaborate with and **empower the organizations and networks of rural youth**, facilitating their active participation in policy dialogue around agri-food system development.
- Collaborate with national institutions to enhance the availability of **data and information on youth engagement in agriculture**, as well as the assessment of employment and agribusiness opportunities for youth.
- **Advocate for increased attention to youth inclusiveness in agri-food development initiatives**, with emphasis on less skilled youth, school dropouts and youth below 18 (legal working age in Kenya is 16).



At programmatic level:

- Continue to support **multi-stakeholder programmatic dialogue** and youth-inclusive partnerships in the frame of the implementation of the Youth in Agribusiness Strategy.
- Support the Ministry of Agriculture, Livestock, Fisheries and Irrigation (MoALFI) and the Council of Governors (CoG) in the **implementation of the Kenya Youth in Agribusiness Strategy at county level**. Focus should be on integrated approaches that look at the different nodes of the agri-food value chains and the different employment opportunities and business models available for different groups of youth.
- Support the rollout of a **Youth Champions initiative**, aiming at giving visibility to young role models in the agri-food systems and at promoting youth networking.
- **Assess youth access to agri-finance in Kenya** and, if the conditions are present, provide technical support for the piloting of related product innovations.
- **Continue to enhance the capacities of youth and agribusiness service providers** on aspects related to sustainable agriculture, access to finance, agribusiness development and market access.



Kenya is a key country of origin, transit and destination of migrants in East Africa. Migration is intrinsically linked in Kenya history and rural development as well as in the socio-economic and political dynamics of the East African region which have influenced migration flows from and into Kenya.

Migration in Kenya is predominantly internal and rural to urban. The key drivers of migration from rural areas appear to be lack of employment and economic opportunities as well as poverty, limited access to services and lack of high-quality education. Youth out-migration flows are significantly large also due to high rates of youth unemployment, particularly affecting rural areas, compared to the country's overall unemployment rates.

Rural to urban migration has seen a shift since devolution when county headquarters and medium-size towns started to attract migrants who were previously mainly directed towards large urban centers, such as Nairobi and Mombasa. Small and medium-size cities have since begun to emerge as a result of population growth and migration (IOM, 2018a). In terms of internal population movements, although there are no clear-cut patterns, some regions such as Nyanza, Central, Western and Eastern regions emerge as being characterized by large out-migration flows while the Rift Valley appears to be a receiving area of migrants because of its large plantations and arable land that attract labour migrants and people interested in farming. Increasing in-migration and labour migration to the coffee and tea plantations has also been observed in the counties of Nyeri, Kirinyaga and Kiambu (IOM, 2018a). These trends show **dynamic internal migration patterns, including rural to rural movements linked to agriculture.**

Internal population movements in Kenya are affected by high numbers of **Internally Displaced Persons (IDPs)**. Internal displacement in the country traces its roots in the colonial period. Land-related violence, ethnic clashes and environmental factors are among the main causes of displacement (Kiama and Koome, 2014). In 2018, 162 000 persons were displaced showing a decline in total numbers from 2017 but an increase of displacement due to weather related events. The counties with the highest number of new displacements are Nakuru, Samburu, Isiolo, Garissa, Narok, Trans Nzoia and Homa Bay (IDMC, 2018).

Kenya has a negative net migration rate meaning that departures of Kenyan citizens exceed arrivals of foreigners. Some estimates indicate 525 400 Kenyans abroad as of 2019 (UNDESA, 2019b) yet exact figures on out-migration flows are still lacking. International migration from Kenya seems to be predominantly high-skilled causing concern about loss of skilled labour in key sectors. Top destinations are the United States and United Kingdom as well as other African countries, in particular Uganda and Tanzania. More recently has been observed, an upward trend of low-skilled migration to Middle East, especially of women (IOM, 2018a).



Kenya hosts one of the largest refugee population in Africa, totalling approximately 488 415 as of January 2018 (IOM, 2018a). Refugees in Kenya originate predominantly from neighbouring countries, especially Sudan, Ethiopia and Somalia but also DRC and Burundi. Refugee flows witnessed a significant increase during the 1990s when most of these countries were affected by conflicts, drought and famine. Refugees' access to education and employment is very limited. Economic activities are constrained to informal employment and small business within the camps where refugees are usually confined for long periods leading to heavy dependence on aid to meet basic needs. Besides hosting large numbers of refugees, **Kenya is also a country of destination for labour migrants**. The North Eastern region in particular has witnessed an increase of migrants from outside

Kenya, either from neighbouring countries or countries like India, Bangladesh and Pakistan (IOM, 2018a).

Migration brings to the Kenyan society many challenges but also opportunities. Migration as well as cross-border trade have had positive impacts on poverty reduction and there is an increasing recognition of the potential of Kenyan Diasporas to contribute to the country's development (IOM, 2018a). In 2017, Kenya received USD 217 million remittances that exceeded revenue from tea, coffee and tourism sectors combined. **In 2018 remittance inflows further increased by 16.9 percent reaching USD 254 million** (Central Bank of Kenya, 2018). To date, diaspora investments are predominantly directed towards the real estate sector with little or no investments in the agricultural sector.

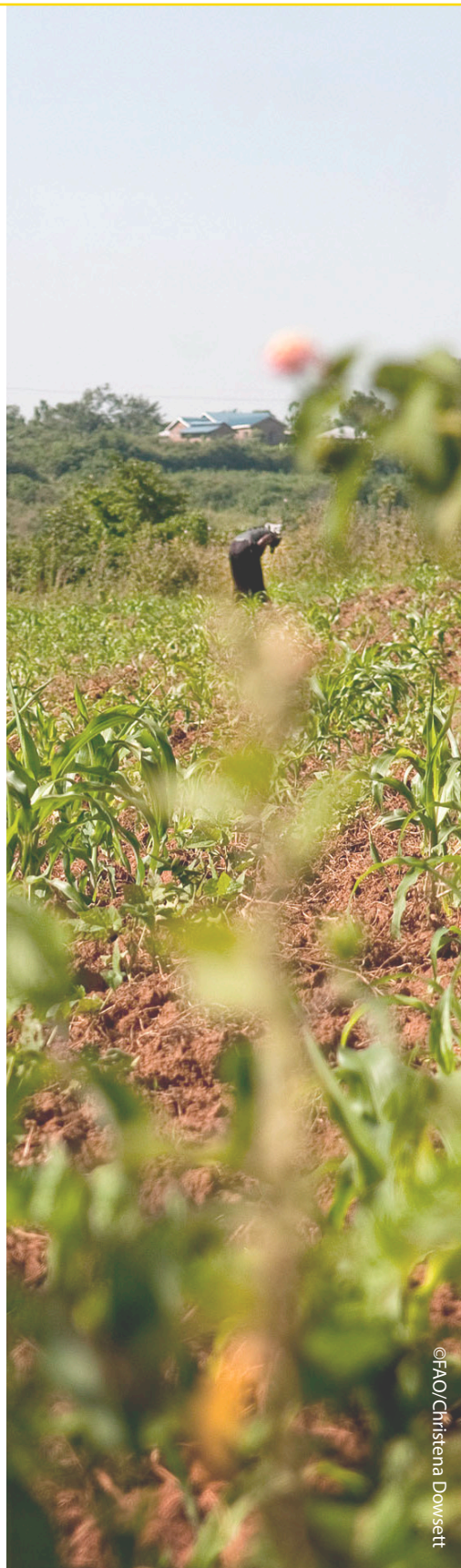


The Vision 2030 underscores the importance of Kenyan diaspora and considers remittances a key asset under the financial sector. In the Diaspora Policy and the Nairobi Action Plan on Remittances (2016) the government has committed to put in place measures to reduce the cost of remittances and strengthen diaspora engagement through various initiatives undertaken by the Ministry of Foreign Affairs including the launch of an [interactive web portal](http://diasporaportal.go.ke/) (see: <http://diasporaportal.go.ke/>) for Kenyans abroad and trainings for Kenyan Foreign Service officers on how to engage diaspora members.

Kenya has signed a series of international and bilateral agreements to facilitate mobility and labour migration of Kenyan citizens. As part of the East African Community (EAC), Kenya allows the free movement of EAC nationals. Kenya is also part of the Northern Corridor Integration Programme (NCIP) which allows the use of identity cards within the partner states of Kenya, Uganda and Rwanda. The country has signed **bilateral labour migration agreements**. For instance, bilateral agreements have been signed with Saudi Arabia on the recruitment of Kenyan domestic workers and Rwanda and Seychelles to address shortage of teachers in Kenyan schools (IOM, 2018b). In 2017, Kenya and Germany have signed a Memorandum of Understanding to match Kenyan to employment opportunities in Germany and developing relevant skills to meet job requirements. In this context, the Government of **Kenya has also launched a [Youth Employment Scheme Abroad \(YESA\)](https://mkenyaujerumani.de/2013/09/15/understanding-the-youth-employment-scheme-abroad-yesa/)** (see: <https://mkenyaujerumani.de/2013/09/15/understanding-the-youth-employment-scheme-abroad-yesa/>) to facilitate young people aged 18–35 to secure employment in foreign labour markets. **At global level**, the country is a member of the Global Forum on Migration and Development (GFMD) and has supported the adoption of the Global Compact on Migration (GCM) in 2018.

Migration governance in Kenya falls predominantly under various departments within the Ministry of Interior while the Ministry of Foreign Affairs is responsible for diaspora engagement and relations with Kenyan citizens abroad. In 2016 the government of Kenya has established the National Coordination Mechanism on Migration (NCM), a government-led interagency platform whose aim is to bring together government and non-government stakeholders to foster dialogue and enhance coordination on migration-related issues (IOM, 2016). The NCM established in Kenya has become a model in the region as other countries prepare to establish similar mechanisms.

Key migration policies are the Kenyan National Migration Policy, currently under validation, which sets national migration goals and objectives and the National Diaspora Policy (GoK, 2015) seeking to strengthen inclusion and participation of the Kenyan diaspora into national development processes. A Labour Migration policy is also under development.



Since 2018, FAO has been supporting government and rural development stakeholders to integrate migration considerations in their policies and programmes through:

- **Awareness raising and capacity development activities with national and local stakeholders** on the linkages between migration, agriculture, rural development and social protection. In 2019, FAO organized two capacity development workshops and is currently developing, in partnership with IOM, a guidance tool on migration mainstreaming into rural development policy and programme planning;
- **Knowledge generation on rural migration** including the development of a migration profiling of the county of Kiambu that investigated rural migration drivers, patterns and outcomes with a focus on youth, agriculture and social protection;
- **Policy and technical support** including membership and participation to the National Coordination Mechanism on Migration (NCM) and technical contributions provided to the National Migration Policy, the Social Protection Policy and the Diaspora policy;
- **Establishing a diaspora youth award in the County of Kiambu** addressing young agro-entrepreneurs awarded for exemplary initiatives and innovations from diaspora associations.

Moving forward, the following priorities have been identified for FAO to continue to support this area of work in Kenya:

- enhance coherence and coordination of migration, rural development, agriculture and social protection policies and programmes at national and local level;
- strengthen stakeholders' capacities to integrate migration in their programmes and planning through piloting of the FAO-IOM guidance tool on 'Migration mainstreaming into rural development';
- provide technical support to the development of the labour migration policy to integrate considerations related to rural migration, especially seasonal migration in agriculture;
- support awareness raising in Kenya on youth employment, rural development and migration interlinkages through communication initiatives;
- facilitate diaspora engagement in agriculture with the aim to support rural and territorial development and youth employment generation in agrifood systems.



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More information on the programme available at:

<http://www.fao.org/rural-employment/work-areas/youth-employment/ica-programme/en/>

Contact information:

Food and Agriculture Organization of the United Nations



fao.org/rural-employment



decent-work@fao.org

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