Rural employment promotion and results measurement - recent experiences from GIZ

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Sector Project „Rural employment with focus on youth“

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Content:

1. Short background: **recent trends in rural (youth) employment** in GIZ

2. **Key issues in measuring employment effects** in the agricultural sector
   a) **Project level**: Good Practices (Example of A4SD)
   b) **Corporate level**: GIZ Results Data 2018 (Aggregated Employment Results)
   c) **Conceptual level**: Methodological Guidelines for Project Monitoring

3. Conclusions and Outlook: **The bigger picture and way forward**
1. Background: Key facts and dynamics for rural youth employment

Figure 1 – Global youth population trends (age 15 to 24) in Sub-Saharan Africa in 2014

Africa’s youth population will continue to rise over the next century.
Recent trends in the topic of rural (youth) employment in GIZ

- Rural Youth Employment (RYE) is high on the agenda!! SEWOH, Berlin Charta, G20, new government, etc. → the topic is gaining a lot of momentum!!

- Portfolio Analysis: Only ~20% of the RD-portfolio have explicit employment objectives / indicators (~25% have none), RYE has not yet been on the agenda yet → still a diverse portfolio with good practices on approaches and measurement

- Hypothesis: We already achieve substantial employment effects in RD, but often we do not measure them sufficiently → focus so far on productivity and income

- Broader Context: What do we and others know and do already on key RYE aspects? “stock taking” on strategies, empirical trends, measurement, project impacts, etc. in collaboration with WB / IFAD, DIE / GDI, OECD-SWAC, MSU, FAO, RWI

- Conclusion: We don’t know our full impacts yet and we don’t know how to measure them on a bigger scale!! But: employment isn’t new → we can build on conceptual foundations (integrated approach, etc.) mostly for wage employment
2. Key issues in monitoring rural employment effects

- Aggregated Results
  - GIZ Results Data
  - BMZ / GDC Aggregated Data
  - Public Communication
- Empirical Data and Trends
- Pragmatic Methodologies for Program Monitoring
- Policies and Strategies for RYE
- Good Project Practices
  - OECD-SWAC
    - Michigan State University
  - G20-Initiative
    - SEWOH 2.0
    - Marshall-Plan
    - Job-Partnerships
  - ILO-FAO Definition
    - Rural employment realities
  - Living Income / Wage
- A4SD
  - Green Innovation Centers
  - E4D
a) Good Project Practices: Innovative approaches and impressive results

- Trained farmers: 2 million x additional labour days
- GAP adopted farmers: 65%
- GAP application rate: 75%
- Job equivalents created: ~634,000
- Newly trained farmers: >2,000,000
- Trained women: >450,000 (~23%)
A4SD – Innovative measuring of employment effects along the value chain

![Diagram showing employment effects along the value chain]

- **Inputs**: Smallholder Production
- **Processing**
- **Marketing and Trade**
- **Retail & Consumption**

1. **566,102 job eq. in Production**:
   - ~40% adult
   - ~60% youth <35 years

2. **21,000 jobs in Processing**:
   - ~20% adult
   - ~80% youth <35 years

3. **92,000 job eq. in Trade**:
   - ~30% adult
   - ~70% youth <35 years

**Estimating employment impacts in smallholder production**

- Additional labour on average farm
- GAP adoption rate
- Number of GAP adopters

- **225 man–days (MD) per year**

**Estimating employment impacts in trade** (Cashew only)

- **Traded volumes**: USD 51.25 / MT
- **Daily minimum wage**: USD 2.36 / MD
- **Labour days / MT traded**: 21,71 MD / MT
- **953,500 MT**
- **225 MD**

**Job equivalents p.a.**: 92,000

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1. Figures from ComCashew and CARI for male-female, youth only ComCashew; informal, formally non-skilled, seasonal, incl. family and paid labour
2. Figures from ComCashew, formal, (mostly) formally non-skilled, partly seasonal
3. Figures from ComCashew; informal, formally non-skilled, seasonal
b) GIZ Results Data – example overview of 2016 results

4.5 million Jobs per year

PEOPLE IN EMPLOYMENT AND IMPROVEMENTS TO WORKING CONDITIONS

One job every three-and-a-half minutes! On average that’s how many jobs are created around the world with the support of GIZ – for both women and men on equal terms.

Working conditions improved for 2 million! That’s how many people around the world have benefited from better working conditions thanks to GIZ’s support. They enjoy better health and safety conditions, have more say, and enjoy fairer remuneration.

FOOD SECURITY AND RURAL DEVELOPMENT

11 million people assisted in the fight against hunger! GIZ has helped this many people around the globe overcome hunger and malnutrition.

10 million football fields! That’s the area that is now more sustainably farmed around the world with the support of GIZ. More than 4 million farmers now enjoy better yields and higher incomes.

360 x 360 Pixels, 13.06.2018

13.06.2018

GDRP – AGA 2018
GIZ Results Data – 2018 Survey on aggregated indicators

- Integration of key aspects of rural (youth) employment in the 4 indicators:
  - **broader definition** of rural employment (incl. subsistence production)
  - **additional employment in FTE** (reduction of underemployment)
  - income increase as **more productive employment**

**Results!?**

**upcoming...**
c) Methodology for measuring employment results in RD programs

- **Objective:** Development of a **manual / tool-kit for designing employment related objective and indicator systems** in rural development programs
- **Challenge:** no standard definitions, indicators & methodologies for informal rural employment, **often limited resources** for in-depth household surveys
- **Approach:** Development of a **sound but simple methodology** for employment impacts along different result chains
  - Common set of indicators to allow for aggregated and comparable results
  - Methodology: mix of measuring / collecting, modelling (estimating) data
  - Option: IT-tool (questionnaire / checklist) to guide the set-up of M&E systems
- **Status:** Comprehensive field assessments with projects Ghana and Kenia, **design work under way**, testing and fine tuning of methodology in 3rd quarter
- **Assessment:** Important basis towards a **common pragmatic framework for rural employment**, but limitations of course remain, some robust data is needed!!
3. Conclusions and Outlook: The bigger picture and way forward

1. Putting together the parts of the puzzle will take us a good step forward in laying the **foundations for a comprehensive rural youth employment agenda**

2. **Translation into policies and implementation** of (proven) concepts is a medium-term process, \(\rightarrow\) supported by the Sector Project (2018-2022)

3. But a **major part of the strategizing and conceptualization** takes place now (e.g. SEWOH 2.0, SI Education and Employment, etc.)

4. **Parallel:** Synchronization and **harmonization with international initiatives and programs**, especially within multilateral contributions of Germany (EU-AU, GAFSP, IFAD, etc.)

5. **Implementation and monitoring of the G20-Initiative on Rural Youth Employment** provides a good framework and helps to follow up and synchronize commitments
Key Messages – Employment Measurement

1. Reliable employment data on program level is crucial to know what works and to allow for accountability against international policy commitments. With limited resources and a lack of reliable data, there is an urgent need for simple but sound methodologies to assess employment impacts.

2. A common framework and definitions are a pre-requisite for aggregated results as well as for international complementarity and comparability. A more comprehensive coordination and cooperation of donors and development partners will help to capitalize on coherent implementation and joint learning.
Key Messages – Employment Promotion

1. At strategic level, a comprehensive approach to rural youth employment is urgently needed, with skills, business opportunities and better economic framework conditions at its core, but closely accompanied by complementary and coherent policies for education, social security, population dynamics, etc.

2. At operational level, focused approaches (e.g. skills and business development, access to markets and finance, ICT, etc.) embedded into broad-based value chain (regional) development are needed to create quick and direct impacts and to bring successful models to scale.
Thank you very much for your attention!!

Looking forward to a lively discussion...