



Integrated Country Approach (ICA) for promoting decent rural youth employment

Peter Wobst, Food and Agriculture Organization
Agnes Kirabo, Food Rights Alliance, Uganda

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Agenda 2030 put into practice: Rural future – What is in for youth?

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Outline

- Why did FAO embark on the ICA approach?
- What were the trends when we started?
- What is the ICA approach and how does it work?
- ICA target groups
- Jobs opportunity system
- How does the approach contribute to the 2030 Agenda?
- What could we achieve by 2030?
- What makes the model effective and sustainable?
- Opportunities for scaling-up
- Remaining challenges



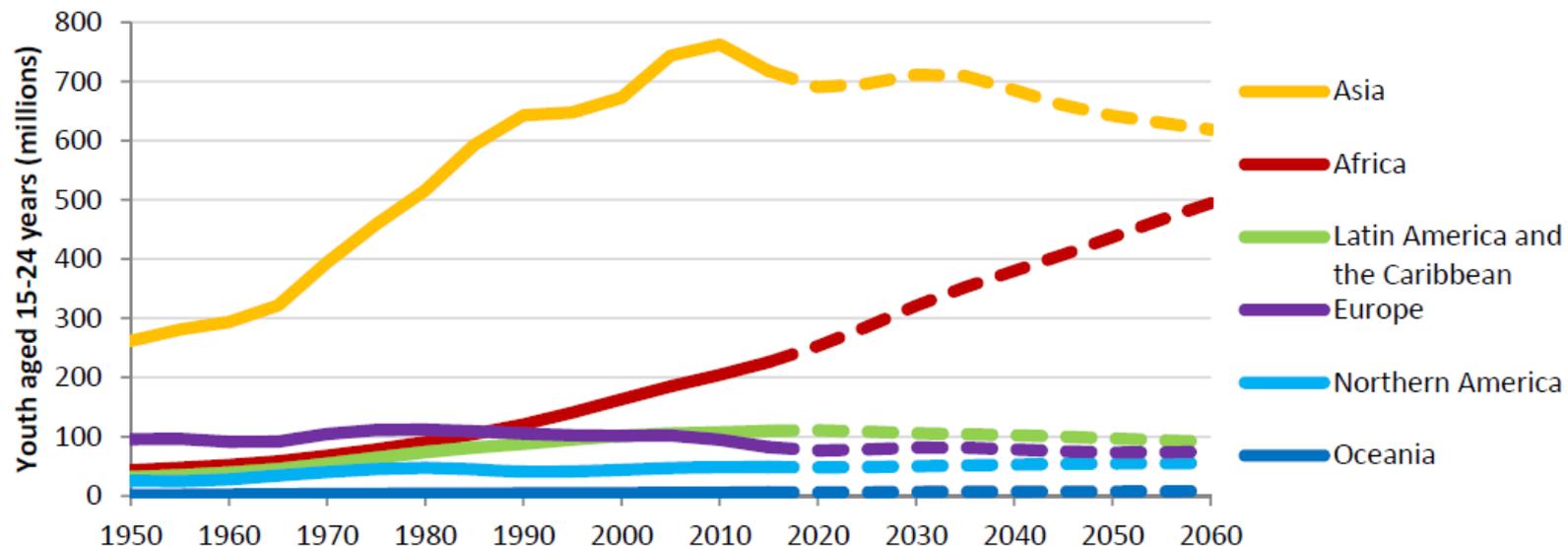
Why did FAO embark on the ICA approach?

- To increase the **sustainability of FAO's traditional support** to agricultural sectors and food systems
- To enhance efforts towards **rural poverty reduction**, as a Strategic Objective of the Organization
- To go beyond a project approach and address more **systematically** youth needs through the FAO work programme



What were the trends when we started?

Figure 1. Youth aged 15-24 years, by region, 1950-2060



Data source: United Nations (2013) *World Population Prospects: The 2012 Revision*.

- In SSA, relatively low official youth unemployment rates (<10%) mask **endemic underemployment** and **high rates of poor quality** informal jobs
- In SSA, over 92% of the youth in employment are **working poor**, and youth are also overrepresented among the extremely poor
- In Africa alone, 11 million young people will enter the **labour market** every year for the next decade



Key message

Rural youth are struggling to find productive work that allows them to earn a decent income, and the “youth bulge” will exacerbate the situation in the next decade.

- The sense of exclusion and actual lack of decent employment opportunities in the rural areas is leading to most youth **turning their backs on agriculture and rural areas as a whole**, fuelling distress migration and depriving rural areas of youth energy and dynamism.
- A **policy change is needed** that truly address the youth needs and engage them as actors of change for inclusive rural transformations.



What is the ICA approach and how does it work? (i)

- Launched in 2011, ICA is a **programmatic approach** for country-level support on employment issues, with emphasis on agriculture
- Implemented so far in Malawi, Tanzania, Guatemala, Senegal and Uganda
- It provides **integrated support** at country level

✓ **Multi-level** (focus on country level, but linking to regional and global processes)

✓ **Multi-stakeholder** (across sectors and governance levels)

✓ **Multiple core functions** involved

✓ Employment quantity and quality – **Decent Rural Employment**



The Decent Rural Employment (DRE) priority

...respects the **core labour standards** as defined in ILO Conventions



...provides an **adequate living income**



... is not **child labour**



... is not **forced labour**



... guarantees **freedom of association and the right to collective bargaining**



... does not entail **discrimination at work**



...entails an **adequate degree of employment security and stability**



..adopts **minimum OSH measures**



..avoids **excessive working hours**



..promotes access to **adapted technical and vocational training**



What is the ICA approach and how it works? (ii)

GLOBAL LEVEL



- **Normative** work; Policy Database
- Global conferences and **networks**: IANYD

COUNTRY-LEVEL

- Country selection
- Detailed **scoping exercises** (including identification of key partners)
- Selection of **few entry points** based on demand
- Strong focus on **partnerships** and **capacity development**, including of FAO country offices (full-time national programme coordinators)
- **Analysis** of existing approaches for youth employment, to support the up-scaling of successful ones
- **Gender and climate change** are cross-cutting components

REGIONAL LEVEL



- Support regional organizations to develop **regional programmes**
- SSC and exchanges to promote successful approaches



ICA target groups

ICA target population is the large group of:

- **very poor, unskilled** rural young women and men inactive, unemployed or underemployed
- **poor, but market-oriented** youth producers or micro-small entrepreneurs involved in small-scale processing, input supply and marketing

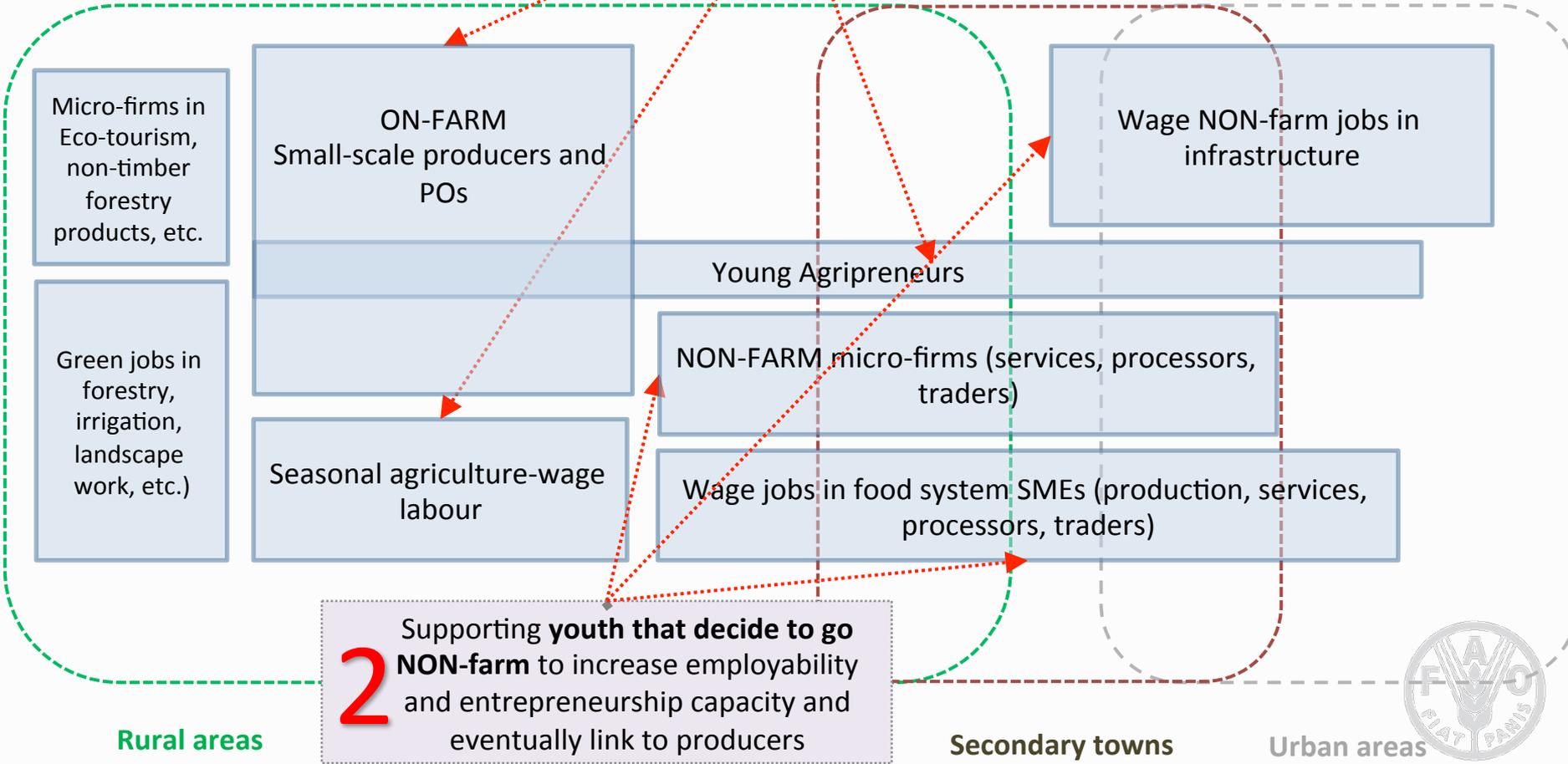
Youth bulge: more than 10 M new jobs per year needed in rural areas

Due to slow rural transformation, in the next 10 years at best **only one in four youth are expected to find a wage job**, and most young people will end up working where their parents do, in family farms and household enterprises (WB, 2014)



Jobs opportunity system (inclusive modern VC)

1 Supporting **youth that decide to stay in agriculture** through skills dev, access to productive resources, POs, contract farming and other inclusive business models



2 Supporting **youth that decide to go NON-farm** to increase employability and entrepreneurship capacity and eventually link to producers

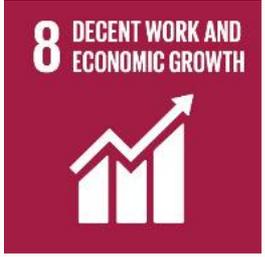
Rural areas

Secondary towns

Urban areas



How the approach contributes to the 2030 Agenda?



Adapting national employment service systems to the needs of the rural youth (**VUME-rural in Guatemala**)

Supporting pilot models of rural youth entrepreneurship (**MIJA Youth in agribusiness model in Senegal**)

Building **missing evidence** on specific topics (15-17 youth in Uganda) or on the decent work performance of existing approaches (all countries)

Bringing rural youth issues into policy development (*Politica Nacional de Empleo Digno* in **Guatemala**; Rural Youth Employment in **Senegal**; Youth Employment Strategy in **Uganda**)

Facilitate policy dialogue and **partnerships** for inclusive rural transformations and responsible investments (among MoA, MoY, MoL, POs and private sector)

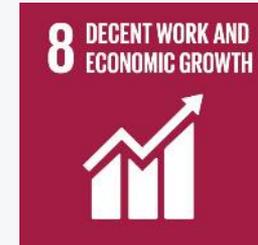
Empowering rural youth to organize, participate and defend their rights (**JFFLS approach**)



What could we achieve by 2030?

If adequately scaled-up, the model would contribute to:

- **Better targeting** of youth growth and development programmes
- **More empowered rural young women and men** as actors of change
- Increased **employment-absorption capacity** of the agriculture sector/food system
- **Smoother pathways out of agriculture** due to adapted employment services and youth empowerment



8.5.1 Average hourly **earnings**...

8.5.2 **Unemployment** rate...

8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training

8.b.1 Total **government spending** in social protection and employment programmes as a proportion of the national budgets and GDP

What makes the model effective and sustainable?

- **Flexible methodology**, adaptable to different country needs to address the most pertinent **gaps** restraining policy change (knowledge, technical or institutional gaps)
- **Multi-sectoral and multilayered**, even though with a strong focus on where most rural people come from – agriculture!
- **Right-based** (starting from decent work) and truly inclusive, let's empower the youth to speak for themselves!
- **More commitment-intensive than resource-intensive!**
- **Builds on partnerships** to achieve effectiveness, which also paves the way to its sustainability



Key message

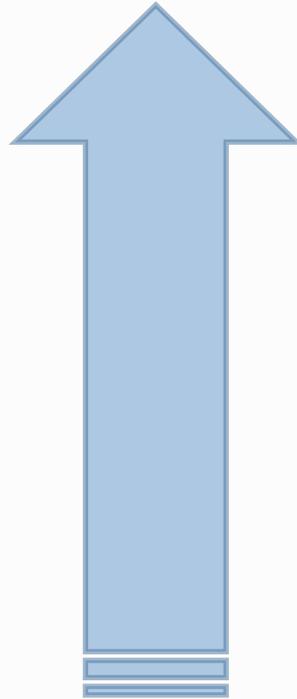
Explicit targeting of employment, decent work and social protection objectives in strategies at macro, and local and sector-based level is needed to guarantee pro-poor and inclusive rural growth.

- *Growth and rural transformations will not automatically lead to more and better employment and poverty reduction.*
- *A key challenge is identifying what actions can be taken in a specific context to ensure that this development happens in a way that is more employment-smart (e.g. prioritizing and monitoring employment intensive growth and local employment as well as the inclusion of vulnerable categories of workers in sectoral and territorial strategies).*
- *Agriculture and food systems development hold an enormous untapped employment potential.*



Opportunities for scaling-up

Plenty of potential opportunities and financial viability in the long-term



Through **development partner-led initiatives** such as the Global Initiative on Decent Jobs for Youth or the AfDB ENABLE Youth regional programme

Through regional initiatives such as the **First AU Five Year Priority Programme (5YPP)** on Employment, Poverty Eradication and Inclusive Development

Through **mainstreaming** in broader global, regional and national (investment) programmes targeting food systems and rural development



Remaining challenges

- Difficulties in translating high-level understanding of the centrality of employment into **employment-centered action**
- **Conflicting priorities** (e.g. whether agriculture is an option for youth or not), instead of a truly integrated approach (agriculture to be part of the solution, but not the only solution)
- **Limited evidence** of job creation potential of agricultural value chains
- **Poor coordination of interventions**, resulting in:
 - Reduced impact on the ground
 - Conflicting policy priorities and initiatives in beneficiary countries



Key message

Boosting the rural youth employment agenda demands tangible commitments and increased policy dialogue and programmatic coherence between national stakeholders, the donor community and youth themselves.

- While most regional and international bodies acknowledge that youth employment is a daunting development challenge (ex. CAADP Momentum Results Framework (2014-24) and 2014 Malabo Declaration), a coherent approach is often weak or absent, which might jeopardize development efforts.



Thank you!

