

GDPRD – AGA 2018: Working Group Session

“Rural employment dynamics: empirical evidence & monitoring for impact”

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

M5. Working population engaged in agriculture in 2013

Source: FAOSTAT 2015 (see note page 69)

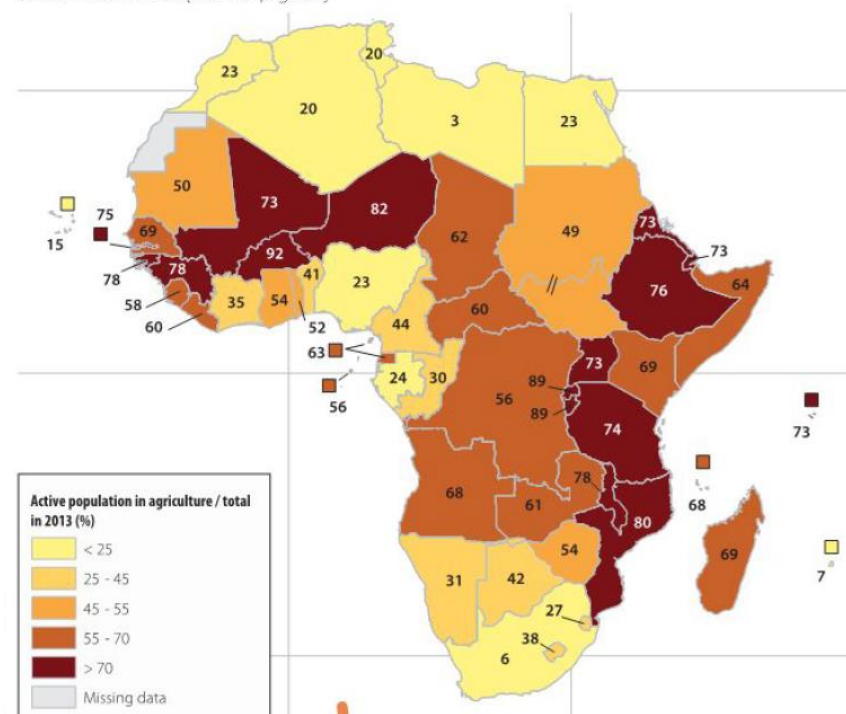
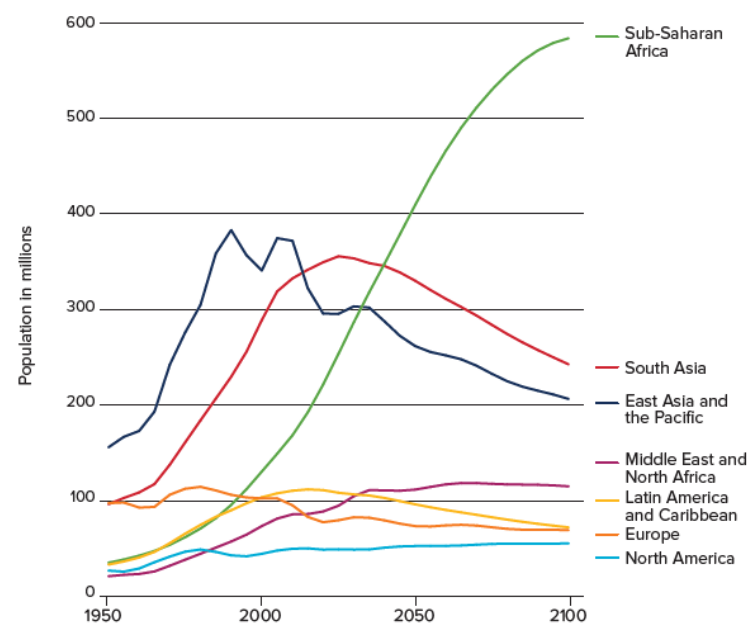


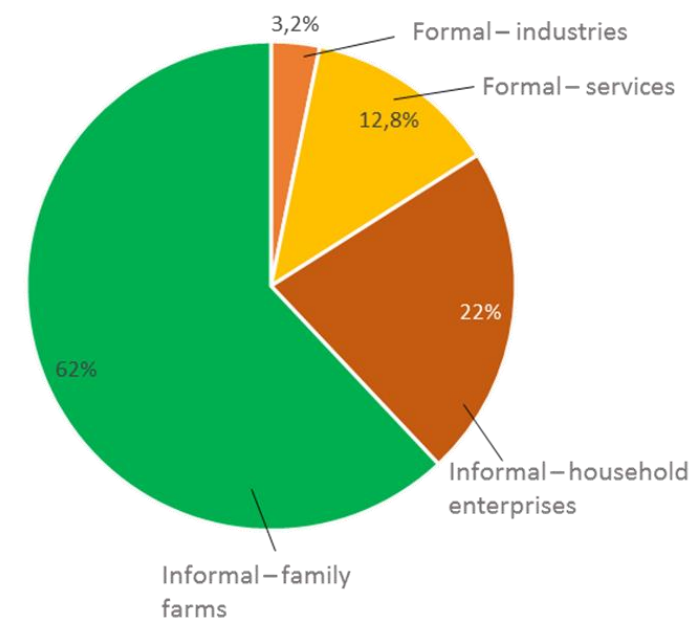
Figure 1 – Global youth population trends (age 15 to 24)

Africa's youth population will continue to rise over the next century.



Source: UNPD 2017

Structure of employment in Sub-Saharan Africa in 2014



Source: FAO



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*



Annex to G20 Leaders Declaration

G20 Initiative for Rural Youth Employment

Supporting the “Next Generation” in Rural Development, Agriculture and Food Security in developing countries

1. We acknowledge that rural youth employment in developing countries is a key issue the G20 must address. Today, 1.2 billion young people between the ages 15 and 24 live in the world and in Africa alone 445 million more people will enter

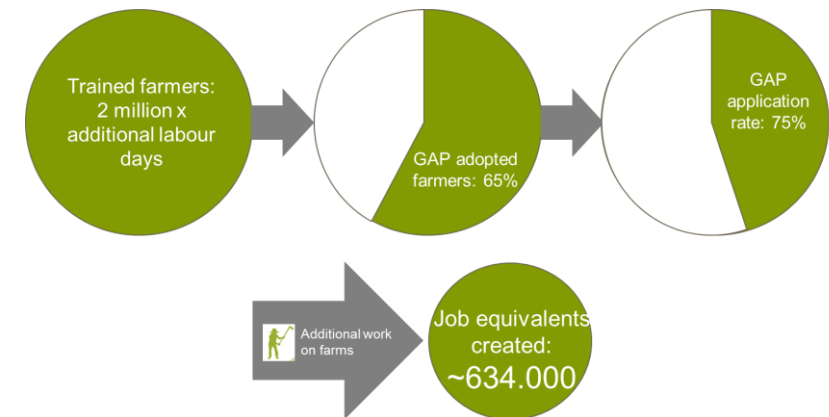
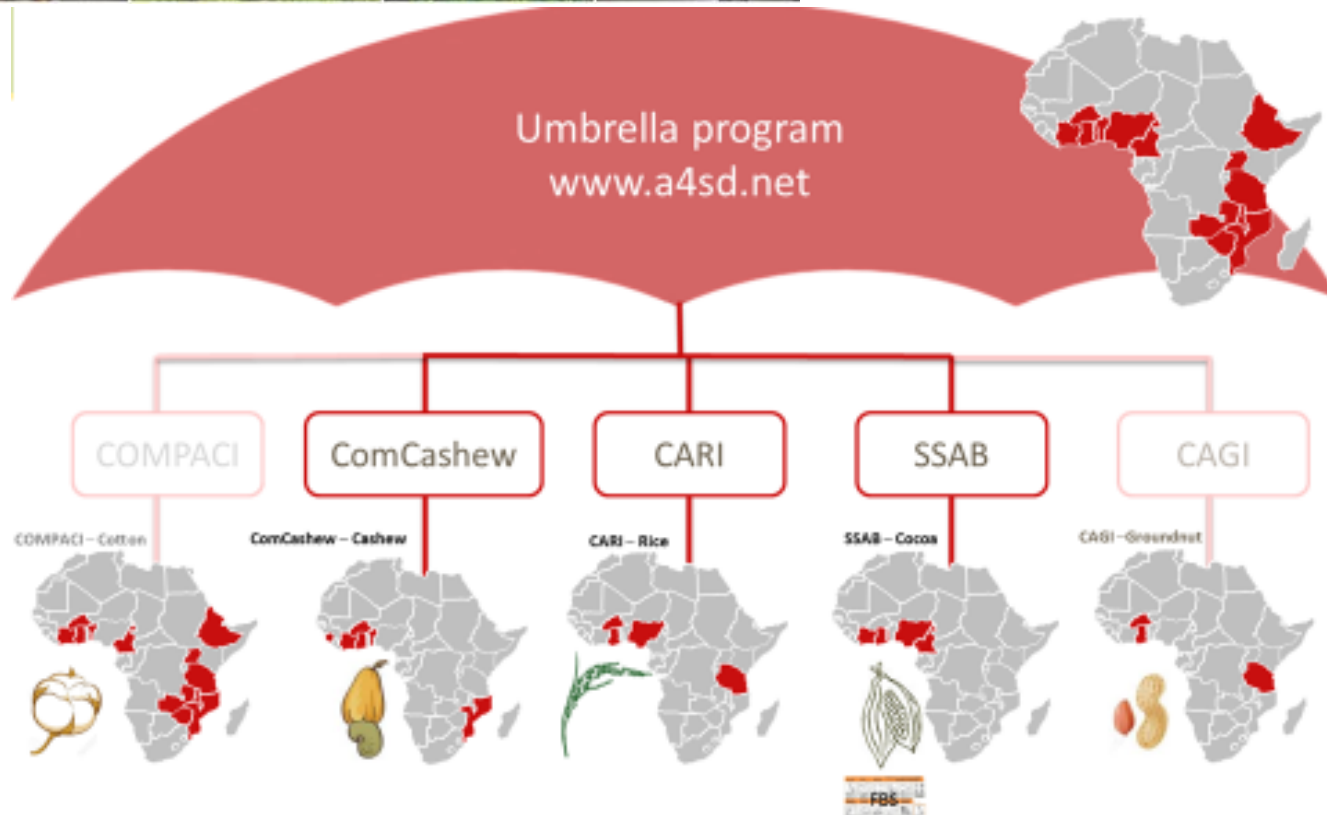


2. Key issues in monitoring rural employment effects



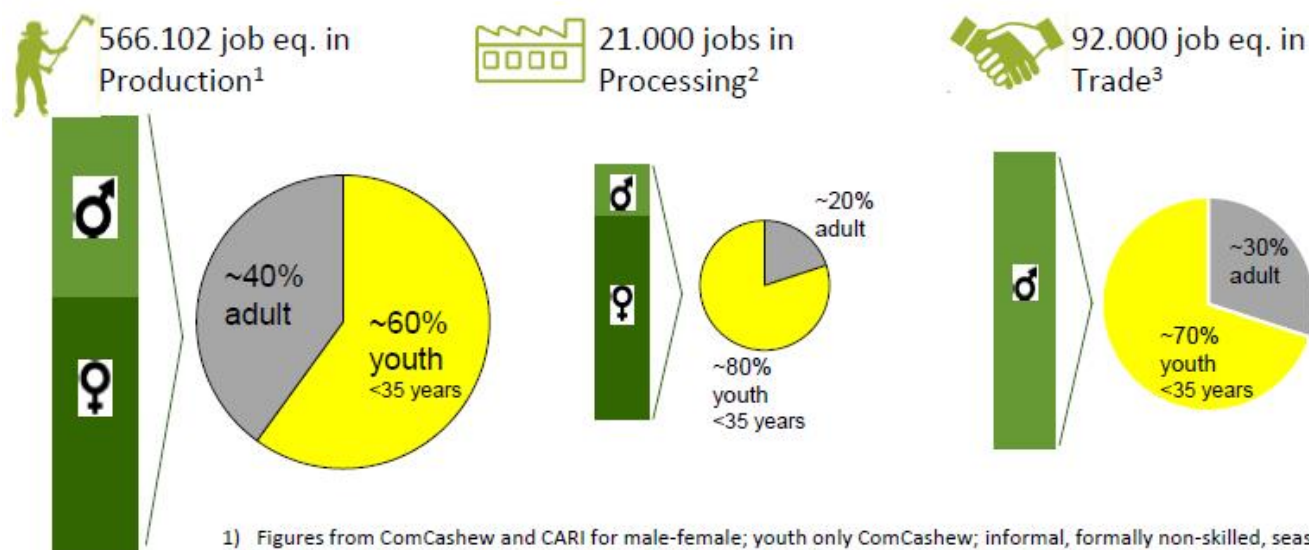
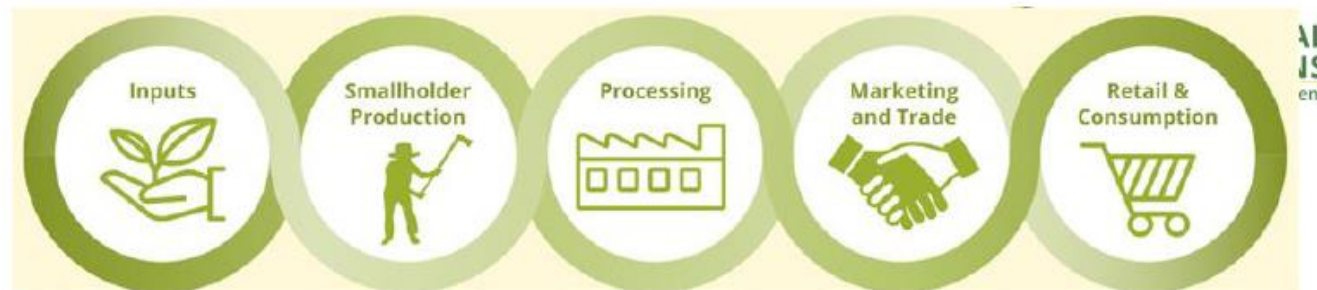
how we estimate our
employment impacts

a) Good Project Practices: Innovative approaches and impressive results

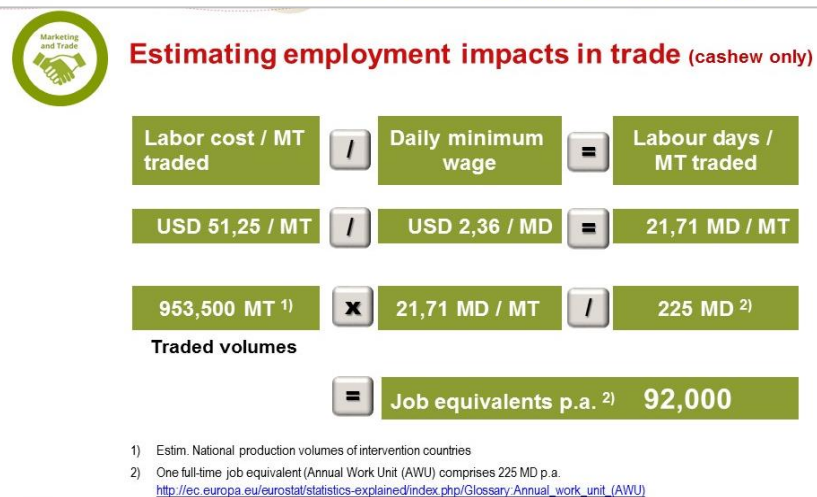
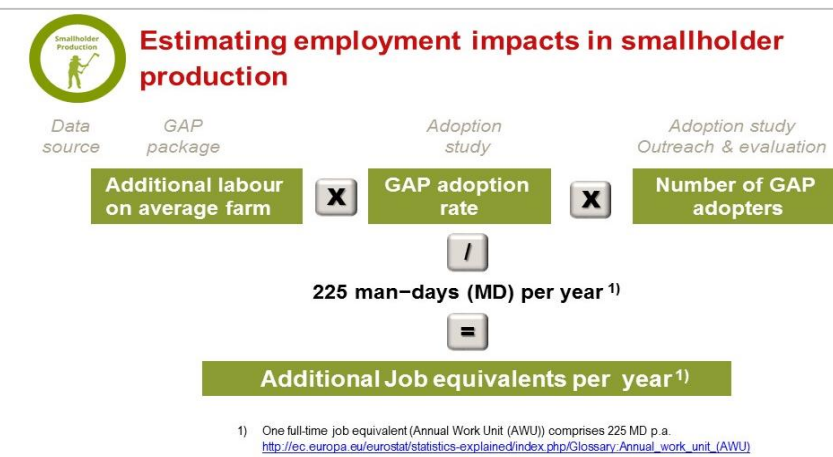




A4SD – Innovative measuring of employment effects along the value chain



- 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



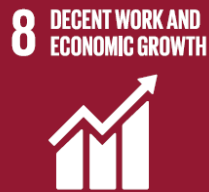


b) GIZ Results Data – example overview of 2016 results

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.

**4,5 million
Jobs per
year**

**PEOPLE IN EMPLOYMENT
AND IMPROVEMENTS TO
WORKING CONDITIONS**



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



KNOWING WHAT WORKS

Capturing and contextualizing results
on a global level

Challenges in reporting aggregated results using
the example of GIZ's results data

**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.





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...

Quantitative Indicators – aggregated

Qualitative Indicators – not aggregated, multiple nominations

**Ind. 1.1: Number of people
that came into (new)
employment**

Focus: New Jobs / mainly
up- and downstream (wage
Employment)
→ ILO-based Definition

**Ind. 1.2: Number of people
who have additional
employment (Full Time
Equivalents - FTE)**

Focus: (Informal) Employment
in Agriculture (seasonal, family
labor, incl. subsistence, etc.)
→ Adapted Definition

**Ind. 1.3: Number of people
who benefit from improved
working conditions**

Focus: Diverse range of
aspects in wage and
agricultural (self)-employment

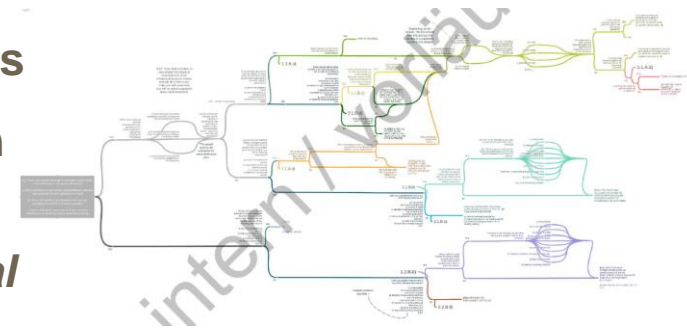
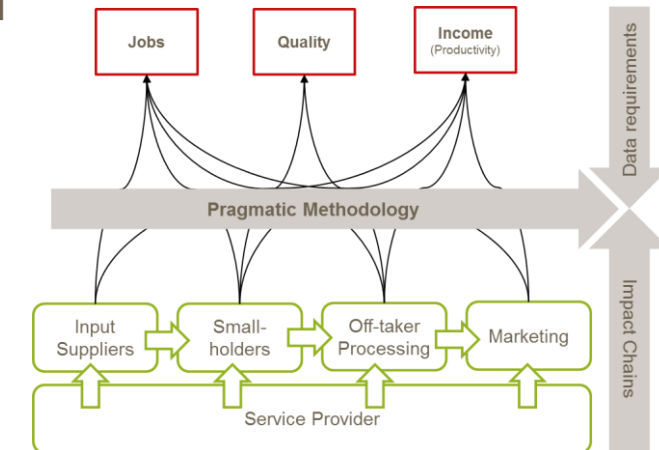
**Ind. 1.4: Number of people who
benefit from improved income**

Focus: Improved labor
productivity
→ *Challenge: decent work
standards in agriculture, rural
areas*



c) Methodology for measuring employment results in RD programs

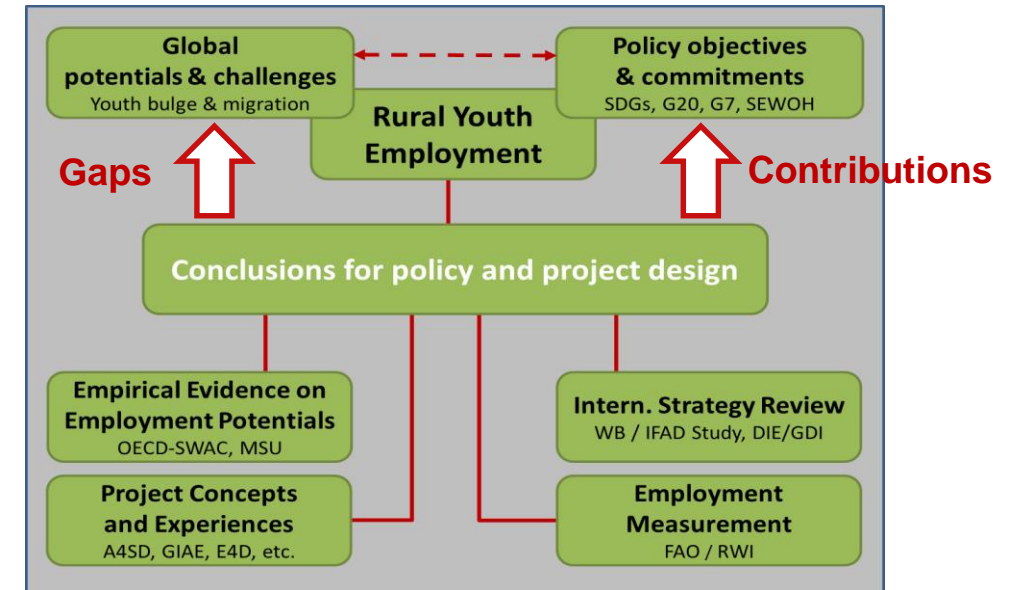
- **Objective:** Development of a **manual / tool-kit for designing employment related objective and indicator systems** in rural development programs
- **Challenge:** **no standard definitions, indicators & methodologies** for informal rural employment, **often limited resources** for in-depth household 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 Kenya, **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,
→ *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





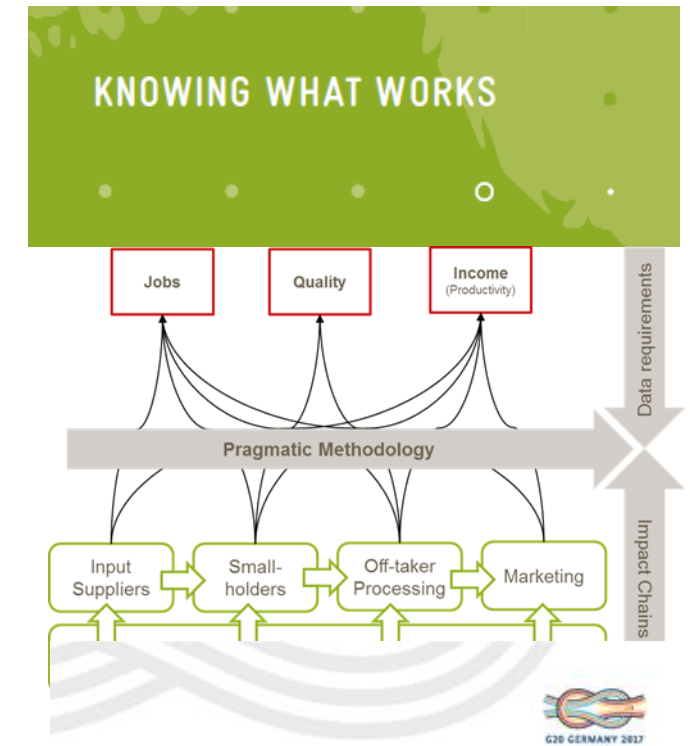
Key Messages – Employment Measurement

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**.



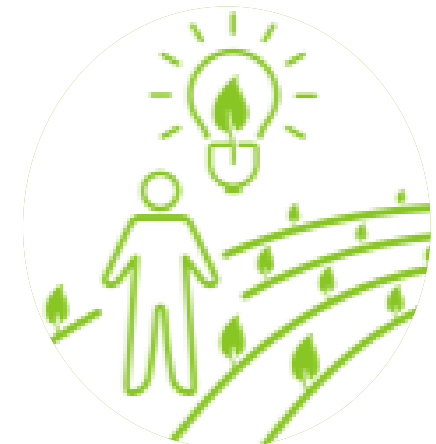
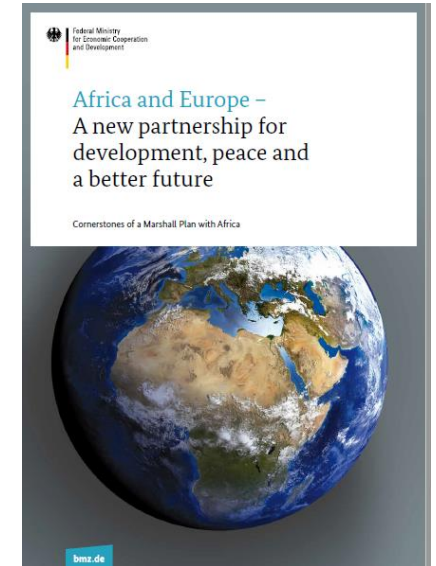
Annex to G20 Leaders Declaration

G20 Initiative for Rural Youth Employment



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...