



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

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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



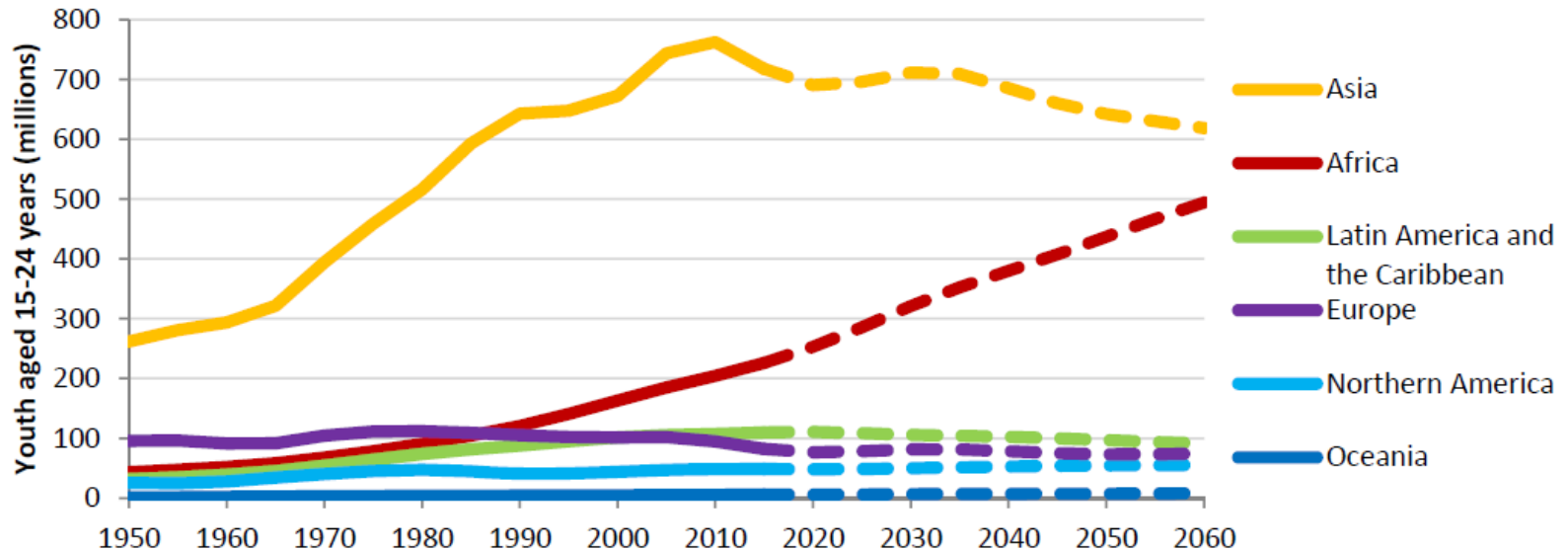
# Why did FAO embark on the ICA approach?

- 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



... is not **child labour**



... is not **forced labour**



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



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



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



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



## DECENT RURAL EMPLOYMENT

Any activity, occupation, work, business or service performed by women and men, adults and youth, **for pay or profit**, in rural areas that:



..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

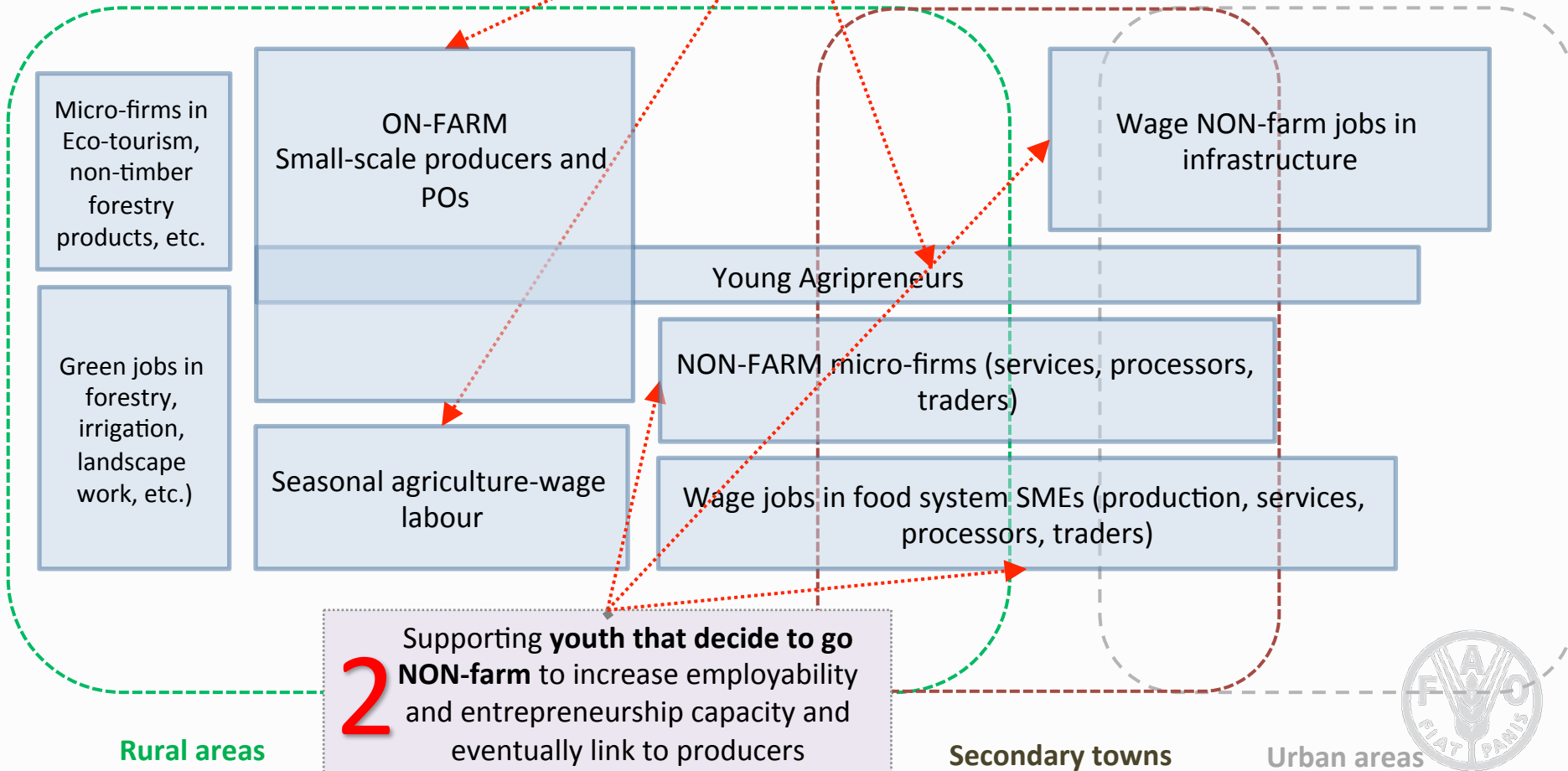
Due to slow rural transformation, in the next 10 years at best **only one in four youth are expected to find a wage job**, and most young people will end up working where their parents do, in family farms and household enterprises (WB, 2014)



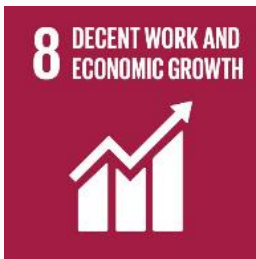
# Jobs opportunity system (inclusive modern VC)

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



# 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**)

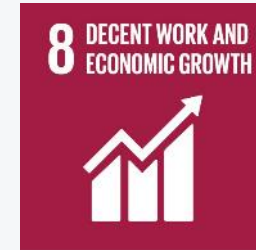
Facilitate policy dialogue and **partnerships** for inclusive rural transformations and responsible investments (among MoA, MoY, MoL, POs and private sector)

**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

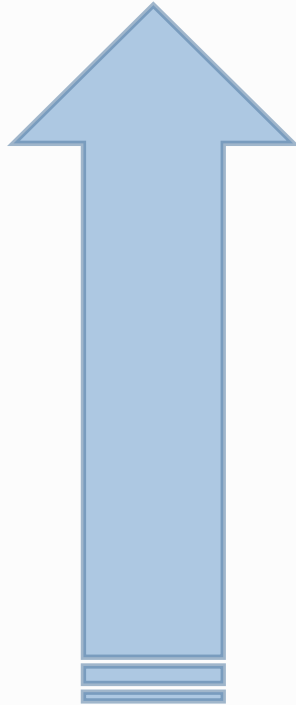
***Explicit targeting of employment, decent work and social protection objectives in strategies at macro, and local and sector-based level is needed to guarantee pro-poor and inclusive rural growth.***

- *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!

