

CASE STUDY SERIES # 4

FAO, private and public partnership model for youth employment in agriculture

Experiences from Malawi, Tanzania Mainland and Zanzibar archipelago



Food and Agriculture Organization
of the United Nations

FAO, private and public partnership model for youth employment in agriculture

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Zanzibar archipelago***

Social Protection Division
Economic and Social Development Department
Food and Agriculture Organization of the United Nations (FAO)
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1 FMM/GLO/007/MUL - For Tanzania mainland and Malawi

2 Malawi

3 Zanzibar

Acronyms

AGRA	Alliance for a Green Revolution in Africa
AIDS	Acquired Immune Deficiency Syndrome
AIPs	Agricultural Investment Plans
AU	African Union
AYC	African Youth Charter
ASSP	Agricultural Services Support Programme (Zanzibar)
ASSP - L	Agricultural Services Support Programme – Livestock (Zanzibar)
ASWAp	Agriculture Sector Wide Approach (Malawi)
CAADP	Comprehensive Africa Agriculture Development Programme
CUZA	Cooperative Union of Zanzibar
ECF	Food and Agriculture Organization of the United Nations
FAO	Ministry of Trade
FUM	Farmers' Union of Malawi
GDP	Gross Domestic Product
GoM	Government of Malawi
GoT	Government of Tanzania
HIV	Human Immunodeficiency Virus
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IMF	International Monetary Fund
IPM	Integrated Pest Management
JFFLS	Junior Farmer Field and Life Schools
MDGS	Malawi Growth and Development Strategy
MKUKUTA	National Strategy for Growth and Reduction Poverty (Tanzania mainland)
MKUZA	National Strategy for Growth and Reduction Poverty (Zanzibar)
NASFAM	National Smallholder's Farmers Association of Malawi
NEPAD	(The) New Partnership for Africa's Development
NGO	Non-Governmental Organization
NLP	National Land Policy
PMO-RALG	Prime Minister's Office for Regional Administration and Local Government (Tanzania mainland)
PO-RALG	President Office Regional Administration and Local Government (Zanzibar)
PPP	Private Public Partnership
PS	Permanent Secretary
RCA	(FAO's) Regional Conference for Africa
RGoZ	Revolutionary Government of Zanzibar
SACCOs	Savings Union Cooperatives
Sida	Swedish International Development Cooperation Agency
TAFSIP	Tanzania Agriculture and Food Security Investment Plan
TEVETA	Technical, Entrepreneurship and Vocational Education and Training Authority (Malawi)
TFC	Tanzania Federation of Cooperatives
UN	United Nations
UNDAF	United Nations Development Assistance Framework (Malawi)
UNDAP	United Nations Development Assistance Plan (Tanzania mainland and Zanzibar)
VETA	Vocational Education and Training Authority (Tanzania)
YEN	Youth Employment Network
Y2Y	Youth-to-Youth fund

Summary

The Food and Agriculture Organization of the United Nations (FAO) leads international efforts to defeat hunger and mitigate poverty by helping developing countries and countries in transition to modernize and improve their agriculture, forestry and fisheries practices and to ensure food and nutrition security for all. Furthermore, as stressed by FAO,⁴ improving policy coherence between employment and agricultural initiatives and investing more in the promotion of decent rural employment make a significant contribution to the interlinked challenges of fighting rural poverty and feeding a growing – and increasingly young – population in a sustainable way. Achieving food security for all is at the heart of FAO's mandate and given the prevalence of poverty and food insecurity among rural youth, they have long been a target of FAO's activities. Furthermore, the Organization has recently strengthened its commitment to rural youth in its new Strategic Framework.⁵ This framework focuses FAO's efforts and resources on achieving five strategic objectives. Underlying the third strategic objective – reducing rural poverty – is an explicit emphasis on the promotion of decent employment opportunities for rural youth. This reflects the importance that FAO assigns to youth development as a catalyst for reducing poverty and improving food and nutrition security. It also signals FAO's intent to address youth employment in a comprehensive way, redirecting expertise and efforts throughout the Organization.

Since 2011, FAO has developed an innovative public-private partnership model for youth employment in agriculture, and has piloted the model in Malawi, Tanzania Mainland and Zanzibar archipelago.⁶ An integrated model as initiated in the countries resulted as the most suitable approach to respond to the specific needs of rural youth in terms of decent job creation. A productive economic opportunity in the agro sector needs various components. It requires capacity development adapted to rural youth's levels of understanding and labour markets opportunities; it further requires facilitation and mentorship in adequately accessing land, credit and markets while also enhancing the opportunities for youth inclusion in policy and strategic debates concerning their wellbeing and national economic development. The integrated activities cover policy support and implementation with a focus on the inclusion of rural youth populations. Strategic and normative support with the development of contextualized training materials, as well as the piloting of a demonstrational operational model are also fundamental parts of the overall support.

The joint integration of these various components, when appropriately facilitated, supported and coordinated by a variety of partners who add their specific comparative advantage to the model, potentially lead to successful agro sector economic opportunities and self-employment job creation for rural youth.

The activities implemented under the model are fully aligned with relevant policies and strategies in Malawi, Tanzania Mainland and Zanzibar. Moreover, activities are fully in line with the major recommendations of FAO's 27th Regional Conference for Africa (RCA),⁷ particularly with one of the regional prioritizations highlighted, which is the need to work towards the facilitation and consequent integration of young women and men into the agricultural sector. It is also aligned with the proceedings of the 28th RCA, in which countries have been reminded that economic growth can only happen if youth are included in countries' agricultural and economic activities.⁸

Strong efforts have been channeled towards public-private partnerships in order to reach a sustainable national inclusion of the activities while strengthening partners' capacities to apply the model in order to address youth unemployment, underemployment and working poverty in rural areas.

4 FAO. 2012. Decent rural employment for food security: a case for action. Rome

5 For more information on FAO's strategic framework see: www.fao.org/docrep/018/mi317e/mi317e.pdf

6 The activity is one of the outputs of the overall project: *Policy support on rural employment and decent work towards equitable and sustainable livelihoods under conditions of climate change*

7 27th FAO Regional Conference for Africa. 23-27 April 2012. Brazaville, Congo

8 28th FAO Regional Conference for Africa. 24-28 March 2014 Tunis, Tunisia. Opening statement by FAO Director-General Jose Graziano Da Silva. See: www.fao.org/about/who-we-are/director-gen/faodg-statements/detail/en/c/218681/

The appropriate pathways for the institutionalization and entrenchment of the initiated activities with the public (governmental) and private sectors in both countries underlines that fostering an enabling environment is pivotal for systematically reducing youth unemployment, underemployment and working poverty in rural areas, while rejuvenating the sector and giving real opportunities for youth to be able to remain in rural settings. Moreover, establishing partnerships among governments and private sector actors, and involving youth in this process, has been key for youth inclusion in national and regional initiatives.



1 Brief overview of the countries

Both **Malawi and Tanzania** present severe **employment challenges, in particular for youth, coupled with widespread poverty.**

In fact, **Malawi, is one of the world's poorest countries, with 74 percent of the total population living in poverty.**⁹ The country's **economy is predominantly agricultural**, with about 84.3¹⁰ percent of the population living in rural areas, and the agro sector constituting 90 percent of export earnings and 30 percent of GDP.¹¹ Malawi's real GDP growth is estimated to have been 5 percent in 2013 and is projected to accelerate to 6.1 percent and 6.2 percent in 2014 and 2015 respectively, driven by tobacco exports and continued growth in the key sectors of agriculture, manufacturing and services.¹²

Malawi's political context continues to have a significant bearing on the macroeconomic outlook and policy making. This in turn impacts the government's ability to deliver on its development objectives. The country's national development plan, the **Malawi Growth and Development Strategy (MGDS II, 2011-2016), identifies nine key priority areas. Youth development and empowerment is one of them, as is agriculture and food security as a pre-requisite for economic growth and wealth creation.** One of the key constraints to the achievement of the objective of improving agriculture and food and nutrition security in the country is the inadequate involvement and consideration of youth in the sector.¹³ Furthermore, **Malawi's National Youth Policy**¹⁴ stresses that the agricultural sector continues to



lose its significance due to land pressure, while the labour market in the industrial and social sectors remains small, directly contributing to an increase in rural - urban migration, as well as an increasing rate of unemployment and underemployment among young people. The country has an **Employment Act** (No. 6 of 2000) with a specific section for youth, highlighting the rules that forbid the employment of young people below the legal working age¹⁵ (therefore children). **However, the Act does not focus much on informal employment, which is the predominant form of employment in the agriculture sector.**¹⁶

Youth unemployment remains a challenge in Malawi in both the formal and informal sectors. Official statistics show that only 2.7 percent of those aged 15-24¹⁷ years have no job.¹⁸ However,

9 World Bank. 2012. Poverty headcount ratio at \$1.25 a day (PPP)

10 World Development Indicators 2011

11 Index Mundi. 2014. Malawi economy overview. See: www.indexmundi.com/malawi/economy

12 AfDB, OECD, UNDP. 2014. African Economic Outlook. Global Value Chains and Africa's Industrialisation. Paris. Full-length country note on Malawi available here: www.africaneconomicoutlook.org/en/countries/southern-africa/malawi/

13 Agriculture Sector Wide Approach (ASWAp)

14 For more information on Malawi's National Youth Policy see: http://planipolis.iiep.unesco.org/upload/Youth/Malawi/Malawi_youth_policy.pdf

15 The legal working age in Malawi is 14 years old

16 Malawi Employment Act 2000 (No. 6 of 2000). See: www.ilo.org/dyn/natlex/docs/WEBTEXT/58791/65218/E00MWI01.htm

17 The UN, for statistical consistency across regions, defines 'youth', as those persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States

18 AfDB, OECD, UNDP, UNECA. 2012. African Economic Outlook. Promoting Youth Employment in Africa. Paris



Compost training in Malawi

a person who works at least one hour per week is officially classified as employed. Therefore, the figures do not capture the real situation. Underemployment is prevalent, especially in the agricultural sector, which accounts for 80 percent of the labour force. Working poverty is high due to low wages; the minimum wage is less than USD 1 per day. The unemployment problem is also compounded by poor data, the absence of an up to date youth policy, a lack of coherent government action and weak institutional capacity for skills development. Furthermore, **the economy is failing to produce enough jobs for a fast growing population, particularly given its low manufacturing base and generally low-skilled labour force.**

In stark contrast to Malawi, Tanzania Mainland's economy has been resilient to shocks and is expected to remain buoyant with a GDP growth forecast of 7 percent for 2014/2015¹⁹ – well above the regional averages. As in Malawi, **agriculture is the mainstay of the economy, contributing an estimated 30 percent to the**

GDP, employing 80 percent of the working population and accounting for 64 percent of all exports.²⁰ The service sector - which has been growing rapidly in recent years - accounts for approximately 47 percent of the GDP.²¹

In the Zanzibar²² archipelago, the agriculture sector contributes greatly to the islands' economy and food security. The sector provides employment for about 70 percent of the population, constitutes about 32.2 percent of GDP and accounts for about 75 percent of export earnings.²³ However, in general terms, economic development is mainly associated with tourism. Income poverty levels remain unacceptably high, with 33.6 percent and 42 percent of households living below the poverty line in Tanzania Mainland and Zanzibar archipelago respectively.²⁴ This trend indicates that much more needs to be done to address the challenge of agricultural and rural transformation as a precondition for effectively addressing poverty in rural areas.

The magnitude of unemployment and poverty in both Tanzania Mainland and the Zanzibar archipelago is a fundamental problem. The economic growth that is currently taking place in the country is not coinciding with a decrease in the income poverty levels, and has not been able to generate adequate employment and income-generating opportunities to absorb net increases in the labour force and reduce the proportion of the labour force that is unemployed and underemployed. **A large proportion of the population in Tanzania Mainland is young.** According to the UN definition of youth (15-24 years), about 20 percent of the population belongs to this category – a figure that rises to 35 percent when using the Tanzanian definition of youth (15-35 years).²⁵ **The Zanzibar archipelago is also characterized by a youthful population,** with 36.24 percent of the population aged between 15 - 35.²⁶

19 Morisset, Jacques; Cunningham, Victoria; Haji, Mahjabeen. 2014. Tanzania economic update: who wants a job? The magnetic power of cities. Tanzania economic update; issue no. 5. Washington, DC; World Bank Group

20 Tanzania Agriculture Sector Review and Public Expenditures Report 2012

21 AfDB, OECD, UNDP, UNECA. 2012

22 The Zanzibar archipelago consists of numerous small islands and two large ones: Unguja (the main island, referred to informally as Zanzibar), and Pemba. Most of the archipelago belongs to the Zanzibar semi-autonomous region with Mafia island belonging to Tanzania's mainland Pwani region

23 Zanzibar Minister of Agriculture and Natural Resources

24 UNDP Tanzania – Status and trends MDG1

25 See National Bureau of Statistics, 2003

26 2002 Zanzibar Housing Census



Agricultural skills lesson in Tanzania Mainland

Unemployment is therefore becoming a top concern, with nearly 2.4 million unemployed people in Tanzania Mainland and Zanzibar – most of them young.²⁷ The youth unemployment rate in Tanzania Mainland is 17 percent (compared with a general unemployment rate of 12.9 percent), and is estimated to be 20 percent in Zanzibar archipelago.²⁸ Indeed, the situation of the youth population is critical in terms of unemployment.

Youth development is a key national priority for the governments of both Tanzania Mainland and Zanzibar. Tanzania Mainland has had a

national youth development policy dating as far back as 1996. Because youth development activities touch almost all sectors of development, the youth development policy requires that all relevant government agencies incorporate youth issues into their sectoral policies, programmes and projects to ensure successful implementation. Furthermore, Tanzania has designed its **National Youth Employment Creation Programme (NYECP)**, and Zanzibar has developed its **Promotion of Youth Involvement in Agriculture Strategy**, to which the FAO activities have made a direct contribution.

²⁷ AfDB, OECD, UNDP, UNECA. 2012

²⁸ HBS 2004/2005



2 Main challenges for youth entering the agro sector in Malawi, Tanzania and the Zanzibar archipelago

Youth can play a key role in poverty reduction in rural areas and overall national economic wellbeing,²⁹ but they encounter significant constraints. In both Malawi and Tanzania, they are often the most disadvantaged, with low levels of job experience, limited access to capital and other assets, and little or no voice in decision-making processes. They often lack access to agriculture extension services, affordable input supplies, or marketing opportunities. Lack of information, technical skills, and basic education further weakens their situation or circumstances.³⁰ Moreover, youth do not perceive agriculture employment as attractive due to the slow modernization of the sector and dominance of traditional subsistence farming practices.³¹ Furthermore, young women are also often more disadvantaged when it comes to decent work opportunities, and face greater difficulty translating their labour into paid work and their paid work into higher and more secure incomes, which would ultimately lead to enhanced food and nutrition security.³²

2.1 Education and vocational training

Developing education and vocational training opportunities for young people is key to develop and promote employment opportunities in rural areas. Although agriculture is central to both countries' economies, traditional teaching methods do not provide adequate opportunities to learn practical agricultural skills at school. Such opportunities are similarly limited with regards to vocational education.

Youth definition

There are various youth definitions, the United Nations (UN) defines youth as all people between the ages of 15 and 24 while the African Union (AU) adopts the ages between 15 and 35. In Malawi and Tanzania (both Mainland and Zanzibar), at the request of both governments, beneficiaries selected were between the ages of 18 and 30.

- From research undertaken in **Tanzania Mainland** in 2011,³³ out of 23 vocational training centres in rural areas directly managed and financed by the Vocational Education and Training Authority (VETA), only 3 were offering trainings connected with the agro sector, specifically agro mechanics.
- Similarly, in **Malawi**, agriculture is not featured among the courses offered by the Technical, Entrepreneurship and Vocational Education and Training Authority (TEVETA).³⁴

This shows a general lack of connection between the centrality of agriculture in both countries' economies, the potential demand for skilled young labourers in the rural labour market, and the national governments' support to the new generations. Female-headed households in both countries are also particularly disadvantaged in terms of education. As assessed by FAO,³⁵ young women in Malawi have, on average, one year of education against four years for their male counterparts, de-facto reducing their future employment prospects.

29 Highlighted in the following national policies, strategies: *Malawi* (among others): National Youth Policy; *Tanzania* URT (among others): National Employment Policy (Tanzania Mainland), Youth Employment Creation Programme (Tanzania Mainland), Promotion of Youth Involvement in Agriculture Strategy (Zanzibar)

30 As highlighted in the above mentioned policies and strategies

31 Sumberg, J., Anyidoho, N.A., Leavy, J., te Lintelo, D and Wellard, K. 2012. IDS Bulletin 43.6 . The young people and agriculture "problem" in Africa. Institute of Development Studies.

32 FAO. 2011. The State of Food and Agriculture (SOFA) 2010-11: Women in Agriculture Closing the gender gap for development. Rome

33 FAO initiated research and included in the African Economic Outlook 2012. See www.africaneconomicoutlook.org/fileadmin/uploads/PAGES-%20Pocket%20Edition%20AE02012-EN.pdf

34 Technical, Entrepreneurship and Vocational Education and Training (TEVET) Authority. Occupational and fundamental standards

35 FAO. 2011. Gender inequalities in rural employment in Malawi: An overview. Rome. See www.fao.org/docrep/016/ap092e/ap092e00.pdf



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Agricultural skills lesson in Zanzibar

2.2 Access to land

Parents in rural areas in Malawi, Tanzania Mainland and Zanzibar rarely allow eligible youth full land rights, mainly because it is considered a bad omen to “be inherited” when one is still living. Furthermore, many parents fear that if they give land to their young sons or daughters, they will be abandoned while the youth make a living from the inherited land. Parents therefore cling to land even in their twilight years as financial insurance, yet this greatly limits productivity. Many parents are growing too old for meaningful agricultural production, lacking at times the modern skills and entrepreneurial attitude necessary to enhance quantity and quality. They may also not understand the intricacies of the global agribusiness value chains. **Policies and institutional mechanisms related to land rights are in place, but may at times be contradictory.**

- In **Malawi, the National Land Policy (NLP) of 2002**³⁶ highlights the need to increase land access among women, children and the disabled by recognizing that “more often than not, the rights of women, children and the disabled are denied on the basis of customs and traditions that are no longer relevant, or

they are totally disregarded due to prejudice and lack of effective representation”. However, the policy allows for the name of the head of a family to be registered as the proprietor of family land, resulting in men’s names being recorded with a likely loss to both young women and young men.

- In **Tanzania, the 1995 National Land Policy**³⁷ further integrated gender equity in land distribution, inheritance and ownership, although young people are not specifically addressed and therefore cannot use the policy as a protection tool.

The African Youth Charter (AYC)³⁸ calls for providing grants of land to youth and youth organizations for socioeconomic development purposes (Article 14:2). While both Malawi (in 2010) and Tanzania (in 2012) have ratified the Charter, its implementation remains an issue, including with respect to youth land rights.

2.3 Perception of agriculture and agricultural mechanization

A further implication also emerges in terms of young people’s **perceptions of agriculture and its connected link with agricultural mechanization**. Many young rural people grow up watching their parents working their plots of land with hoes and *pangas*, and may even have contributed as child labourers. This taints their perception of agriculture, and inhibits their ability to understand the real potential that the agro sector possesses in terms of employment opportunities. **Agricultural and rural transformation and mechanization could be key to shifting this negative perception**, yet in both countries the level of agricultural mechanization is still very low.

- In **Tanzania**, for example, the hand hoe is presently dominating the farming system. 70 percent of the cropping areas are cultivated manually, while animal traction is estimated at 24 percent and mechanical power presently estimated at 13 percent.³⁹

36 FAO Gender and Land Rights Database. See: www.fao.org/gender/landrights/home/report/en/

37 Ibid.

38 Adopted on 2 July 2006 by the Seventh Ordinary Session of the Assembly held in Banjul, the Gambia. The 2006 charter is the AU’s basic and legal instrument for youth empowerment and provides a framework for youth development programming across the Member States. Following the deposit of the fifteenth instrument of ratification, the African Youth Charter entered into force on August 2009.

- In the context of **Malawi**, smallholder farm mechanization is virtually nonexistent, and almost all farm work is done manually. Mechanization in the country is at present still mainly driven by large scale commercial farmers in the major corporations.⁴⁰

The increase in the population in both countries may surpass the food production rate, and therefore lead to an increase in the drudgery of farming activities. In both countries, **rebranding agriculture** with appropriate youth friendly trainings and mentorship programmes, while increasing the level of mechanization and introducing labour saving technologies, is key to changing young people's initial negative perceptions of the agricultural sector and show the real business potential.

2.4 Access to finance

Access to finance is a critical factor in developing self-employment opportunities for youth in the two countries. There are three major barriers that youth encounter when trying to access and use formal financial services: i) restrictions in the legal and regulatory environment (e.g., minimum age and identification requirements); ii) inappropriate and inaccessible financial products offered by financial service providers; and iii) poor financial capabilities of youth. Likewise, youth are rarely organized in self-help groups which could provide them with the means for generating savings and improving the borrowing power of individual members and the group.

- In **Malawi and the Zanzibar archipelago**, youth dedicated funds have been initiated by the countries' respective governments.
- In **Tanzania mainland**, the Youth Employment Network (YEN), in collaboration with the International Labour Organization (ILO), has launched the Youth-to-Youth (Y2Y) Fund which was created as a mechanism to identify, test and promote innovative entrepreneurship solutions to youth employment challenges.

At present, though, access to these dedicated funds remains limited among young individuals and youth organizations, with rural youth particularly disadvantaged because of the lack of information available in rural areas, as well as their lack of knowledge in writing business plans.

2.5 Access to markets

Young small-scale producers in Malawi, Tanzania Mainland and the Zanzibar archipelago face significant challenges as a result of changing economic, environmental and sociopolitical conditions, as well as a lack of knowledge regarding how markets really work.

- Most market structures in **Malawi and Tanzania** do not favour access by youth. Rural youth frequently lack the required knowledge of how markets work, as well as information on prices. Young rural women face additional difficulties in accessing markets, as their freedom of movement may be restricted in many communities because of social and cultural norms.
- In **Zanzibar**, there is a vibrant hotel industry in need of agro products for their clients, yet the majority of the hotels import their produce (either from Tanzania Mainland or abroad).

In both countries, the demand for higher value and processed foods, as well as the rise of supermarkets and international chains, have implications for the entire food marketing system. This is because they alter procurement systems and introduce new quality and safety standards which are difficult to meet for young small producers.



Agro processing lesson in Tanzania Mainland

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39 Tanzania Ministry of Agriculture Food Security and Cooperatives 2011. Eastern African Agricultural Productivity Programme (EAAPP)

40 T. Takane. 2008. African Study Monographs, 29(4): 183-200. Labor use in smallholder agriculture in Malawi: Six village case studies

2.6 Climate change factor

Like many other countries, Malawi, Tanzania Mainland and the Zanzibar archipelago are expected to be increasingly affected by global climate change.

- **Malawi and Tanzania mainland**, for example, are both experiencing changing rainfall patterns, particularly changes in the onset of rains and rainfall distribution, resulting in frequent dry spells in some areas and torrential rains in others. **Climate change has caused extreme weather events such as frequent droughts and floods, heat and cold waves.** Serious consequences include aggravated desertification and erosion processes, as well as irreversible changes in ecosystems and loss of biodiversity. One of the major problems faced by farmers and communities is the lack of contextualized information on adaptation to climate change.⁴¹

In the Zanzibar archipelago, the coastline has been encroaching inland and the coastal vegetation cover has lessened. The heavy cleaning of the coastal and shore areas for tourism purposes has been directly linked to a strengthening of the waves and winds. However, very few hotels have environmental management plans, and therefore the environmental impact assessments required before hotels are given construction permits are poorly monitored.⁴²

In both countries, agricultural production and related activities have already suffered from high volatility due to climate change, and may compound young people doubts regarding whether to pursue a career in the sector, and whether it could constitute a viable economic opportunity. Specific trainings in how to mitigate the impacts of climate change are therefore pivotal.

⁴¹ *For Malawi:* Integrating climate change adaptation in the Agriculture and Natural Resource Curriculum in Malawi. 2010. Malawi Bunda College CC DARE Project. University of Malawi, Bunda College of Agriculture, Department of Forestry & Horticulture
For Tanzania mainland: C. McSweeney, M. New, and G. Lizcano. 2012. UNDP Climate Change Country Profiles: Tanzania.

⁴² Mustelin, J., Asseid, B., Haji, T. et al. 2009. Practical measures to tackle climate change: coastal forest buffer zones and shoreline change in Zanzibar. Joint research of the Department of Geography (University of Turku) and the Department of Commercial Crops, Fruits and Forestry (Zanzibar). See: www.unesco.org/csi/climate-frontlines/PracticalMeasuresZanzibar_Ebook.pdf



3 FAO private and public partnership (PPP) model for youth employment in agriculture

Adequately addressing the above-mentioned challenges is pivotal. **The strengthening of human capital and the production of knowledge for young women and young men is crucial for developing decent employment opportunities in rural areas, and thus for rural development more generally.**

Adequate education and vocational training that is adapted to rural contexts constitutes an important means of improving rural livelihoods, as a majority of the rural poor still derive their livelihood from their labour in agriculture. Furthermore, knowledge and information are powerful tools in the process of change, together with the capability to self-organize and access productive assets, particularly land, financial services, appropriate know-how and labour saving technology.

Access to productive and decent work is therefore the best way for rural youth to realize their aspirations, improve their living conditions and actively participate in economic development efforts towards reduced poverty and increased food and nutrition security. It will also allow them to participate more actively in the transformation from subsistence to commercially oriented agriculture in a sustainable and climate-smart way. This can be achieved addressing constraints related to labour supply and demand using appropriate integrated initiatives specifically designed for rural youth to engage in viable economic activities in the agriculture sector.

In recent decades, global food and agriculture systems have been transformed by new technological, knowledge-based, financial and managerial resources and innovation. Increasingly, the private sector has been instrumental in this development, and often at the origin of these transformations. **Effective engagement with the private sector can help in the fight against**

FAO's definition of private sector

For FAO, the private sector includes: individual enterprises, whether entirely or partly privately owned; special purpose coalitions and consortia; financing institutions; international industry associations; other representative business organizations; intermediary organizations of private or mixed ownership; producers' organizations; private foundations; and research institutes.

Source: Principles and Guidelines for FAO Cooperation with the Private Sector

hunger and malnutrition by enhancing FAO's work in agriculture, fishery, forestry, natural resource management and the food value chain from farmer to consumer.⁴³ This applies to all actors, from small and medium-sized enterprises to the largest international corporations, as well as producers' organizations. Specifically related to rural youth employment creation mechanisms, **the private sector has a pivotal role in facilitating young women and men's access to land, finance and markets, while also providing an enabling working environment.**

Public-private partnerships are extremely important in the context of economic and social development. In Malawi, Tanzania Mainland and Zanzibar, the private sector is now regarded as the engine of growth and development, and has the potential to influence the entrepreneurs to engage in more production and service provision. **For the private sector to expand and be able to contribute more towards economic growth, it is crucial to generate as many employment opportunities as possible, especially for youth who are in the active labour force.**

43 FAO strategy on partnerships with the private sector. See: www.fao.org/docrep/meeting/024/mc010e.pdf

FAO supports and facilitates the development and implementation of an integrated model for youth employment in agriculture in collaboration with the public (governmental) and private sectors in Malawi, Tanzania Mainland and Zanzibar archipelago. The **FAO PPP model** has an integrated approach to respond to the specific needs of rural youth in terms of job creation.

The model supports young women and young men's access to agro sector markets while tackling, jointly with partners, their major constraints, namely: i) skills development appropriate to ongoing labour demands; ii) access

to land; iii) access to credit; iv) access to markets; and v) climate-friendly agro business skills.

The appropriate institutionalization and entrenchment of the FAO's PPP model activities towards youth employment in agriculture, underlines the need for partnerships and proactive efforts to promote job creation. Strong efforts have been channeled towards private and public partnerships in order to sustainably integrate the activities into national strategies and programmes, while decreasing youth unemployment, underemployment and working poverty in rural areas.

TABLE 1 FAO PPP model: constraints and solutions adopted

Constraints	Solution adopted	Responsible actors within the PPP model
Skills development/vocational training	<p>The FAO has provided the 1st cascade of trainings for youth using the Junior Farmer Field and Life Schools (JFFLS) methodology, with a strong emphasis on agro business. Those trained by FAO have rolled out a 2nd cascade of JFFLS trainings in their districts involving local unemployed young people.</p> <p>Training materials have been adapted to local needs and requests, and have been translated into local languages. JFFLS facilitators' training manual: Malawi and Tanzania (Mainland and Zanzibar), available also in Kiswahili</p> <p>In the countries, trainers have also been trained and selected among the PPP model partners (agro technical officers) to adequately address the sustainability factor. A specific manual for curriculum development has been produced for this purpose: JFFLS curriculum development manual Malawi, Tanzania mainland and Zanzibar</p>	<p>FAO: 1st cascade of trainings</p> <p>Youth producers: 2nd cascade of trainings</p>
Access to land	Land has been provided by the Producers' Organizations in certain cases (through cooperative land) and by regional authorities (through district land).	Producers' organizations Regional authorities
Access to finance	Both the involved Producers' Organizations (through their cooperatives unions) and regional authorities (through dedicated agricultural budgets) have facilitated access to credit, even without collateral, but taking into account the partnership among actors in the PPP model and also the FAO certified JFFLS trainings. Furthermore, during the trainings, youth have been provided with detailed information about the presence of producers' federation credit unions and village saving schemes in their own districts	Producers' organizations Regional authorities
Access to markets	Producers' Organizations oriented and supported the youth groups in their choice of potential agricultural activities and the products' placement in the market at a fair negotiated price	Producers' organizations Regional authorities
Climate change	A specific youth friendly climate change training manual has been developed, adapted to local contexts and field tested: Climate change training manual	FAO



Training of facilitators in Tanzania Mainland

3.1 Trainings' methodology: the Junior Farmer Field and Life Schools (JFFLS)

The trainings given to young members of cooperatives' use the **Junior Farmer Field and Life Schools (JFFLS)** methodology. To date, the methodology has been used in various countries in Africa, Asia and the Middle East thanks to its adaptability and ability to **address the multidimensional needs of rural youth in a gender friendly and youth sensitive way**. The JFFLS provides vocational training specifically tailored to rural settings, combined with employment promotion and access to markets. The JFFLS are a concrete manifestation of the important linkages that exist between rural employment, poverty reduction, food security and nutrition. The high adaptability of the learning approach to local needs enables the modular methodology to address different socio-economic contexts (conflict, post-conflict, in transition, high incidence of unemployment, food insecurity and malnutrition and poverty) and populations.

The subjects and exercises of the trainings are chosen from a variety of modules,⁴⁴ jointly with the youth and in collaboration with the partners,

in order to ensure that the trainings respond to beneficiaries' actual needs. Various exercises from different modules are then selected and designed into one single country context manual.

The methodology is also **gender sensitive** in order to encourage young women to partake in and gain access to the agro sector. In terms of **gender participation**, JFFLS trainings in Malawi, Tanzania Mainland and Zanzibar have always reached a 50-50 (%) gender balance. As part of the methodology, **working in groups** (of 20 – 25 youths each group) is of substantial importance. **The youth experiment while learning sustainable agro practices and working in groups in a "rotation" policy**, where both young women and young men have the opportunity to share ideas, and take on an important role, such as the group leader, the one in charge of marketing the produce, the one in charge of the financial aspects, the chairman, etc. This rotation policy enables young men to ultimately view young women as potential leaders without prejudice, and vice versa, following a gender bias-free path while focusing jointly towards succeeding in making a viable business in the agro sector.

44 See: www.fao-ilo.org/fao-ilo-youth/fao-ilo-jffls/en/

TABLE 2 Junior Farmer Field and Life Schools (JFFLS) training modules

Module	Major Subjects included
Preparation	Agricultural skills: How to set up a learning field, understand the life cycles of animals and crops Life skills: Working as a group, human beings' life cycles
Planning	Agricultural skills: Analysing field conditions (soil, fertility, availability of water, weather, etc.) Life skills: Planning in life, setting goals
Growing up healthy	Agricultural skills: Starting a nursery, good agricultural practices, plant nutrition, compost, animal feed and nutrition, Agro Ecosystem Analysis (AESAs), pests Life skills: Hygiene and sanitation, food and health, good nutrition practices, Human Ecosystem Analysis (HESA), protect against diseases (Malaria, HIV, etc.)
Diversity	Agricultural skills: Crop diversity, intercropping, diversity in livestock breeds, biodiversity and natural resources, medicinal plants Life skills: Gender equality, gender roles and decisions over resources, diet diversification
Protection	Agricultural skills: Protecting land and soil, managing waste, protecting the field (fencing, etc.), protecting livestock, protecting biodiversity Life skills: Hygiene for protection, occupational safety and health (OSH)
Water for life	Agricultural skills: The water cycle, water sources and environment, irrigation methods, different soils' capacities to hold water Life skills: Clean water for human health
Threats and loss	Agricultural skills: Protecting the crop and livestock (pests and IPM practices), preventing post-harvest losses Life skills: Protecting ourselves from gender-based violence, how to cope with stress, reducing vulnerabilities
Processing and conservation (*)	Introduction to food security, food security and good nutrition all year around, planning for food security, seed selection and grain storage, Food processing and preservation, processing livestock products, making milk products, controlling the effects of micro-organisms
Climate change (*)	Difference between weather and climate, greenhouse effect and global warming, preventing and reducing the effects of climate change in agriculture, impacts of climate change on agriculture (crops, livestock, forestry, fisheries and aquaculture), seasonal hazard and crop calendar
Community seed banks (*)	What are community seeds banks, how to set up and run a community seed bank, importance of seeds conservation, importance of crops diversification and variety, seeds collection and selection, storage, record keeping
Capture fisheries	Agricultural skills: The ecosystem, catching fish, harvest and post-harvest losses Life skills: Cooperation and organization, good management practices, identify safety hazards, boat's maintenance, learn to swim
Aquaculture	Agricultural skills: Planning our fish production, what should I produce and who will buy it?, identify and mitigate risks, how to grow fish, fish feeding Life skills: Food safety and hygiene, potential impacts on environment
Post-harvest issues in fisheries and aquaculture(*)	Types of fish products, product quality, supply and value chains, the value of organization and collaboration, the economics of fish, marketing your product
Child labour prevention in agriculture (*)	Child labour definitions and standards, basic facts about child labour, why agriculture can be hazardous for children, how can we promote agriculture but avoid child labour, strategies to eliminate hazardous child labour
Land and property rights (*)	Defining property and property rights, property rights and agricultural production, dispute resolution mechanisms, how do property rights contribute to better land use and improved livelihoods, customary and statutory rules, identifying property within the community, human rights
Entrepreneurship (*)	What is marketing, understanding the 5 Ps of marketing (product, price, place, promotion, people), stock management, business and financial planning, records keeping, demands from the market, etc.
Monitoring and Evaluation toolkit (*)	Getting started on M&E, key definitions and concepts, process evaluation, evaluation of outcomes and impact, core M&E toolkit for JFFLS (for monitoring and evaluation), documenting and reporting results

* This module does not have a specific differentiation between agricultural exercises and life skills exercises

More information: www.fao-ilo.org/fao-ilo-youth/fao-ilo-jffls/en/

3.2 Partnership's partners

In Malawi, Tanzania Mainland and Zanzibar, FAO has undertaken a careful and thorough selection of potential private sector partners with whom to collaborate during the implementation of this model. Partnering organizations have been selected on the basis of the following major criteria (see Table 3):

Malawi partners:

- **Private sector:** FAO is partnering with the **National Smallholder Farmers' Association of Malawi⁴⁵ (NASFAM)**, which is the largest independent, smallholder-owned membership organization. Founded in 1997, the national association bases its work on the principles of collective action and is democratically governed by its members. NASFAM's mission is to improve the livelihoods of smallholder farmers. Through a sustainable network of smallholder-owned business organizations, NASFAM promotes farming as a business in order to develop the commercial capacity of its members, and delivers programmes which enhance members' productivity. NASFAM has both commercial and development activities. NASFAM commercial activities include the marketing of inputs to farmers and produce from farmers. NASFAM development activities deliver community development and capacity building services to members. Another partner is the **Farmers' Union of Malawi (FUM)**. The union is an umbrella body of farmers' organizations in Malawi and was established in 2003. The overall objective of FUM is to ensure that farmers, including women and youth, effectively and meaningfully participate in the design, formulation, implementation, monitoring and evaluation of policies, strategies, programmes and plans aimed at improving their livelihoods in country.
- **Public sector:** Strong support in facilitating access to resources (e.g. land and inputs) in the activities in Malawi was also given (both at central and local level) by the Ministry of Agriculture and Food Security, the **Ministry of Labour and Vocational Training** and **Ministry of Youth Development and Sports**. From the very beginning of the implementation process, it is important to involve the buyers and aggregators who could be of support for the smallholder groups. Potential financial support could come from exporters, processors, traders, etc. who are interested in having the producer groups certified so that they can source certified produce from them.

TABLE 3 Selection of private sector criteria

Criteria	Precondition	Added value
Conformity to FAO's mandate and work programme	X	
Ethical values in the major sustainable business models principles of honesty, openness, transparency, sustainability (economic and environmental), democracy, social responsibility, inclusiveness, equality and solidarity	X	
Mutual interests and objectives	X	
Demonstrated activeness in protecting smallholders' rights	X	
Access to land, credit and markets services	X	
Country wide coverage		X
Long-standing presence in the country		X
Involvement on behalf of the private sector and smallholder farmers in the implementation of the Comprehensive Africa Agriculture Development Programme (CAADP)		X

⁴⁵ See: www.nasfam.org

Tanzania Mainland partners

- **Private sector:** FAO is partnering with the **Tanzania Federation of Cooperatives (TFC)**,⁴⁶ which is the national cooperative umbrella organisation that promotes, serves and coordinates the development and prosperity of all cooperative societies in Tanzania Mainland. TFC is an autonomous organization that is owned and managed by its members in the spirit of internationally recognised cooperative principles and values. Currently, TFC comprises about 6,000 cooperative societies, including specialized unions on savings and credit with approximately 700,000 members.
- **Public sector:** The FAO is partnering with the **Prime Minister's Office for Regional Administration and Local Government (PMO-RALG)**, while also receiving strong support at central government level from the **Ministry of Agriculture, Food and Cooperatives, Ministry of Livestock and Fisheries and Ministry of Labour and Employment**.

Zanzibar Archipelago partners

- **Private sector:** FAO partners with the **Cooperative Union of Zanzibar (CUZA)**. The union's main aim is to enhance its members' entrepreneurial potential while ensuring good and democratic governance of it, with the overall objective of reaching sustainable development and poverty eradication in the islands.
- **Public sector:** FAO partners with the **President Office Regional Administration and Local Government (PO-RALG)** and with all the **Archipelago Agriculture and Labour line Ministries** (Ministry for Agriculture and Natural Resources, Ministry for Lands, Housing, Water and Energy, Ministry for Livestock and Fishing and the Ministry for Labour, Peoples Economic Empowerment and Cooperatives).

The parties involved in the partnership agreed to formalize the joint activities through Memorandums of Understanding (MoUs) in order to further the



Training of facilitators in Tanzania Mainland

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mutual knowledge of needs, priorities and methods of work in relation to commonly agreed youth employment in agriculture activities. They also served to enhance collaboration and communication among all the actors involved in order to strengthen the support provided to unemployed rural youth

3.3 Appraisals from countries' assessments

Youth beneficiaries⁴⁷ surveyed during their initial trainings indicated their preferences and patterns in terms of business activities, products chosen, access and use of credit, land and house property, climate variability adaptation and/or strategies, cooperative work, value addition/processing, gender, migration, increased youth participation in the agro sector and perception of agriculture as a prospective source of employment.

Business activities: Across Malawi, Tanzania Mainland and Zanzibar, both young women and men had a strong preference for crop production. Livestock represented a less important but nevertheless significant activity for cooperatives' young members, whereas other activities such as fishing represented a rather limited share.

⁴⁶ Lifelong Learning for Farmers Model. See: www.ushirika.coop/index.php?option=com_content&view=article&id=98:welcome-totanzania-federation-of-cooperatives-ltd&catid=67&Itemid=932

⁴⁷ Initial questionnaires have been administered to youth cooperatives members selected to take part in the trainings directly given by FAO [approx 30 youth (50/50 gender participation) per year since 2011 per each country component (Malawi, Tanzania, Zanzibar)]. The reported results are based on approximately 30 young people selected by the partnership model to be trained, results are meant as before the skills' trainings.

Products chosen: Across Malawi, Tanzania Mainland and Zanzibar, maize, groundnuts, soya and soya beans were the most cultivated crops, with roughly similar patterns among young women and men.

Access and use of credit: Most young people accessed credit in order to buy inputs such as seeds, fertilizers and pesticides, as well as to buy farm and other tools and implements, with roughly balanced patterns among young women and men. In most cases, credit was accessed through local savings union cooperatives (SACCOs), with 1 case through a local NGO and another case through informal channels (family friends).

Land and house property: In both Tanzania Mainland and Zanzibar, most of the youth reported to be using their families' owned land, and are therefore not the direct owners of the land title. Meanwhile, 20 percent reported renting it through local cooperative leaders, and a further 20 percent rented it via other means. In terms of house property, the small percentage of youth who were already married and owned their houses reported it as being owned by both husband and wife in equal parts. In Malawi, 70 percent of the youth reported to be using their families' land, while the remaining 30 percent is renting it. In terms of house property, most of the youth were not married at the time of the survey and lived in their parents' houses, although property title was in the name of the household head solely (reported as the adult man).

Climate variability and adaptation: Half of both young women and young men reported having experienced a change in their production due to climate variability. Regarding the solutions that young producers have adopted to mitigate the effects of climate change on their production, young men have been significantly more inclined to change the kind of their production than young women. Young producers have also diversified their production or changed their agro-techniques, with rather similar patterns among young women and young men. Experiences from Zanzibar have also shown that most of the agricultural activities undertaken by trained young people are climate-friendly and towards organic agriculture, using natural pesticides like the neem tree seeds.⁴⁸ The quality of these products widened the young producers' marketing opportunities, with most of them now supplying the islands' hotel industry.

Cooperatives work: In Tanzania Mainland and Zanzibar, all young respondents reported a high improvement in their economic activities since joining the local cooperatives. All of them have reported an improvement in terms of economic return, with increased access to markets at fair negotiated prices. In Malawi, the majority of respondents also experienced higher income and increased knowledge since joining.

Value addition/processing: In both Tanzania (Mainland and Zanzibar) and Malawi, youth have primarily sold their products raw, without any added value. This indicates that both countries still seem to have a major issue in terms of adding value to products – an issue that has also been assessed by various other ongoing programmes. However, a small percentage (approx. 20 percent) of the larger youth groups have expressed a desire to start adding value in order to improve and increase their economic opportunities.

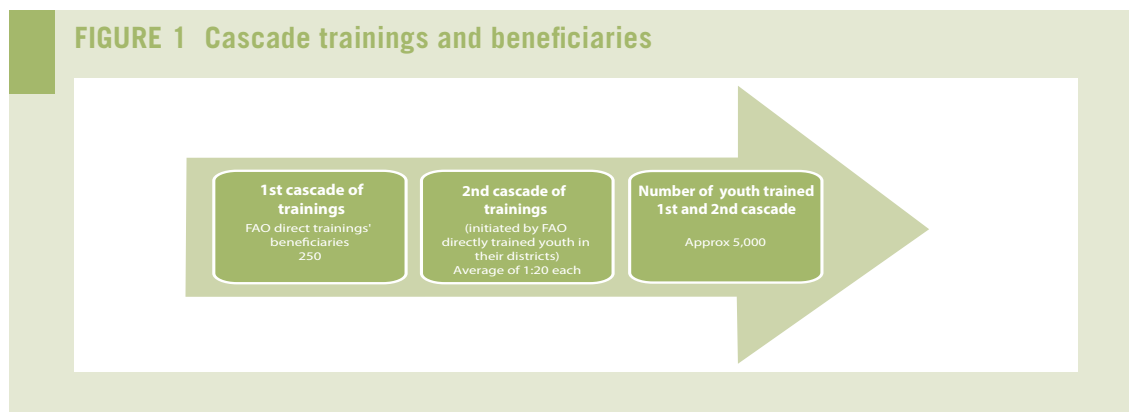
Gender perception: In both Tanzania (Mainland and Zanzibar) and Malawi, most young men have recognized that young women have a major role in the agriculture sector and need to have equal rights in terms of treatment and revenues from the cooperative work. Only a small percentage – 1 percent in both Malawi and Tanzania – viewed young women's main role as family care takers.

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Agricultural skills lesson in Tanzania Mainland

48 FAO, ILO. 2012. FAO's promotion of decent employment opportunities for rural youth producers in Zanzibar. See: www.fao-ilo.org/news-ilo/detail/en/c/143823/

FIGURE 1 Cascade trainings and beneficiaries

Migration: In both Tanzania Mainland and Zanzibar, the youth did not resort to migration, nor had they temporarily migrated or had such cases within their households (during the length of the implemented activities). Meanwhile, in *Malawi*, 20 percent of respondents had cases of circular rural-rural migration within their household.

Increased youth participation in the agro sector: Both in Malawi and Tanzania, all youth asserted that capacity development is key to attracting young people to engage in agriculture. They also reported that the facilitation and kind of trainings delivered is pivotal. A small percentage also suggested that young people would be enticed by a specific discount for youth when joining local cooperatives, irrespective of whether they have initial collateral to offer.

Assessments after trainings: Assessments conducted in both countries after the initial trainings at regular intervals of six months, have shown that, once back in their communities, trained youth were actively involved in mobilizing and sensitizing their peers regarding the opportunities offered by the agro sector, and trained these peers in a cost-effective way, using the same techniques learned during the FAO-initiated round of trainings. This shows that large-scale impacts are achieved more through spill-over effects initiated by the youth themselves when returning to their villages, rather than with the “*demonstrational*” amount of youth trained directly by FAO.⁴⁹ For instance, among the main success stories emerging from the implementation of this partnerships’ model is one FAO-trained youth who mobilized and trained 150 peers back in the district. Although there are a few similar cases, **on average, for each FAO-trained youth, the spill-over effect culminated in about 20 youths being trained back in the communities.**

This shows that when all actors involved in the model are well coordinated and strongly focused on the main joint objectives, the spill-over effect could have a substantial impact on youth employment creation and the lowering of national underemployment rates. The assessments also highlighted that young people, when trained using youth-friendly and gender-sensitive methodologies adapted to rural contexts, displayed a *positive shift in the perception of agriculture in comparison to other non-trained youth*. They also approached agriculture with enthusiasm, bringing innovation to the sector while being open and wishful to undertake agriculture not only in a commercial way, but also in a way that is climate-smart and helps preserve the surrounding environment and natural resources. **In terms of economic returns, the youth reported an increase in economic returns of approximately 60 percent.**

In terms of **institutional support**, the appraisals have assessed that Malawi has shown slightly weaker government support relative to Tanzania Mainland and Zanzibar, where both central and local (regional) governments have critically and positively affected the activities. In both countries, the private sector organizations selected have proved to be pivotal in the institutionalization of the model, and thus its sustainability. In the follow-up phases of the activities, further strengthening of partners’ capacities while training their technical officers will shift the ownership of the model to national institutions.

The integrated model adopted by FAO jointly with the private and public sectors has resulted in a series of innovative best practices for youth inclusion in producers’ organizations in both countries. Both in Malawi and Tanzania, trained youth have returned to their communities with renewed enthusiasm, and have sensitized and trained their youth peers. This has not only increased the number of young people engaged in the sector, but also the number of memberships in local producers’ organizations, cooperatives and unions.

49 FAO directly trained youth were 250 (100 in Malawi and 150 between Tanzania Mainland and Zanzibar)

3.4 Linkages with countries' policies and strategies

The aforementioned activities at country level enable FAO to deliver on its mandate to raise levels of nutrition, improve agricultural productivity, better the lives of rural populations and contribute to the growth of the world economy. In particular, they are directly linked to the delivery of the organization's strategic objective 3 (SO3) of its reviewed strategic framework, which seeks to "Reduce Rural Poverty". In part through the promotion of enhanced decent employment opportunities.⁵⁰

Activities in Malawi and Tanzania (both Mainland and Zanzibar) are also related to one of FAO's regional priorities for Africa, highlighted during the **27th Regional Conference (RCA)**, which **states the need to work towards the facilitation of the entrance of young women and men in the agricultural sector** while supporting its rejuvenation. They are also aligned with the proceedings of the **28th RCA**, in which countries have been reminded that **economic growth can happen only if youth are included in countries' agricultural and economic activities**.⁵¹ The activities are also supporting **FAO's commitment to youth inclusion in the CAADP-supporting Agricultural Investment Plans (AIPs)** in both countries.

In terms of Africa's owned regulatory frameworks, the **activities support the African Youth Charter (AYC)**⁵² component related to decent employment opportunities for rural youth populations. The AYC is the African Union's (AU) basic and legal instrument for youth empowerment, and provides a framework for youth development programming across the AU member states. Malawi and Tanzania have signed the charter, and both governments have therefore committed to undertake critical actions to improve the status of young people in their countries.

In **Tanzania**, the activities are supporting the Tanzania Agriculture and Food Security Investment Plan (TAFSIP), which addresses the core national problems of poverty and food insecurity in rural areas, and on how to promote agricultural growth and food and nutrition security in both Tanzania Mainland and Zanzibar



Soil and water lesson in Tanzania Mainland

under the framework of the CAADP. The activities also support the National Strategy for Growth and Reduction of Poverty (MKUKUTA), the Zanzibar Poverty Reduction Plan (MKUZA), the National Employment Policy – which has specific components on youth employment – the Tanzania National Development Youth Policy, the Zanzibar Youth Employment Action Plan, the Tanzania Education and Training Policy and the Zanzibar Education Policy, particularly with respect to their parts on non-formal education and training. Given the strong linkages in terms of partnerships with producers' organizations, support goes also towards the Tanzania and Zanzibar Cooperative Development Policies. The activities are furthermore supporting (specifically in terms of agro-sector activities) the implementation of the National Youth Employment Creation Programme in Tanzania Mainland and the Youth in Agriculture Programme in Zanzibar.

In **Malawi**, the activities support the implementation of the Malawi Growth and Development Strategy (MGDS), the Agriculture Sector Wide Approach (ASWAp), the National Youth Policy, the Cooperative Development Policy and the National Employment and Labour Policy, particularly the component dedicated to youth employment.

⁵⁰ Moreover, contribution goes also to SO1 (Eradicate hunger, food insecurity and malnutrition), SO2 (Increase and improve provision of goods and services from agriculture, forestry and fisheries in a sustainable manner) and SO5 (Increase the resilience of livelihoods to threats and crises)

⁵¹ 28th FAO Regional Conference for Africa. 24-28 March 2014 Tunis, Tunisia. Opening statement by FAO Director-General Jose Graziano Da Silva. See: www.fao.org/about/who-we-are/director-gen/faodg-statements/detail/en/c/218681/

⁵² So far, 28 AU member states have ratified the AYC (among others, Malawi), 39 have signed (among others, Tanzania), and 6 have not signed

In Malawi, Tanzania Mainland and Zanzibar, the activities also fall (and are partially funded) under the umbrella of the United Nations Development Assistance Framework (UNDAF)⁵³ and the United Nations Development Assistance Plan (UNDAP),⁵⁴ which are the common business plans for the United Nations (UN) agencies and national partners, and are aligned to the priorities of the host countries and the internationally agreed development goals.

The model's activities are also focused on promoting rural employment opportunities for young people which are *decent*, following and contributing to the International Labour Organization's (ILO) Decent Work Agenda⁵⁵ and its 4 pillars: i) employment creation and enterprises development; ii) rights and standards at work; iii) social protection; and iv) social dialogue (brief description of the contribution made by the model's activities to each pillar are summarized in the table below).

TABLE 4 FAO PPP model contribution to the four pillars of the Decent Work Agenda

Pillar 1: Employment creation and enterprise development	Pillar 2 - Social protection
<ul style="list-style-type: none"> Support the implementation of gender- and age-sensitive employment-centered agricultural activities Support youth in accessing markets and modern value chains Support youth-led micro, small and medium enterprises in agribusiness and the marketing sector to access markets, training, financial services and other productive assets Support vocational education and training programmes that teach employment-related technical and business skills and are adapted to rural people's needs Support employment-centered livelihoods diversification as a strategy for coping with risk in emergency prevention and post-crisis recovery (as needed) 	<ul style="list-style-type: none"> Support the adoption of occupational safety and health (OSH) standards for rural youth in the trainings (e.g. related to logging, handling of pesticides etc.) Promote safer technology for small-scale and commercial agriculture in extension support programmes and producers' organizations Support the development of labor-saving technologies for poor households in HIV- and AIDS-(or other diseases) affected areas, and for reducing young women's domestic and care tasks Support within the life skills part of the trainings the government in facilitating knowledge about universal access to HIV prevention, treatment, care and support
Pillar 3: Standards and rights at work	Pillar 4: Governance and social dialogue
<ul style="list-style-type: none"> Support socially responsible agricultural production for small producers and MSMEs, seeking to reduce gender- and youth-based discrimination Support the involved countries' governments in their efforts to prevent and eliminate child labor by tackling its root causes (e.g. poverty, lack of education, etc.) and providing livelihoods alternatives to poor youth Support the inclusion of youth in producers' organizations and strengthen informal economy workers' associations Promote decent labor contractual arrangements in the informal economy wherever possible, and sensitize through the life skills component in trainings on worst forms of child labour and situations of discrimination 	<ul style="list-style-type: none"> Support the involved countries' governments to strengthen democratic organizations and networks of producers and workers in the informal rural food economy Support the representation of the rural poor, in particular youth, in social dialogue and policy dialogue through their organizations Support participation of the rural poor in local decision-making and governance mechanisms, and particularly the empowerment of youth

⁵³ Malawi

⁵⁴ Tanzania Mainland and Zanzibar

⁵⁵ ILO Decent Work Agenda. See: www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm



4 Conclusion and recommendations

Since 2005, the first Millennium Development Goal to “eradicate extreme poverty and hunger” includes target 1.B, which encourages the achievement of full and productive employment and decent work⁵⁶ for all including women and young people.⁵⁷ This target acknowledges the centrality of employment promotion for the achievement of food security, nutritional wellbeing and poverty reduction. Moreover, the Assembly of Heads of State and Government of the African Union (AU) declared, during its Executive Council held in January 2009 in Addis Ababa, the years 2009-2019 as the Decade of Youth Development in Africa. The decade is an opportunity to advance the agenda of youth development in all member states across the AU, to ensure effective and more ambitious investment in youth development programmes and increased support to the development and implementation of national youth policies and programmes, and facilitate the implementation of the African Youth Charter (AYC).

Despite tangible economic progress over the past 20 years, and despite having youth employment policies and strategies largely in place, Africa still needs to lift over 400 million people out of poverty while employing the additional 215 million young men and women expected to join the labour force in sub-Saharan Africa over the next decade - 130 million of them in rural areas. With 70 percent of Africans continuing to rely on the rural sector for their livelihoods,⁵⁸ rural development as a tool for youth employment must be recognized as a critical component of the international development agenda.

Rural youth represent both a challenge and an opportunity for reducing rural poverty. To overcome this challenge and seize this opportunity, FAO supports government efforts to generate the decent employment opportunities necessary for young people to earn a decent livelihood. FAO's support consists of a complementary set of awareness-raising, policy assistance, capacity development and technical support activities designed to help governments develop an enabling environment that meets the multidimensional needs of rural youth. Indeed, sustainable poverty reduction and rural economic development will only be achieved when national enabling environments allow and empower young people to achieve their full potential.

The experiences in Malawi, Tanzania Mainland and Zanzibar archipelago have shown that although young people face various constraints in entering in the agriculture sector and making it a profitable economic activity, the appropriate facilitation and joint coordination among different partners can make a significant difference. The activities implemented in these countries have enabled young beneficiaries to seize new opportunities, raise their economic returns by approximately 60 percent,⁵⁹ and increase young people's overall presence and involvement in producers' organizations. All of the targeted youth have iterated their desire to continue to improve their agro enterprises while sensitizing their young peers regarding the employment and business opportunities that the sector can offer.

⁵⁶ The ILO Decent Work Agenda is the balanced and integrated programmatic approach to pursue the objectives of full and productive employment and decent work for all at global, regional, national, sectoral and local levels. It has four pillars: standards and rights at work, employment creation and enterprise development, social protection and social dialogue.

⁵⁷ UN Millennium Development Goals and beyond 2015. See: www.un.org/millenniumgoals/poverty.shtml

⁵⁸ Humans inherently develop and implement strategies to ensure their survival. A livelihood comprises the capabilities, assets (including both material and social resources) and activities required for a means of living. A livelihood is sustainable when it can cope with and recover from stress and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base. (Chambers & Conway, 1991)

⁵⁹ FAO PPP model evaluations



Singida Youth Producers Union

Young producers should be put at the centerpiece of a “pro-poor” agricultural growth agenda. Empowered through existing producers’ organizations networks and made more competitive by both institutional and technological innovations, they can become greater market participants, both domestically and globally. As assessed in Malawi, Tanzania Mainland and Zanzibar, facilitating young people’s access to agricultural markets is possible.

Fostering an enabling environment is therefore pivotal for a systematic reduction of youth unemployment, underemployment and working poverty in rural areas, while rejuvenating the agricultural sector and giving real opportunities for youth to be able to remain in rural areas.

Creating decent job opportunities for rural youth therefore requires a coordinated interplay between different institutions and partners, both local and international.

Establishing partnerships among governments and private sector actors/producers’ organizations, and actively involving rural youth in the process, are key for dialogue and youth inclusion in the agro sector in national and regional initiatives. The activities undertaken also show that youth – when adequately facilitated and supported by targeted policies, strategies and integrated models towards rural employment creation – can be the main actors driving the rural transformation that is needed in both countries.

Websites and further reading

African Union (AU)	AU Commission youth division African youth charter
AU - Nepad	Comprehensive Africa Agriculture Development Programme (CAADP)
FAO	Food and Agriculture Organization of the United Nations Youth employment Junior Farmer Field and Life Schools (JFFLS) Integrated country approach Cooperatives and producers' organizations Gender-equitable rural employment
ILO	Decent work country agenda in Africa 2007 - 2015 Decent work country profile Tanzania (Mainland) Decent work country programme Malaw
Malawi	Malawi country profile (FAO) Human Development Indicators United Nations Malawi Ministry of agriculture and food security Ministry of labour and vocational training Ministry of youth development and sports National smallholders farmers association of Malawi (NASFAM) ASWAp – Agriculture sector wide approach
Tanzania Mainland	Tanzania country profile (FAO) Human development indicators One UN Tanzania (Mainland and Zanzibar) Ministry of agriculture, food and cooperatives Ministry of livestock development and fisheries Ministry of labour and employment Tanzania federation of cooperatives MKUKUTA - National strategy for growth and reduction poverty Tanzania Agriculture and Food Security Investment Plan (TAFSIP) National employment policy Decent work country profile
Zanzibar Archipelago	Agricultural Services Support Programme Ministry of agriculture and natural resources Ministry of Labour, Economic Empowerment and Cooperatives MKUZA - National strategy for growth and reduction poverty Food security and nutrition policy Youth employment action plan



**Food and Agriculture Organization
of the United Nations**

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Viale delle Terme di Caracalla

00153 Rome, Italy

Phone: + 39 0657051

www.fao.org