FAO, Private and Public Partnership Model for Youth Employment in Agriculture

- Experiences from Malawi, Tanzania Mainland and Zanzibar archipelago -

*(working version)*

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
<table>
<thead>
<tr>
<th>Acronym</th>
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<tr>
<td>AGRA</td>
<td>Alliance for a Green Revolution in Africa</td>
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<td>AIDS</td>
<td>Acquired Immune Deficiency Syndrome</td>
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<td>AIPs</td>
<td>Agricultural Investment Plans</td>
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<td>AU</td>
<td>African Union</td>
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<td>AYC</td>
<td>African Youth Charter</td>
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<td>ASSP</td>
<td>(Zanzibar) Agricultural Services Support Programme</td>
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<td>ASSP - L</td>
<td>(Zanzibar) Agricultural Services Support Programme - Livestock</td>
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<td>ASWAp</td>
<td>Malawi - Agriculture Sector Wide Approach</td>
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<td>CAADP</td>
<td>Comprehensive Africa Agriculture Development Programme</td>
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<td>CUZA</td>
<td>Cooperative Union of Zanzibar</td>
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<td>ECF</td>
<td>Extended Credit Facility</td>
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<td>FAO</td>
<td>Food and Agriculture Organization of the United Nations</td>
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<td>FUM</td>
<td>Farmers’ Union of Malawi</td>
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<td>GDP</td>
<td>Gross Domestic Product</td>
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<td>GoM</td>
<td>Government of Malawi</td>
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<td>GoT</td>
<td>Government of Tanzania</td>
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<td>HIV</td>
<td>Human Immunodeficiency Virus</td>
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<td>IFAD</td>
<td>International Fund for Agricultural Development</td>
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<td>ILO</td>
<td>International Labour Organization</td>
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<td>IMF</td>
<td>International Monetary Fund</td>
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<td>IPM</td>
<td>Integrated Pest Management</td>
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<td>JFFLS</td>
<td>Junior Farmer Field and Life Schools</td>
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<td>MDGS</td>
<td>Malawi Growth and Development Strategy</td>
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<td>MKUKUTA</td>
<td>Tanzania - National Strategy for Growth and Reduction Poverty</td>
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<td>MKUZA</td>
<td>Zanzibar - National Strategy for Growth and Reduction Poverty</td>
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<td>NASFAM</td>
<td>National Smallholder’s Farmers Association of Malawi</td>
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<td>NEPAD</td>
<td>(The) New Partnership for Africa’s Development</td>
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<td>PS</td>
<td>Permanent Secretary</td>
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<td>RCA</td>
<td>(FAO’s) Regional Conference for Africa</td>
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<td>RGoZ</td>
<td>Revolutionary Government of Zanzibar</td>
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<td>Sida</td>
<td>Swedish International Development Cooperation Agency</td>
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<td>TAFSIP</td>
<td>Tanzania Agriculture and Food Security Investment Plan</td>
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<td>TEVETA</td>
<td>Technical, Entrepreneurship and Vocational Education and Training Authority</td>
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<td>(Malawi)</td>
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<td>TFC</td>
<td>Tanzania Federation of Cooperatives</td>
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<td>United Nations</td>
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<td>UNDAF</td>
<td>United Nations Development Assistance Framework (Malawi)</td>
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<td>UNDAP</td>
<td>United Nations Development Assistance Plan (Tanzania mainland and Zanzibar)</td>
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<td>VETA</td>
<td>Vocational Education and Training Authority (Tanzania)</td>
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<td>YEN</td>
<td>Youth Employment Network</td>
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<td>Y2Y</td>
<td>Youth-to-Youth fund</td>
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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, improving policy coherence between employment and agricultural initiatives and investing more in the promotion of decent rural employment contribute highly 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, recently the Organization has strengthened its commitment to rural youth in its new Strategic Framework. 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 piloted the model in Malawi, Tanzania Mainland and Zanzibar archipelago. An integrated model as initiated in the countries resulted as the most suitable approach to respond to 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 levels of understanding and labour markets opportunities; it further requires a facilitation and mentorship to adequately access 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 rural youth populations inclusion. Strategic and normative support with the development of contextualized training materials, as well as, the piloting of a demonstrational operational model is also a fundamental part of the overall support.

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

The activities implemented under the model are fully aligned with Malawi, Tanzania Mainland and Zanzibar related policies and strategies. Moreover, activities are fully in line with the major recommendations of FAO’s 27th Regional Conference for Africa (RCA), in particular with one of the regional prioritizations highlighted, which is the need to work towards the - facilitation and consequent integration of young women and men in the agricultural sector and 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.

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4 FAO 2012, Decent rural employment for food security: a case for action
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](http://www.fao.org/docrep/018/mi317e/mi317e.pdf)
7 FAO 2012, Brazaville, Congo - FAO 27th Regional Conference for Africa
8 FAO 2014, Tunis, Tunisia – FAO’s Director-General Jose Graziano Da Silva opening statement
Strong efforts have been channeled towards private-public partnerships in order to reach a sustainable national inclusion of the activities while strengthening partners’ capacities in applying the model in order to address youth unemployment, underemployment and working poverty in rural areas.

The appropriate pathways for the institutionalization and entrenchment of the initiated activities with the private and public [governmental] sectors towards youth employment creation in the agro sector in both countries, underlines that fostering an enabling environment is pivotal for a systematic reduction of youth unemployment, underemployment and working poverty in rural areas while rejuvenating the sector giving real opportunities for youth to be able to remain in rural settings. Moreover, establishing partnerships among governments and private sector and involve youth in the process has been key for youth inclusion in national and regional initiatives.
1. Brief countries’ overview

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

In fact, Malawi, is one of the world’s poorest countries in the world, presently 74 percent of the total population living in poverty. The country economy is predominantly agricultural, with about 84.3 percent of the population living in rural areas, the agro sector is contributing to 90 percent of the export earnings and 30 percent of the GDP. 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.

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 national development plan, the Malawi Growth and Development Strategy (MGDS II, 2011-2016), identifies nine key priority areas and youth development and empowerment is one of them along with agriculture and food security as a pre-requisite for economic growth and wealth creation. One of the main key constraints to the achievement of the objective of improving agriculture and food and nutrition security in the country has been identified as the lack of an adequate involvement and consideration of youth in the sector.

Furthermore, the Malawi’s National Youth Policy 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 the 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 age (therefore children) but in general the Act does not extend much its operations to the informal sector which is predominately found in the agriculture sector.

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 15-24 years have no job. However, a person who works at least one hour per week in the country, is officially classified as employed and therefore the figures do not capture the real situation. Underemployment is prevalent, especially in the agricultural sector that accounts for 80 percent of the labour force, and 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 and a lack of coherent government action and weak institutional capacity for skills development. In addition, the economy is failing to produce enough jobs for a fast growing population given its low manufacturing base and the low skills’ base of the labour force.

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9 World Bank 2012 - Poverty headcount ratio at $1.25 a day (PPP)
10 WDI 2011
11 www.indexmundi.com/malawi/economy
12 African Development Bank – Malawi Economic Outlook 2014
13 Agriculture Sector Wide Approach (ASWAp)
14 http://planipolis.iiep.unesco.org/upload/Youth/Malawi/Malawi_youth_policy.pdf
15 In Malawi the legal working age is 14
16 http://www.ilo.org/dyn/natlex/docs/WEBTEXT/56791/65218/E00MWI01.htm
17 UN youth age frame definition
18 OECD 2012
Tanzania’s Mainland economic situation in comparison to Malawi’s has been resilient to shocks and is expected to remain buoyant with a GDP growth forecast of 7 percent for 2014/2015\(^{19}\) – well above the regional averages. As like for 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\(^{21}\).

In the Zanzibar\(^{22}\) archipelago the agriculture sector, contributes greatly to the islands’ economy and food security providing employment to about 70 percent of the population and contributes to about 32.2 percent of the GDP, and to about 75 percent of the export earnings\(^{23}\) although in general terms economic development is usually mainly associated with the tourism. Income poverty levels though, remain unacceptably high with 33.6 percent of the households in Tanzania mainland and 42 percent in the Zanzibar archipelago, living below the poverty line\(^{24}\). 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, did not match with an increase of the income poverty levels and has not been able to generate adequate employment and income generating opportunities to absorb net increases to 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 the youth category while using the Tanzanian definition of youth (15-35 years) 35 percent of the population consists of young people\(^{25}\). The Zanzibar archipelago is also characterized by a youthful population with 36.24 percent of the population aged between 15 - 35\(^{26}\).

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

Youth development is highlighted by the Tanzania Mainland and Zanzibar governments as one of the national priorities. 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 in 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 directly contribute to.

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\(^{19}\) World Bank Tanzania Economic Update Report 2014  
\(^{20}\) Tanzania Agriculture Sector Review and Public Expenditures Report 2012  
\(^{21}\) OECD 2012 - African Economic Outlook  
\(^{22}\) 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 http://dailynews.co.tz/index.php/parliament-news/8102-agriculture-vital-for-isles-economy-minister  
\(^{24}\) UNDP Tanzania – Status and trends MDG1  
\(^{25}\) See NBS, 2003  
\(^{26}\) 2002 Zanzibar Housing Census  
\(^{27}\) OECD 2012 - African Economic Outlook  
\(^{28}\) HBS 2004/2005
2. **Main youth challenges observed in Malawi, Tanzania and Zanzibar archipelago when entering the agro sector**

Youth can play a key role in poverty reduction in rural areas and national overall economic wellbeing, but they encounter significant constraints. In both Malawi and Tanzania, they are often the most disadvantaged, with low levels of job experience, small chances to access or obtain capital and other assets, and little or no voice in decision-making processes. They barely gain 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. Moreover, youth do not perceive agriculture employment as attractive due also to the slow modernization of the sector and dominance of traditional subsistence farming practices. In addition, 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.

**Education and vocational training.** Developing education and vocational training opportunities for young people is key to develop and promote employment opportunities in rural areas. Agriculture is central in both countries’ economy, however, traditional teaching methods do not give opportunities at school to learn practical agricultural skills and the situation does not improve much with regards to vocational education.

From a research undertaken in **Tanzania Mainland** in 2011, 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, in the specific, agro mechanics.

Similarly in **Malawi**, among all the courses offered by the Technical, Entrepreneurship and Vocational Education and Training Authority (TEVETA), agriculture is not contemplated at all.

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

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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 above mentioned policies and strategies

31 IDS Bulletin 43.6 - Sumberg, J., Anyidoho, N.A., Leavy, J., te Lintelo, D and Wellard, K. - The Young People and Agriculture "problem" in Africa

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


35 FAO 2011, Gender Inequalities in Rural Employment in Malawi http://www.fao.org/docrep/016/ap092e/ap092e00.pdf
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 out of 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 old for meaningful agricultural production, lacking at times the modern skills and entrepreneurial attitude necessary to enhance quantity and quality and may not understand the intricacies of the global agribusiness value chains. Policies and institutional mechanisms in terms of land rights are in place although at times contradictory.

In Malawi, the National Land Policy of 2002\(^\text{36}\) highlights the need to increase land access to 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 (NLP)\(^\text{37}\) was formulated and approved and further integrated gender equity in land distribution, inheritance and ownership albeit young people are not specifically addressed and therefore cannot use the policy as a protection tool.

The 2006 African Youth Charter (AYC)\(^\text{38}\) calls for providing grants of land to youth and youth organizations for socioeconomic development purposes (Article 14:2). Both Malawi (in 2010) and Tanzania (in 2012) have ratified the Charter, yet, the implementation of it in most aspects, including youth land rights remains an issue.

Perception of agriculture (and agricultural mechanization). A further implication also emerges in terms of perception of agriculture and its connected link with agricultural mechanization, young people have watched for years their parents working in their plots with hoes and pangas or may even have contributed as child labourers, negatively inspiring them in understanding the real potential that the agro sector could give in terms of employment opportunities. Agricultural and rural transformation and mechanization could be key to shift this negative initial perception, yet, in the countries the level of agricultural mechanization is still very low.

In Tanzania for example, the hand hoe is presently dominating the farming system with 70 percent of the cropping areas cultivated manually, animal traction is estimated at 24 percent and mechanical power presently estimated at 13 percent\(^\text{39}\).

In the context of Malawi, smallholder production farm mechanization is virtually nonexistent and all farm work is done mainly manually. Mechanization in the country is at present still mainly driven by large scale commercial farmers in the major corporations\(^\text{40}\).

The increase in the population in both countries, may surpasses the food production rate and therefore leading to increase in the drudgery of farming activities. Rebranding agriculture with appropriate youth friendly trainings and mentorships programmes while increasing the level of mechanization and introducing labour saving


\(^\text{38}\) 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.

\(^\text{39}\) Tanzania Ministry of Agriculture Food Security and Cooperatives 2011 – Eastern African Agricultural Productivity Programme (EAAPP)

technologies in both countries becomes therefore key in order to change young people initial negative perception on the agricultural sector and show the real business potential.

**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; 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, all these dedicated funds can be accessed by few young individuals or youth organizations with rural youth lacking behind because of lack of info mainstreamed in the rural areas and also lack of knowledge in businesses plans writing.

**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, sociopolitical conditions and lack of knowledge in how markets really work.

Most market structures in **Malawi and Tanzania**, do not favour youth access. Rural youth frequently don’t have the required knowledge of how markets work and they lack information on prices. Young rural women face further additional difficulties in accessing markets since in many communities their freedom of movement may be restricted because of social and cultural norms.

In **Zanzibar**, there is a vibrant hotel industry and in need of agro products for their clients, yet, the majority of the hotels import their produce (either from Tanzania Mainland or abroad).

The demand for higher value and processed foods as well as the rise of supermarkets including international chains in both countries has implications for the entire food marketing system as it alters procurement systems and introduces new quality and safety standards which are difficult to be reached by young small producers.

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

**Malawi and Tanzania mainland**, for example, are both experiencing changing rainfall patterns, in particular, changes in 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 are 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 has been identified in the lack of contextualized information on adaptation to climate change41.

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

Agricultural production and connected activities in the two countries has in general already occurred high volatility due to climate and may pose further doubts to young people on whether pursuing or not a career in the sector and being able to make it a viable economic opportunity. Specific trainings in how to mitigate the impact of climate change are therefore pivotal.

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

To adequately address all 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 for rural development in general. Adequate education and vocational training adapted to rural contexts are important components to improve rural livelihoods since a majority of the rural poor still derives their main livelihood from their labour in agriculture. Further, knowledge and information are powerful tools in the process of change, together with the capability to get organised and access to productive assets, particularly land, financial services, appropriate know-how and labour saving technology.

Access to productive and decent work is therefore the best way rural youth can realize their aspirations, improve their living conditions and actively participate in economic development efforts towards reduced poverty and increased food and nutrition security while participating actively to the transformation of agriculture from subsistence into commercial in a sustainable and climate-smart way. This can be achieved tackling the labour supply with the demand and matching the two with 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 the development and often at the origin of these transformations. Effective engagement with the private sector can help the fight against hunger and malnutrition by enhancing FAO’s work in agriculture, fishery, forestry, natural resource management and the food value chain from farmer to consumer. This applies to all actors from small and medium-size enterprises to the largest international corporations including producers’ organizations. Specific to rural youth employment creation mechanisms, the private sector has a pivotal role in facilitating young women and men access to land, to finance and markets while also providing an enabling working environment.

For Tanzania mainland – UNDP climate change country profile
Practical measures to tackle climate change: coastal forest buffer zones and shoreline change in Zanzibar, 2009 - Joint research of the Department of Geography (University of Turku) and the Department of Commercial Crops, Fruits and Forestry (Zanzibar)
FAO strategy on partnerships with the private sector http://www.fao.org/docrep/meeting/024/mc010e.pdf
Private-public partnerships are extremely important in the context of economic and social development. The private sector in Malawi, Tanzania Mainland and Zanzibar is now regarded as the engine of growth and the development of the countries 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 pivotal to generate as many employment opportunities as possible, especially to youth who are in the active labour force.

FAO supports and facilitates the development and implementation of an integrated model for youth employment in agriculture in collaboration with the private and public (governmental) 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’ access in the 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 reach a sustainable inclusion in national strategies and programmes of the activities while decreasing youth unemployment, underemployment and working poverty in rural areas.

<table>
<thead>
<tr>
<th>FAO PPP model</th>
<th>- Constrains and Solutions Adopted -</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Constraints</strong></td>
<td><strong>Solutions adopted</strong></td>
</tr>
<tr>
<td><strong>Skills development / vocational training</strong></td>
<td>The FAO has provided the 1st cascade of trainings, training youth, using the Junior Farmer Field and Life Schools (JFFLS) methodology with a strong emphasis on agro business. A 2nd cascade of JFFLS trainings has been rolled out by youth trained by FAO directly in their districts involving local unemployed young people. Training materials have been adapted to local needs and requests and translated (also) in local languages. JFFLS facilitators’ training manual: Malawi and Tanzania (Mainland and Zanzibar), available also in Kiswahili. In the countries trainers have also been trained from PPP model partners (agro technical officers) so to adequately address the sustainability factor. A specific manual for curriculum development has been produced for the purpose: JFFLS curriculum development manual Malawi, Tanzania mainland and Zanzibar.</td>
</tr>
<tr>
<td><strong>Access to land</strong></td>
<td>Land has been provided by the Producers’ Organizations in certain cases (through cooperative land) and by regional authorities (through district land).</td>
</tr>
<tr>
<td><strong>Access to finance</strong></td>
<td>Both the involved Producers’ Organizations (through their cooperative unions) and regional authorities (through agricultural dedicated budget lines) have facilitated access to credit, even without collaterals 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’ federations credit unions, village saving schemes in their own districts.</td>
</tr>
<tr>
<td><strong>Access to markets</strong></td>
<td>Producers’ Organizations oriented and supported the youth groups in their choice of economic potential agricultural activities and the products placement in the market at a fair negotiated price.</td>
</tr>
<tr>
<td><strong>Climate change</strong></td>
<td>A specific youth friendly climate change training manual has been developed, adapted to local contexts and field tested: Climate change training manual</td>
</tr>
</tbody>
</table>
3.1 Trainings' methodology: the Junior Farmer Field and Life Schools (JFFLS)

The trainings given to young cooperatives’ members 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 to address the multidimensional needs of rural youth in a gender friendly and youth sensitive way. The JFFLS supports vocational trainings specifically tailored to rural settings combining 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.

Trainings’ subjects and exercises are chosen from a variety of modules44 jointly with the youth and in collaboration with the partners, in order to ensure that the trainings respond to the actual needs. Various exercises from different modules are then selected and designed into one single country context manual.

<table>
<thead>
<tr>
<th>Module</th>
<th>[Major] Subjects included</th>
</tr>
</thead>
</table>
| Preparation         | Agricultural part: - How to set up a learning field, understand the life cycles of animals and crops  
                      | Life skills part: - Working as a group, human beings life cycles                           |
| Planning            | Agricultural part: - Analysing field conditions (soil, fertility, availability of water, weather etc)  
                      | Life skills part: - Planning in life, setting goals                                        |
| Growing up healthy  | Agricultural part: - Starting a nursery, good agricultural practices, plant nutrition, compost, animal feed and nutrition, Agro Ecosystem Analysis (AESA), pests  
                      | Life skills part: - Hygiene and sanitation, food and health, good nutrition practices, Human Ecosystem Analysis (HESA), protect against diseases (Malaria, HIV etc) |
| Diversity           | Agricultural part: - Crop diversity, intercropping, diversity in livestock breeds, biodiversity and natural resources, medicinal plants  
                      | Life skills part: - Gender equality, gender roles and decisions over resources, diet diversification |
| Protection          | Agricultural part: - Protecting land and soil, managing waste, protecting the field (fencing etc), protecting livestock, protecting biodiversity  
                      | Life skills part: - Hygiene for protection, occupational, safety and health (OSH)          |
| Water for life      | Agricultural part: - The water cycle, water sources and environment, irrigation methods, different soils capacity to hold water  
                      | Life skills part: - Clean water for human health                                           |
| Threats and loss    | Agricultural part: - Protecting the crop and livestock (pests and IPM practices), preventing post harvest losses  
                      | Life skills part: - 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, |

44 http://www.fao-ilo.org/?id=20904
<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
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<tbody>
<tr>
<td>Fisheries and aquaculture, seasonal hazard and crop calendar</td>
<td></td>
</tr>
<tr>
<td>Community seed banks (*)</td>
<td>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</td>
</tr>
<tr>
<td>Capture fisheries</td>
<td><strong>Agricultural part:</strong> The ecosystem, catching fishes, harvest and post-harvest losses <strong>Life skills part:</strong> Cooperation and organization, good management practices, identify safety hazards, boat’s maintenance, learn to swim</td>
</tr>
<tr>
<td>Aquaculture</td>
<td><strong>Agricultural part:</strong> Planning our fish production, what should I produce and who will buy it?, identify and mitigate risks, how to grow fish, fish feeding <strong>Life skills part:</strong> Food safety and hygiene, potential impacts on environment</td>
</tr>
<tr>
<td>Post-harvest issues in fisheries and aquaculture (*)</td>
<td>Types of fish products, product quality, supply and value chains, the value of organization and collaboration, the economics of fish, marketing your product</td>
</tr>
<tr>
<td>Child labour prevention in agriculture (*)</td>
<td>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</td>
</tr>
<tr>
<td>Land and property rights (*)</td>
<td>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</td>
</tr>
<tr>
<td>Entrepreneurship (*)</td>
<td>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</td>
</tr>
<tr>
<td>Monitoring and Evaluation toolkit (*)</td>
<td>Getting started on M&amp;E, key definitions and concepts, process evaluation, evaluation of outcomes and impact, core M&amp;E toolkit for JFFLS (for monitoring and evaluation), documenting and reporting results</td>
</tr>
</tbody>
</table>

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


The methodology is also **gender sensitive** in order to encourage young women partaking and potential access in the agro sector. In terms of **gender participation**, Malawi, Tanzania Mainland and Zanzibar, have always reached a 50-50 (%) participation. As part of the methodology, **working in groups** (of 20 – 25 youth each group) has a substantial importance. The **youth experiment**, while learning, **sustainable agro practices**, **working in groups in a “rotation” policy**, where both young women and young men have the opportunity to share ideas, be either 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 at the end of the process to 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.

### 3.2 Partnership’s partners

FAO has undertaken a careful and thorough selection of potential partners coming from the private sector to collaborate under the model. Partnering organizations have been selected on the basis of the below major criteria:
Malawi partners

Private sector

FAO is partnering with the National Smallholder Farmers’ Association of Malawi (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.

Tanzania Mainland partners

Private sector

FAO is partnering with the Tanzania Federation of Cooperatives (TFC) 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

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45 http://www.nasfam.org/
autonomous that is members’ owned and managed in the spirit of internationally recognised cooperative principles and values. Currently, TFC comprises about 6000 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 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 has as a main aim to enhance its members’ entrepreneurial potentials while ensuring a good and democratic governance of it with the overall objective of reaching a 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 in 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 through Memorandum of Understandings (MoUs) the joint activities in order to furthering the mutual knowledge of needs, priorities and methods of work in relation to commonly agreed youth employment in agriculture activities while enhancing collaboration and communication among all the actors involved in order to strengthen the support to rural unemployed youth.

3.3 Appraisals from country assessments

Surveys undertaken on youth beneficiaries during their initial trainings have shown 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 agriculture as employment opportunity perception.

Business activities. In Malawi, Tanzania mainland and Zanzibar taken as a whole, both young women and young men had a strong preference in 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.

Products chosen. In Malawi, Tanzania mainland and Zanzibar analyzed in one, maize, groundnuts, soya and soya beans were the most cultivated crops with roughly similar patterns among young women and young men.

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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 meant as before the skills’ trainings.
Access and use of credit. Most of young people accessed to 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 young men. Credit was accessed in most cases 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 have reported to be using their families’ owned land therefore not being the direct owners of the land title, with a 20 percent renting it and a 20 percent renting it through the local cooperative leaders. In terms of house property, the small percentage of youth already married that owned their houses reported it as owned by both husband and wife in equal parts. In Malawi, 70 percent of the youth reported to use their families’ land, the remaining 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’ house, although property title was in the name of the household head solely (reported as the adult man).

Climate variability and adaptation. Both half of young women and young men have experienced a change in the 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 seeds48, the quality of products produced and offered widened their marketing opportunities with most of them now supplying the islands hotel’ industry.

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

Value addition / processing. In both countries, Tanzania (Mainland and Zanzibar) and Malawi, youth have majorly sold their products raw without any added value. This goes to show the still major issue that both countries seem to have in terms of adding value to products which is in general experienced and has been assessed by various other ongoing programmes. A small percentage (approx 20 percent) of the larger youth groups have though expressed the wish to start adding value in order to improve and increase their economic opportunities.

Gender perception. In terms of gender, 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 both in Malawi and Tanzania, viewed young women’s main role exclusively as family care takers.

Migration. In both Tanzania mainland and Zanzibar the youth did not resort to migration or had temporarily migrated or had cases within their households (during the length of the implemented activities). While in Malawi, 20 percent had cases in the household of circular rural-rural migration.

Increased youth participation in the agro sector. Both in Malawi and Tanzania, all youth asserted that capacity development is key to attract young people in the agriculture sector and pivotal is also the facilitation and

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kind of trainings delivered, a small percentage also suggested a specific young people reduction (discount) to enter and be part of local cooperatives even without any initial collateral to offer.

**Assessments after trainings.** Assessments conducted in both countries after the initial trainings at regular intervals of 6 months, have shown that, once back in their communities, trained youth, were actively involved in mobilizing and sensitizing their peers in the opportunities offered by a potential involvement in the agro sector and trained them cost-effectively 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 by FAO⁴⁹. For instance, in the main success stories coming out of this partnerships’ model in the countries, 1 FAO-trained youth, mobilized and trained 150 peers back in the district. Although there are a few of these similar cases, on average for each FAO-trained youth the spill-over effect was of about 20 youth retrained back in the communities. This shows that when all the actors involved in the model are well coordinated and strongly focused in the main joint objectives, the spill-over effect could have a major potential in youth employment creation and lowering of the national underemployment rates. The assessments also highlighted that not only young people further being trained using youth friendly and gender sensitive methodologies adapted to rural contexts, have a positive shift in the perception of agriculture in comparison to other non-trained youth but also they seize the opportunities of a potential employment and business venture in the sector approaching agriculture with enthusiasm, bringing innovation to the sector while being open and wishful to undertake agriculture not only in a commercial way but also climate-smartly to preserve the surrounding environment and natural resources. In terms of economic returns, the youth asserted an increase of economic returns of approximately 60 percent compared to before.

In terms of institutional support, the appraisals have assessed that Malawi, has shown a slightly weaker government support relative to Tanzania Mainland and Zanzibar, where both central and in particular local (regional) governments, have critically and positively impacted the activities. In both countries the private sector organizations selected have proved to be pivotal in the institutionalization and for the sustainability of the model. The further strengthening of partners’ capacities while forming and training, in the follow up phases of the activities, their technical officers will appropriately 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 productive producers’ organizations in both countries. Both in Malawi and Tanzania, trained youth have returned to their communities with renovated enthusiasm and sensitized youth peers in their districts while training them, increasing not only the number of young people engaged in the sector but also the number of memberships in local producers’ organizations, cooperatives and unions.

### 3.4 Linkages with country policies and strategies

The mentioned activities at countries level enable FAO to deliver 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 focuses to Reduce Rural Poverty also through enhanced decent employment opportunities⁵⁰.

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

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).
Activities in Malawi and Tanzania (both Mainland and Zanzibar) are also related to one of FAO’s regional prioritizations in 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 and 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. The activities are also supporting FAO’s commitment to youth inclusion in the CAADP’ formulated Agricultural Investment Plans (AIPs) in both countries.

In terms of Africa’s owned regulatory frameworks, the activities support the African Youth Charter component related to decent employment opportunities for rural youth populations. The AYC is the African Union (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.

Specific to Tanzania, the activities, are overall supporting the Tanzania Agriculture and Food Security Investment Plan (TAFSIP) which addresses the core national problems of poverty and food insecurity in both Tanzania mainland and Zanzibar under the framework of the CAADP, 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 in particular in their parts of 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 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 to the specific part dedicated to youth employment, the National Employment and Labour Policy.

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

The model activities are also focused in promoting rural employment opportunities for young people which are decent, following and contributing to the International Labour Organization (ILO) Decent Work Agenda implementation and its 4 pillars: i) employment creation and enterprises development, ii) rights and

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51 FAO 2014, Tunis, Tunisia – FAO’s Director-General Jose Graziano Da Silva opening statement
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.
53 Malawi
54 Tanzania Mainland and Zanzibar
standards at work, iii) social protection; and iv) social dialogue (brief table of model’ activities contribution to each pillar, below).

<table>
<thead>
<tr>
<th>FAO PPP model contribution to the Four Pillars of the Decent Work Agenda</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pillar 1 - Employment creation and enterprise development</strong></td>
</tr>
<tr>
<td>o Support the implementation of gender-and age-sensitive employment-centered agricultural activities</td>
</tr>
<tr>
<td>o Support youth in accessing markets and modern value chains</td>
</tr>
<tr>
<td>o Support youth led micro, small and medium enterprises in agribusiness and the marketing sector to access markets, training, financial services and other productive assets</td>
</tr>
<tr>
<td>o Support vocational education and training programmes that teach employment-related technical and business skills and are adapted to rural people’s needs</td>
</tr>
<tr>
<td>o Support employment-centered livelihoods diversification as a strategy for coping with risk in emergency prevention and post-crisis recovery (as needed)</td>
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<tr>
<th><strong>Pillar 2 - Social protection</strong></th>
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<tbody>
<tr>
<td>o 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.)</td>
</tr>
<tr>
<td>o Promote safer technology for small-scale and commercial agriculture in extension support programmes and producers’ organizations</td>
</tr>
<tr>
<td>o 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</td>
</tr>
<tr>
<td>o Support within the life skills part of the trainings the government in facilitating knowledge about universal access to HIV prevention, treatment, care and support</td>
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<table>
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<tr>
<th><strong>Pillar 3 - Standards and rights at work</strong></th>
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<tbody>
<tr>
<td>o Support socially responsible agricultural production for small producers and MSMEs, seeking to reduce gender- and youth-based discrimination</td>
</tr>
<tr>
<td>o Support involved countries’ governments efforts in preventing and eliminating child labor by tackling its root causes (e.g. poverty, lack of education, etc.) and providing livelihoods alternatives to poor youth</td>
</tr>
<tr>
<td>o Support the inclusion of youth in producers’ organizations and strengthen informal economy workers’ associations</td>
</tr>
<tr>
<td>o 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</td>
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<tr>
<th><strong>Pillar 4 - Governance and social dialogue</strong></th>
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<tbody>
<tr>
<td>o Support the involved countries’ governments in strengthening democratic organizations and networks of producers and workers in the informal rural food economy</td>
</tr>
<tr>
<td>o Support the representation of the rural poor, in particular youth, in social dialogue and policy dialogue through their organizations</td>
</tr>
<tr>
<td>o Support participation of rural poor in local decision-making and governance mechanisms and particularly the empowerment of youth</td>
</tr>
</tbody>
</table>
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 work\textsuperscript{56} for all including women and young people\textsuperscript{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 youth employment policies and strategies 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 only, 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\textsuperscript{58}, rural development as a viable tool for youth employment opportunities 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 have enabled them to seize new opportunities coming along, raise their economic returns of approximately 60 percent\textsuperscript{59} while overall increasing young people presence in producers’ organizations and being part of their structure. All the youth have asserted their wish to continue to improve their agro enterprises while sensitizing their young peers in the positive outcomes of employment and business opportunities that the sector can offer.

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 access to agricultural markets is possible.

\textsuperscript{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. (http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm)

\textsuperscript{57} http://www.un.org/millenniumgoals/poverty.shtml

\textsuperscript{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)

\textsuperscript{59} FAO PPP model evaluations
Fostering an enabling environment is therefore pivotal for a systematic reduction of youth unemployment, underemployment and working poverty in rural areas while rejuvenating the sector and give real opportunities for youth to be able to remain in rural areas. Creating decent job opportunities for rural youth requires therefore a coordinated interplay between different institutions and partners, both local and international.

Establishing partnerships among governments, private sector / producers’ organizations and involving rural youth in the process is key for dialogue and youth inclusion in the agro sector in national and regional initiatives. The activities undertaken also show the logical deduction that youth themselves when appropriately facilitated and supported by targeted policies, strategies and integrated models towards rural employment creation are the main actors of a needed rural transformation 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 & 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 Malawi

**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