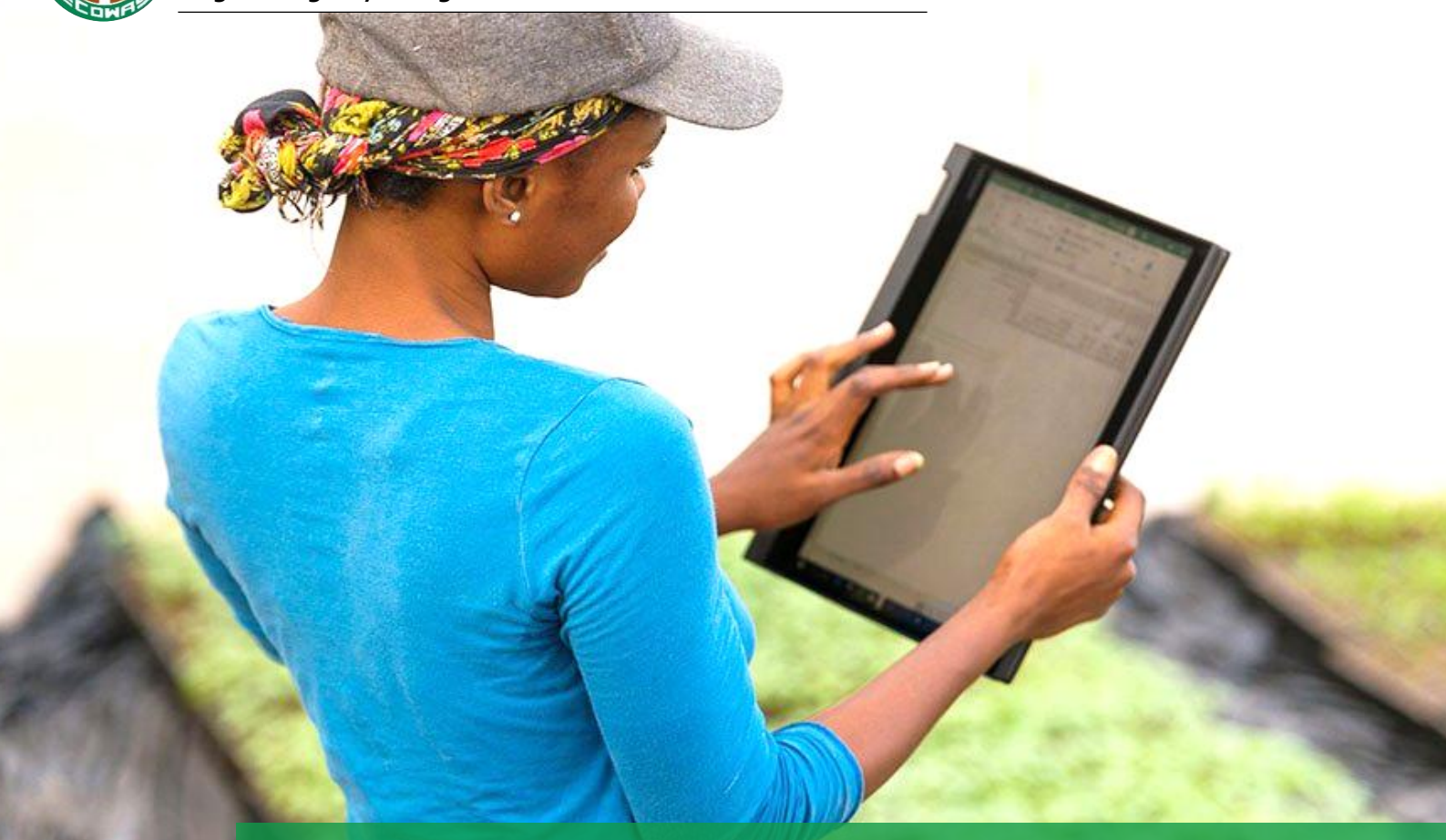




Department of Agriculture, Environment and Water Resources  
Directorate of Agriculture and Rural Development  
Regional Agency for Agriculture and Food



# Strategy to support the employability of young people in the agro-sylvo-pastoral and halieutic sector in the ECOWAS region

**April 2019**



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April 2019

In accordance with the participatory, inclusive and iterative process of validation of ECOWAP implementation documents; this document was validated in Dakar (Senegal) from 25 to 27 April 2019 by:

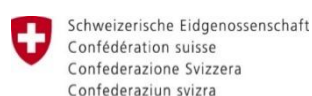
1. The representatives of national public institutions of the 15 ECOWAS Member States (Benin Burkina Faso, Cabo Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo) in charge of youth and the Heads of ECOWAS national offices;
2. The Departments of the ECOWAS Commission: (i) Agriculture, Environment and Water Resources, (ii) Finance, (iii) Industry and Private Sector Promotion, (iv) Social and Gender Affairs (ECOWAS Youth and Sports Development Centre, ECOWAS Gender Development Centre);
3. The following ECOWAS partner organisations: UEMOA, CILSS, SWAC/OECD, CORAF, HUB-RURAL, FAO, IITA, WASCAL, AFRICARICE, INRAB.
4. Development banks: EBID, ADB;
5. Financial partners;
6. The networks of producers' organisations and the private sector (ROPPA, RBM, APSS, AFAO/WAWA, CORET, ROAC, COFENAVBI/AO, WILDAF, NANTS, UOFA/AO, FEWACCI, CNCR, ANA, ADEPA/WADAF, PANEPAO/WANSABA, NACOFAC, ANA.)
7. Youth organisations: YPARD, FENAGER, COLLEGE QUEBU, Freedom From Hunger Campaign, CNOP-Jeune) ;
8. National employment promotion agencies or structures: ANIDA, ANPEJ, FNDASP, FONSI, FONGIP;
9. Non-governmental organisations: OXFAM, Inter-Réseaux, Peace Foundation-Nexus.

This strategy was produced as part of the implementation of ECOWAP 2025 and the 2019 Annual Work Plan of the Directorate of Agriculture and Rural Development of ECOWAS (DARD) and the Regional Agency for Agriculture and Food (RAAF).

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### Financial partner



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Comments on this document may be sent to the Directorate of Agriculture and Rural Development of ECOWAS, by mail or e-mail: [agric\\_ruraldev@ecowas.int](mailto:agric_ruraldev@ecowas.int)

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## **THE DIRECTORATE OF AGRICULTURE AND RURAL DEVELOPMENT OF ECOWAS (DARD)**

Under the supervision of the Commissioner in charge of the Department of Agriculture, Environment and Water Resources of ECOWAS, the Directorate of Agriculture and Rural Development, based in Abuja (Nigeria) is one of the five (5) constituent directorates of the Department.

### **Mandate**

In accordance with Article 25 of ECOWAS revised treaty on Agricultural Development and Food Security, the mission of the Directorate of Agriculture and Rural Development is to implement the Decision A./DEC.11/01/05 adopting ECOWAS Agricultural Policy (ECOWAP) and all decisions of ECOWAS steering, governance and decision-making bodies in the Agriculture and Food sector.

More specifically, its missions are to:

- a. Define, harmonize, adopt and monitor the implementation of policies, strategies, action plans, initiatives and regulations in agro-sylvo-pastoral and fisheries sector (ASPF);
- b. Define, harmonize and monitor the implementation of regional strategies and initiatives in Rural Development (land and agricultural infrastructure);
1. Contribute to ensure Sanitary and Phytosanitary Security, Food and Nutrition Security;
- c. Ensure regional coordination of Development and Applied Research in the ASPF sector;
- d. Ensure the regional structuring of ASPF sectors and contribute to trade negotiations in the ASPF sector;
- e. Facilitate the harmonization of ASPF Information Systems and early warning systems;
- f. Negotiate and mobilize external financial resources for the implementation of projects, programs and initiatives in the ASPF sectors;
- g. Develop and ensure regional and international cooperation with agricultural technical cooperation institutions and ASPF technical and financial partners.

\*\*\*\*\*

## **THE REGIONAL AGENCY FOR AGRICULTURE AND FOOD (ARAA) OF ECOWAS**

Placed under the supervision of the Commissioner in charge of Agriculture, Environment and Water Resources, the Regional Agency for Agriculture and Food (ARAA) created by Regulation C/REG.1/08/11 is a decentralized entity based in Lomé (Togo), provided with administrative and financial autonomy.

### **Mandate**

The mission of ARAA is "to ensure the technical implementation of programs and regional investment plans and contribute to the operationalization of the ECOWAS agricultural policy (ECOWAP) by working with regional institutions, agencies and stakeholders".

More specifically, its missions are to:

- a. Implement and execute technically the projects and programs of ECOWAP, ECOWEP & WAWP;
- b. Monitor and coordinate the implementation (by institutions, NGOs, ECOWAS's partner agencies) of ECOWAP, ECOWEP & WAWP's projects and programmes;
- c. Prepare program estimates for validation by the supervisory committee of the Regional Fund for Agriculture and Food (ECOWADF);
- d. Contribute to reinforce the actors' capacities in the preparation of files and the implementation of activities;
- e. Organize with the ECOWAS Bank for Investment and Development (EBID) the approval and management bodies of the ECOWADF;
- f. Evaluate the implementation of ECOWAP, ECOWEP & WAWP's projects and programmes;
- g. Ensure the effective and efficient management, financial and accounting administration of projects & programmes.

More details : [www.araa.org](http://www.araa.org)

## Foreword



Youth represents a significant proportion of the West African population, with more than 60% of the regional population under the age of thirty. Better still, considering the 18-34 age group, in 2017 West Africa had some 112 million young people, i.e. 30.06% of the total population, of which 50.81% were young men and 49.19% young women. In a region undergoing rapid population growth, with a general fertility rate of 5.6 children per woman, this phenomenon is set to increase in the coming years as long as the demographic transition is not achieved. According to United Nations projections for 2017, the percentage of young people aged 20 to 24 will reach 59% of the total population over the next 20 years. This is a huge opportunity for a Region where everything needs to be built to boost its development. The possibilities of reaping enormous benefits from this potential exist provided that vigorous and effective actions are implemented in all the countries of the Region and by all the public, non-governmental and private actors involved.

West Africa, under the leadership of ECOWAS, has taken the measure of the impacts of the low employability and unemployment of young people in all sectors of activity in general, their harmonious integration into the economic and social fabric and the threats that this represents for the entire Region. This concern is reflected in the initiatives taken by the ECOWAS Commission in general and explicitly in the guidelines of the regional agricultural policy (ECOWAP/CADP) in particular. In relation to the concern to integrate young people into the agro-sylvo-pastoral and fisheries sector, the new orientations, in addition to having explicitly integrated into the vision, the need to make the agro-sylvo-pastoral and fisheries sector a sector that '**generates decent jobs and income**', and to consider the strengthening of the resilience of family farms as one of the priority issues, has identified eight (8) major themes on which agricultural policy must focus in order to contribute effectively alongside the States to the achievement of Sustainable Development objectives by 2030. One of these themes concerns the need to: "**Engage in a proactive policy to set up young male and female farmers and develop the attractiveness of the sector**". This is the whole meaning of the present strategy validated by the actors of the Region.

**Sékou SANGARÉ**

**Commissioner  
Department of Agriculture, Environment and Water Resources  
ECOWAS Commission**

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## List of Acronyms

<b>NAVY/A.N.V.J</b>	National Agency for Voluntary of Young People (Guinea)
<b>EAA/AEE</b>	Emerging Agricultural Areas
<b>CSA/AIC</b>	Climate smart agriculture
<b>NAAID/ANIDA</b>	National Agency for Agricultural Insertion and Development
<b>APLSS/APESS</b>	Association for the Promotion of Livestock in Savannah and Sahel
<b>RAAF/ARAA</b>	Regional Agency for Agriculture and Food
<b>ASPH</b>	Agro-Sylvo-Pastoral and Halieutic
<b>AfDB/BAD</b>	African Development Bank
<b>EBID/BIDC</b>	ECOWAS Bank for Investment and Development
<b>WADB/BOAD</b>	West African Development Bank
<b>EYDC/CDJS</b>	ECOWAS Youth Development Center
<b>ECOWAS</b>	Economic Community of West African States
<b>CILSS</b>	Permanent Interstate Committee for Drought Control in the Sahel
<b>WECARD/CORAF</b>	West and Central African Council for Agricultural Research and Development
<b>SWAC/CSAO</b>	Sahel and West Africa Club
<b>DARD</b>	Department of Agriculture and Rural Development
<b>DAEWR</b>	Department of Agriculture Environment and Water Resources
<b>ECOWAP</b>	Economic Community of West African States Agricultural Policy
<b>SFYEI/FAIEJ</b>	Support Fund for Youth Economic Initiatives
<b>SFYI/FAIJ</b>	Support Fund for Youth Initiatives
<b>RFAF/FRAA</b>	Regional Fund for Agriculture and Food
<b>RFAD/FRDA</b>	Regional Fund for Agricultural Development
<b>HUB RURAL</b>	Platform for dialogue and consultation on agricultural and food policies
<b>RFH/MFR</b>	Rural Family Houses

<b>NAV/NVA</b>	New Agricultural Villages
<b>NYSC</b>	Nigerian Youth Service Corps
<b>ILO/OIT</b>	International Labor Organization
<b>NGO/ONG</b>	Non-Governmental Organization
<b>APU/PAU</b>	Agricultural Policy of the Union
<b>CAADP/PDDAA</b>	Comprehensive Africa Agriculture Development Program
<b>SME/PME</b>	Small and Medium Enterprise
<b>SMI/PMI,</b>	Small and Medium Industry
<b>PRAOP</b>	Regional Program of Support to Farmers' Organizations
<b>RAIP-FNS</b>	Regional Agricultural Investment Plan, Food and Nutrition Security
<b>NVPT/PROVONAT</b>	National Volunteer Program of Togo
<b>BMN/RBM</b>	Billital Maroobé Network
<b>ROPPA</b>	Network of Farmers Organizations and Agricultural Producers of West Africa
<b>ICT/TIC</b>	Information and Communication Technologies
<b>WAEMU/UEMOA</b>	West African Economic and Monetary Union
<b>MV/VM</b>	Millennium Villages
<b>NVD/VND</b>	National Volunteering for Development (Niger)

## Executive Summary

- I. In the context of accelerating the implementation of ECOWAP, ECOWAS decided through a participatory and inclusive process of Community States, socio-professional organizations, regional institutions of technical cooperation and the financial support of Swiss Cooperation, to develop a regional strategy to support the employability of young people in the agro-sylvo-pastoral and halieutic sector.
- II. This strategy aims to address the issue of youth employment, all categories combined in the agro-sylvo pastoral and halieutic sector and agribusiness value chains. It focuses on the maintenance, installation and insertion of young people (men and women) in the various links of agricultural and agribusiness value chains. It makes best use of the best practices of ongoing experiences in all countries of the community; experiences brought as much by the States, the socio-professional organizations, as by the agribusiness private sector.
- III. It is designed to make the most of the enormous employment opportunities offered by the West African agribusiness sector (82 million according to the OECD, 2018) to: (i) contribute to the mastered transformation of the production and exploitation systems to improve the attractiveness of the ASPH sector; (ii) mitigate the occurrence of youth unemployment and underemployment; (iii) improve income and living conditions in rural areas; (iv) create the conditions for increased empowerment of young people and women, (v) fight against uncontrolled emigration.
- IV. The strategy proposes: (i) awareness raising, information, training and incubation actions to prepare young people to practice in the sector; (ii) incentives (primarily public policy reforms) to improve the business environment in the ASPH sector (access to finance, land and other factors of production, the market); (iii) a steering mechanism, which not only strengthens ECOWAS leadership on this issue, but provides an inclusive mechanism for monitoring and accountability.
- V. The overall orientation of the strategy, integrating the purpose, the general and specific objectives, as well as the axes of intervention and the components is as follows.

**Purpose:** contribute to the acceleration of the transformation of the Agro-Sylvo-Pastoral and Halieutic sector and West African agricultural and agribusiness value chains for shared growth and prosperity based on an optimal exploitation of the youth potential of the region

**General objective:** *facilitate the maintenance and socio-professional insertion of young people (men and women) in the agro-sylvo-pastoral and halieutic sector and the agricultural and agribusiness value chains to: (i) reduce underemployment and unemployment of the active people, and (ii) minimize rural exodus and uncontrolled migration*

**Specific objective:** *support States, technical cooperation institutions, organizations of agricultural producers, breeders, fishermen, young people and the private sector, to develop and to scale up initiatives in the area of maintenance and insertion of young people (men and women) into the agro-sylvo-pastoral, halieutic and agribusiness sector*

EXPECTED RESULTS BY 2030	<p><b>R1:</b> At least 30% of the young people who arrive in the labor market each year are inserted in the ASPH sector and agribusiness value chains;</p> <p><b>R2:</b> The underemployment rate of young people (men and women) in rural area is reduced by 75%;</p> <p><b>R3:</b> The youth unemployment rate is reduced by 50%;</p> <p><b>R4:</b> The proportion of young people in uncontrolled emigration is reduced by 75%;</p> <p><b>R5:</b> Young people participate in all the governance bodies of development policies and strategies of the ASPH sector.</p>
AXES OF INTERVENTION	<b>COMPONENTS</b>
Axis 1: Strengthen youth preparation actions for ASPH and agribusiness	<b>Component 1.1.</b> <i>Revitalize awareness raising and information mechanisms on employment and wealth creation issues and opportunities in the ASPH sector</i>

trades.	<b>Component 1.2:</b> Strengthen the professional and incubation capacities of young people (men and women)
	<b>Component 1.3:</b> Support the professionalization, structuring of young people and the recognition of the ASPH trades
Axis 2: Promote a favorable environment for the insertion and empowerment of young entrepreneurs in the ASPH and agribusiness sector.	<b>Component 2.1:</b> Facilitate investments and financing of initiatives that promote the maintenance and insertion of young people in the ASPH sector and agribusiness value chains
	<b>Component 2.2:</b> Improve the access of young people (men and women) to land and the market
	<b>Component 2.3:</b> Deploy specific measures to facilitate the maintenance and insertion of young women in the ASPH sector and agribusiness value chains
Axis 3: Support the economic and social empowerment of young people in agribusiness value chains.	<b>Component 3.1:</b> Support the actors (States, POs and the private sector) for the settlement of structuring initiatives of insertion and maintenance of young people in the ASPH sector and agribusiness value chains.
	<b>Component 3.2:</b> Facilitate the emergence of new generations of young agribusiness entrepreneurs (men and women).
Axis 4: Improve in a sustainable manner the governance of youth insertion initiatives in the ASPH sector and agribusiness value chains	<b>Component 4.1:</b> Strengthen national mechanisms for steering the insertion and maintenance of young people in the ASPH sector and agribusiness value chains.
	<b>Component 4.2:</b> Strengthen the leadership of States, RPOs and ECOWAS on the issue of youth employment in the agro-sylvo-pastoral and halieutic sector, and agribusiness value chains.
	<b>Component 4.3:</b> Settle a mechanism of monitoring and evaluation of the implementation of the strategy

- VI. The implementation approach is based on: (i) building the capacity of the various stakeholders to manage the issue of youth employability; (ii) the development of horizontal as well as vertical partnerships between all actors and institutions; (iii) support to countries and organizations of agricultural producers, breeders, pastoralists and fishermen to develop structuring initiatives on the employability of young people in the agro-sylvo-pastoral and halieutic sector.
- VII. The funding of the strategy is based on the operationalization of the Regional Fund for Agriculture and Food (ECOWADF) which will federate or at best facilitate synergies with existing or potential funds and managed by: (i) Development Banks located in the region: EBID, WADB/BOAD, AfDB; (ii) the WAEMU Regional Agricultural Development Fund; (iii) national support funds for the insertion of young people and the budgetary efforts provided by the countries, (iv) resources from the agribusiness private sector, especially industrialists; (v) technical and financial partners. The objective is to develop within ECOWADF a financial facility to support the structuring initiatives of insertion of young people in the ASPH sector.

## I. Context and justification of the regional strategy

1. Youth represents a huge proportion of the West African population. Indeed, those under 30 represent more than 60% of the regional population. Considering the age group of 18-34 years, West Africa has in 2017 some 112 million young people, or 30.06% of the total population, 50.81% of whom are young men and 49, 19% of girls<sup>1</sup>.
2. In a region with full population growth, with a global fertility rate of 5.6 children per woman, the highest in the world, the phenomenon is set to increase in the years to come. Indeed, the trend of a high proportion of young people in the total population of the region will continue as long as the demographic transition is not realized. According to United Nations projections (2017), the percentage of young people aged 20 to 24 will reach 59% of the total population over the next 20 years. This is a huge opportunity for a region where everything is to be built to boost its development. The possibilities to reap enormous benefits from this potential exist provided that vigorous action is taken by countries and other stakeholders.
3. Unfortunately this opportunity offered by the youth of the population is still little exploited. It seems to be more of a burden than a boon for public policies to boost economic growth and drive sustainable development in the region. Indeed, the youth of the West African population rhymes with many socio-economic problems including that of its insertion in the sectors of activities generating decent income.
4. Also, one of the major problems facing the region is that of employability<sup>2</sup> on the one hand and youth unemployment on the other. According to the (AfDB, 2015), more than three (3) million young people enter the labor market each year, of which only nine hundred thousand (900,000) manage to hold more or less remunerative jobs. Unemployment<sup>3</sup>, the expression of low employability of people in working age, affects more than half of young people under 30 years of age. If we add the widespread underemployment among young people with no specific qualifications, the phenomenon becomes endemic and is considered by analysts as a constraint on the economic and social development of West African nations. Indeed, the social and economic consequences of the phenomenon are, ultimately, catastrophic for the region. They mainly result in:
  - a. The accentuation of the migratory<sup>4</sup> phenomenon which mainly affects young people (men and women). This is one of the first attempts of young people to overcome the social and economic stagnation in which unemployment puts them. In some regions, such as Boucle du Mouhoun in Burkina Faso, or Kaye in Mali, more than 65% of people over the age of 15 have migrated once in their lifetime. The phenomenon affects all the countries of the region indistinctly. Migration takes many forms, from rural exodus to international migration. However, most of the migration of young people (around 80%) takes place within the region as well as in Central Africa. Migrations to the North, which are more publicized because of their socio-economic, cultural and political implications both in the countries of departure and "host countries", account for less than 15% of flows, across all categories;
  - b. The negative impacts on the economies of the countries are numerous and more pernicious. Indeed, the low employability and unemployment of the juvenile layer, some of which is increasingly well trained and endowed with real skills, constitutes a serious problem for the economies of the West African states. It places them in a vicious circle: the economies are characterized by low productivity, partly due to the insufficient exploitation of the opportunities and assets of the youth of the population; the poor performance of the resulting economies does not allow them to create enough jobs to fill the unemployed and underemployed youth. This vicious circle is aggravated by the development model used by national economies, which is essentially based on the

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<sup>1</sup><https://www.populationpyramid.net/fr/afrique-de-louest/2017/>

<sup>2</sup>According to the French Ministry of Employment, employability is "the ability to evolve independently within the labor market, so as to achieve, in a sustainable manner, through employment, the potential that we have in ourselves ... Employability depends on the knowledge, skills and behaviors we have, the way we use them and present them to the employer "

According to the International Labor Organization (ILO), employability is "the ability of everyone to find and keep a job, to progress at work and to adapt to change throughout their working lives"

<sup>3</sup>"Unemployed are all persons above a specified age who do not engage in paid employment or are not self-employed, are available for work, and strive for gainful employment or to become independent workers".

<sup>4</sup>In fact, population movements within states and the community constitute a phenomenon consistent with the principles of free movement of populations. Migrations are sometimes desired and organized by families to ensure the financial resources needed to manage food lean periods.

exploitation of raw materials subject to a high variability in world prices, and especially with low employment content on the one hand, and the emergence of services whose best performers are in the hands of foreign capital, on the other hand. This model is generally a provider of non-inclusive growth. According to the AfDB (2018), the recent high growth rates in Africa have not been accompanied by an increase in job creation. Between 2000 and 2008, employment grew at an average annual rate of 2.8%, about half the rate of economic growth over the same period;

- c. The situation is considered more critical in the agro-sylvo-pastoral and halieutic sector. This sector, which still relies on production systems that consume abundant labor and natural resources, and vital for the economy and the food security of the populations of the region, is desperately short of manpower to drive its decisive transformation<sup>5</sup>, especially that of family farms, the cornerstone of the sector's development. The low attractiveness of the sector in connection with the low reliance on capital-intensive production systems, on the one hand, and its high exposure to endogenous and exogenous shocks, on the other hand, make it a very high-risk sector. Although occupying more than 50% of the region's people in working age, workers in the sector are far from satisfied with the incomes they receive, much less from the status the sector confers them in the society in connection with the reasons given above. Indeed, despite the gains in productivity and even competitiveness that some sectors have made in recent years, the performances of the sector are lower compared to other regions of the world. According to the AfDB (2018) "the productivity of the sector remains low; in recent decades, for example, cereal yields have increased by 164 percent in Brazil, 81 percent in Uruguay, 69 percent in Chile and 43 percent in Malaysia, but less than 40 percent in sub-Saharan Africa." This situation is worrying, but shows that there are significant margins of productivity to be achieved for the current production and exploitation systems to benefit from a controlled transformation. This transformation is only possible by bringing a large number of young people into the sector;
  - d. West Africa, under the leadership of ECOWAS, became aware of the impacts of low employability and youth unemployment in all sectors of activity in general, their social harmonious insertion and threats to the entire region. This concern is reflected in some initiatives taken by the ECOWAS Commission in general and explicitly in the Regional Agricultural Policy Guidelines (ECOWAP/CAADP), in particular. Indeed, the second-generation Regional Agricultural Investment, Food Security and Nutrition Plan (RAIP-FSN) devotes an important part of actions that can generate jobs for young people (men and women).
5. In line with the concern for the insertion of young people in the agro-sylvo-pastoral and halieutic sector, the new orientations, in addition to having explicitly included in the vision, the need to make the agro-sylvo-pastoral and halieutic sector; a sector **"Guarantor of decent jobs"**, and considering strengthening the resilience of family farms as one of the priority issues, has identified eight major themes on which agricultural policy must focus by 2025. One of these themes addresses the need to: **"Initiate a proactive policy of installation of young farmers (men and women) and increase the attractiveness of the sector"**<sup>6</sup>. The role and place of young people in the agro-sylvo-pastoral sector are considered as major challenges for agricultural and rural development, considering its economic, social and environmental implications. The desired transformations and mutations of family farms to support the acceleration of the economic growth of the States and the improvement of the living conditions pass by a better implication of the young people in this sector considered strategic for the region.

<sup>5</sup> If it is admitted that the productivity improvement of the ASPH sector rhymes with a decrease in number of workers, it is also true that the West African one no longer attracts young people with the capacity to reproduce the dominant systems; the family farming. There is still a lack of skilled labor to maintain or even modernize the sector

<sup>6</sup> Other topics are:

- a. Develop the structuring of value chains, and expand the range of regional strategic products: (i) cattle-meat; (ii) local milk; (iii) rice; (iv) maize; (v) cassava; (vi) fisheries and aquaculture; (vii) fruits and vegetables.
- b. Develop and promote a genuine regional strategy for livestock and animal by-products based on complementarities within the region;
- c. Develop an offensive in favor of "local milk" sectors, like the regional offensive on the promotion of rice sectors;
- d. Deepen gender mainstreaming in NAIPs and RAIP;
- e. Implement the agriculture adaptation strategy to climate change (Intervention Framework and Regional Alliance for Climate Smart Agriculture Development - AIC);
- f. Rethinking the agricultural sector financing approach in the context of genuine financing policies integrating the diversity of needs and objectives, and including financial services appropriate to the specific conditions of the various actors as well as innovative mechanisms, based on the capitalization of experience;
- g. Prepare the region to respond and manage a major food and nutrition crisis

6. Overall, the regional agricultural policy focuses on the transformation of the agro-sylvo-pastoral sector, not only through the modernization of production systems, but especially by the promotion of value chains to improve the competitiveness of agricultural products on national, regional and international markets. This option quickly emerged as one of the means of diversifying activities, but especially to promote a wide range of trades that can mobilize a large number of young people (men and women) in both rural and urban areas. The promotion of value chains is thus a way to increase access to rewarding work, but also to more or less stable income for young people.

## II. Reminder of the approach for formulating the regional strategy

7. The formulation of the strategy for youth employability in the agro-sylvo-pastoral and halieutic sector is a participatory and inclusive process initiated by the Department of Agriculture, Environment and Water Resources (DAEWR) of the ECOWAS Commission and networks of producer organizations, including the Network of Farmers Organizations and Agricultural Producers of West Africa (ROPPA), pastoralists represented by the Billital Maroobé Network (RBM/BMN) and agro-pastoralists represented by the Association for the Promotion of Livestock in the Sahel and Savannah (APLSS/APESS). The initiative is supported financially by the Swiss Cooperation through the Regional Producer Support Program (PRAOP).
8. The process of formulating the strategy required a number of actions that were carried out through the following steps:
  - a. The organization of tripartite consultation: Department of Agriculture, Environment and Water Resources (DAEWR), Organizations of producers, pastoralists and agro-pastoralists and Swiss Cooperation. This consultation, which was facilitated by HUB RURAL, allowed moving towards a regional strategy led by ECOWAS in place of a program originally planned for POs, financed by Swiss cooperation. DAEWR has considered the issue so important, in relation to migration issues and economic development concerns, in general, and those of a transformation for inclusive growth of the agro-sylvo-pastoral and halieutic sector, in particular;
  - b. The production of a scoping note to clarify the contours of the problem in West Africa and how all stakeholders wish to address it effectively. The note allowed raising the stakes and the challenges of the phenomenon and the potential orientations of the regional strategy then in preparation. This note has been validated by the DARD and the organizations of producers, pastoralists, breeders and other regional actors;
  - c. The realization of a mission of capitalization of experiences and good practices in seven countries of the Community (Nigeria, Togo, Cote d'Ivoire, Burkina Faso, Guinea, Mali and Senegal) has allowed identifying most of the experiences of the States, the development partners, the farmers' organizations, the NGOs and other local associations. This mission also allowed inviting the holders of proven experiences to the regional sharing workshop;
  - d. The organization in Cotonou of a workshop of sharing of experiences which mobilized the persons responsible of the fifteen States of the Community in charge of the questions of employability of the young people, the carriers of initiatives, the regional institutions, in particular CORAF, the Center of ECOWAS for Youth and Sports Development, the Center of ECOWAS for Gender Development, CILSS, Sahel and West Africa Club. The workshop allowed sharing experiences on four aspects: (i) actions of awareness and information, (ii) the training and incubation of young people (men and women), (iii) the incentive public policy measures implemented and (iv) mechanisms for monitoring performances of the various initiatives;
  - e. The production of a capitalization report of good practices in terms of youth employability in West Africa, which allowed to review the current initiatives and the orientations that the holders give them. Capitalization has allowed to better understanding how the issue of the employability of young people is dealt with by public policies in general, social and especially agricultural in particular. In fact, the youth employment management systems are the exclusive preserve of the ministries of youth, hence the predominance of social orientation strategies on economic approaches that appear as the only ones capable of providing an adequate response to this concern of all actors.

9. This strategy document takes into account these experiences to define what could be a collective action of regional scope to support the initiatives brought by the States, the organizations of producers, pastors, breeders, and fishermen, the private sector, the technical cooperation institutions, the NGOs and other associations. It makes the best use of the policy instruments provided by the two regional agricultural policies: ECOWAP and the Agricultural Policy of WAEMU.

## III. Issues and challenges of youth employability in the agro-sylvo-pastoral and halieutic sector

10. The employability of young people (men and women) in the agro-sylvo-pastoral and halieutic sector involves economic, social, cultural and security issues with regard to the current situation in West Africa. Faced with these stakes are equally crucial challenges that require adequate responses from governments, agricultural development actors, pastoralists and other livestock systems, and fisheries.

### III.1. Issues

11. The main issue for the West African region is to consolidate and create the largest number of profitable jobs for young people (men and women) in the agro-sylvo-pastoral and halieutic sectors and in the agribusiness value chains. This main issue is related to others at both the macro and the operational level. **At the macroeconomic level**, it implies:
- **That of supporting inclusive economic growth** in a region undergoing transformation/change: climate change and variability, population boom accompanied by a change in population, insecurity of people and property/goods. This is an important issue, which requires a deep transformation of the current economic systems to make them real engines of a sustainable development, generating stable and profitable jobs for the vast majority of the population;
  - **A mastered transformation of the production and, above all, exploitation systems**, that guarantee not only sustainable development of the agro-sylvo-pastoral and halieutic sector, **but above all improving the attractiveness of the sector** for young people (men and women). Indeed, despite their capacity for resilience, the production and exploitation systems currently in force carry many constraints that limit their performance. The issue is to transform them without breaking the cardinal values of sociability, rational management of natural resources, spatial planning; but by ensuring that they are now a source of acceleration of inclusive economic growth where young people (men and women) fully find their place;
  - **The promotion of value chains**, to meet the demands of a rapidly changing local, national and regional market: 60 to 90% of the food consumed, both in urban and rural areas, is now marketed (CIRAD, 2015). Promoting agribusiness value chains, aims to achieve several sub-issues: (i) improve the attractiveness and competitiveness of the regional agribusiness sector, (ii) generate a large number of decent jobs for the sector's workers, jobs supported by developing partnerships among actors; (iii) improve the incomes of actors; (iv) strengthen the resilience of populations and reducing poverty. It requires policy measures to protect the regional market. In any case, the promotion of value chains will attract productive investments that can generate decent jobs for young people;
  - **Strengthening people's food and nutrition security and sovereignty**. This issue is also important in a region that has seen food crises retreat, but which still faces the issue of malnutrition, a phenomenon that particularly affects children and women and thus compromises the future of West Africa's youth. Indeed, despite the efforts of States and other actors with the support of technical and financial partners, malnutrition in all its forms (acute, moderate, severe) still affects a significant part of the population of the region. The fight against malnutrition thus appears to be an important issue that allows to dispose of a potential of valid young people who are able to be employed in all sectors of economic activity in general and in agriculture, livestock farming and fishing in particular. It could be associated to that relating to the fight against viral diseases and other pandemics (HIV-AIDS, EBOLA, etc.);
  - **Improving the governance of institutions**, through the implementation of adapted, predictable public policies and taking into account the rules defined in a consensual manner by all stakeholders. The robustness of

governance is considered as a structuring issue to ensure policies that promote an environment conducive to the employability of young people. In the same way, we must mention stakes related to growing insecurity of goods and people.

12. **At the operational level**, the insertion of a large number of young people in the ASPH sector and in agribusiness value chains involves:
- **Vocational training stakes adapted to the different trades** along the links of agribusiness value chains in general and rural services, especially in sub-urban areas. Indeed, the insertion of a large number of young people suggests the definition and administration of training curricula that confer not only specific skills on young people, but also guarantee their mobility in the labor market. Structuring vocational trainings are still constrained in almost all countries. In many countries, emerging value chains are short of skilled labor to fill the new trades, especially in industry links. The stake is therefore, for States and public and parapublic institutions to provide quality technical training to a large number of young people to meet the new needs of the labor market in agribusiness value chains;
  - **The deployment of awareness and information tools** that effectively communicate on the opportunities offered by the sector, on the one hand, and remove the prejudices that the actors have on it on the other hand.

### III.2. Challenges

13. The challenges related to employability and youth unemployment in the agro-sylvo-pastoral and halieutic sector are many and varied, as are the issues:
- a. The first challenge is to interest a large number of young people to insert (established or promoters of economic initiatives) a sector of activities deemed high risk, unattractive and less rewarding. The challenge is all the greater because there are many components to the youth, three<sup>7</sup> of which are clearly visible because of their specificity: (i) rural youth who are illiterate, by far the most numerous and whom the farm managers are anxious to see remain on the farms to ensure their durability in an improved form, (ii) out-of-school youth more inclined to seize the opportunities offered by other emerging sectors (official or clandestine exploitation of mineral resources) or the informal market sector, (iii) educated<sup>8</sup> young people with proven skills to be valued in the agro-sylvo-pastoral and halieutic sector or in one of the links of emerging agribusiness value chains. The challenge is to adapt the incentive instruments, on the one hand, and put in place adequate mechanisms, on the other hand, to each category to get them inserted massively in the sector. This challenge calls on the ingenuity of actors at all levels to respond effectively to the expectations of each category of actors;
  - b. The second challenge, which is related to the first, is that of regulating migration flows; that have an ambivalent function. As much, they deprive the lands and territories of workforce, as much they allow, not only the development of the host areas, but also the contribution in terms of resources to the populations of the departure zones. However, while internal<sup>9</sup> and regional migrations reflect the level of operationalization of the ECOWAS liberalization scheme, international migrations are very much feared. Considered a brain drain and a loss of workforce for the region, they are not welcome in the North countries. The challenge for the region is to stem this form of migration and orient young people to the ASPH sector and agribusiness value chains, by creating favorable conditions for the creation of decent jobs;
  - c. The third challenge is to put in place incentive policy instruments and measures to motivate young people to settle in the agro-sylvo-pastoral and halieutic sector. This challenge involves the definition and deployment of a number of economic, trades, financial, fiscal, even security policy reforms that promote not only an investment-friendly environment, but especially win-win partnerships between agricultural producers, livestock producers, pastoralists and fishermen and other service providers. This is a major challenge, given the shortcomings of the investment codes, which often focus on private investment to the detriment of small producers;

<sup>7</sup> This categorization is not exclusive of other layers that can be related to social and cultural dimensions. However, it is related to the commonly accepted definition of youth that is considered in this work as being in the 15-35 age bracket. (see framing note)

<sup>8</sup> APES suggests to distinguish at least four categories of young people: (i) girls and boys, (ii) young people in school (formal school / Koranic school) and out of school, (iii) young people from wealthy families and young people belonging to poor families; (iv) young people who have access to the city and the "modern" internet world and those who do not have access to it.

<sup>9</sup> Excluding forced displacement of populations, due to latent or open conflicts

- d. The fourth challenge is that of setting up information, monitoring and technical support mechanisms for insertion candidates, which, beyond the professions of faith, can provide satisfactory answers to young people: offer and guarantee the economic insertion of young people. Many of these mechanisms have favored political and social dimensions, without really tackling the economic aspects of the youth employment issue. For example, Ministries of Agriculture rarely have youth insertion monitoring mechanisms in the ASPH sector.
14. These issues and challenges, which are not exclusive and very different from those of a purely social nature (management of increasingly conflictual relationships between young and old people in family farms, securing the access to factors of production for vulnerable groups of young people and women), very largely justify the need for a regional strategy to address the issues of employability and youth unemployment, and their insertion into the ASPH sector and agribusiness value chains.

## IV. Opportunities and brief summary of ongoing experiences

### IV.1. Opportunities

15. They are numerous in view of the implications of the phenomenon of low employability and unemployment; of the underemployment of young people (men and women), both for the agro-sylvo-pastoral and halieutic sector, and for the West African economy and society. Unemployment and the resulting migrations, which are the most blatant manifestations of the low employability of young people, have implications beyond the countries and the region, which explain in large part the interest and attention allotted to them by the actors in the region. There is now a consensus among actors to recognize that unemployment and low employability of young people constitute a real time bomb with unforeseeable consequences for West African States.
16. Among the most striking opportunities, we can retain:
- a. **The orientations of public policies in general and of ECOWAP in particular.** There are no longer any public policies that do not give an important place to the resolution of the problem of youth unemployment in general and the insertion of this layer of the population in the agro-sylvo-pastoral and halieutic sector. By deciding to dedicate a regional initiative to the employability of young people in the agro-sylvo-pastoral and halieutic sector, just like the three previous ones (rice offensive, milk offensive, strategy of reinforcement of the capacities of the stakeholders in the implementation of ECOWAP), the regional agricultural policy offers the opportunity to the actors to mobilize the energies and the resources of any kind to settle the two dimensions of the problem: youth unemployment and human resource needs for the agro-sylvo-pastoral and halieutic sector and emerging value chains. This desire is also reflected in the public policies deployed in all countries. The latter have adopted policies, strategies and even programs to try to cope with the problem of the low employability of young people, and the endemic unemployment they experience.
  - b. **The interest of the technical and financial partners in this issue of youth employability in the agro-sylvo-pastoral and halieutic sector.** This interest is materialized by the desire to support the initiatives promoted by the States, Producer Organizations, Non-Governmental Organizations, the private sector through projects and programs. Concerned about the development of illegal emigration, many technical and financial partners, especially European ones, have initiated programs and projects whose results, good practices and lessons learned will feed into the regional strategy. Regional institutions such as the African Development Bank have adopted a strategy to tackle the problem of youth unemployment. They have opened credit lines to finance initiatives that aim to promote the insertion of young people into agribusiness value chains;
  - c. **The commitment of the States of the Community to tackle this thorny problem (cf the initiatives developed below).** There is no longer a country where the issue of youth employability does not dominate the agenda of political leaders searching for votes for the power. Almost all countries have developed initiatives, programs and projects of varying scope and range, promoted mechanisms and sometimes innovative mechanisms to support the insertion of young people in the ASPH sector. These initiatives are beginning to generate good practices that can be capitalized and scaled up as part of this work;
  - d. **The main networks of producer organizations, breeders and pastoralists, in particular ROPPA, APESS, and RBM** and their national umbrella, have initiated reflections with a view to developing strategies or programs to

promote the insertion of young people into the production and exploitation systems that they embody. ROPPA has a strategy focused on three areas of intervention: "(i) rehabilitating and enhancing the status of young people, (ii) facilitating young people's access to productive resources, (iii) encouraging regional and national policies favorable to the insertion/installation of young people". The other networks (RBM and ROPPA) are also developing strategic reflections, not only to identify the contours of the problem at the level of the livestock and pastoralism sub-sectors, but especially to define appropriate actions to take charge of it. All Producer Organizations are already implementing projects aimed at the insertion of young people into agriculture. Experiences and lessons learned from these actions feed into this regional strategy.

## IV.2. Scope and lessons learned from ongoing initiatives in the region.

17. All the States of the Community, networks of organizations of agricultural producers, non-governmental organizations, and the private sector have developed initiatives, programs and other projects intended for the installation or the insertion of young people (men and women) in the agro-sylvo-pastoral and halieutic sector. Some initiatives have targeted emerging value chains in many production basins. These experiences are numerous and often aim to address economic, social and civic concerns related to the issue of youth employability. The in-depth analysis of the experiments in progress, whatever their holder, draws three broad categories<sup>10</sup>.

### IV.2.a Insertion experiences with a gateway through civic service

18. Almost all countries have adopted such an approach which offers the advantage of coupling civic education with the preparation of the insertion of young people in the ASPH sector. Overall, young people receive basic complementary training before being sent to the field in a number of sectors including health, education and agriculture.
19. The results of insertion experiences through volunteering are mixed. Very few young people settle in rural areas and work in the agro-sylvo-pastoral and halieutic sector at the end of their civic service, which is also remunerated. There are several reasons for this poor achievement of targeted results: (i) young people are not sufficiently psychologically prepared to face the difficulties inherent in their insertion, (ii) the operation is more like a parachuting than a real insertion. These experiences are very similar to the rural youth installation programs that many countries initiated in the 1980s and 1990s and were marked by bitter failures.

### IV.2.b Experiences targeted on reproduction and "mastered" transformation of family farms

20. These experiences are characteristic of initiatives promoted by some countries and socio-professional agricultural organizations. They are based on the assumption that young people would not install or insert in the agro-sylvo-pastoral sector unless they find a living environment that meets their expectations and needs: electricity, communication networks, housing and some leisure opportunities. In this context, a number of insertion models are deployed; integrating this concern, but refraining from creating counterproductive islands of prosperity in rural areas. The ideology underlying this model is that of the transformation versus mastered modernization of family farms considered as the bedrock of regional agriculture.
21. The experiences are legion in the countries with the promotion of: (i) New Agricultural Villages (NAV) at the level of the agropoles for the promotion of youth employment and the Rural Family Houses (RFH) for the promotion of the entrepreneurship of the rural youth in Mali; (ii) Millennium Villages (MV) in Benin; (iii) Village Farms (Waar-wi) and Family Farms (Naatangué) for job creation and sharing of experiences in Senegal.
22. These experiences require a strong political will coupled with a commitment of the public authorities to ensure their reproducibility on a large scale. They are relatively expensive, and young candidates for insertion rarely have the means to pay the counterpart that is often required of them.

### IV.2.c Experiences of entrepreneurial-type

23. The so-called entrepreneurial-type experiences are oriented from the start towards the creation of real entrepreneurs in the main links of agribusiness value chains or in the promotion of support services in rural areas. These entrepreneurial-type experiences are based on a complex of tools made up of: (i) a Support Fund, (ii) private initiative incubators and public services, (iii) facilitation of access to productive resources, and (iv) facilitation of access to market for the products of initiative promoters. They rely on public/private partnerships, on the one hand, and forms

<sup>10</sup> A deeper analysis of the experiences of insertion / installation / maintenance in the ASPH sector is carried out in a capitalization document

of contractualization between agribusiness companies, producers' organizations, the state's technical structures, and financing institutions at various levels. The aim is to promote aggregators, champions who, in turn, through contracting will serve as levers for the creation of jobs for young men and women.

24. This model is attractive in that it is part of an overall development strategy based on public-private partnership, the only way to offset the shortage of aid and insufficient public funding. This is one of the means to mobilize the necessary resources for the benefit of the ASPH sector, given the reluctance still felt by certain banking institutions to finance activities in this sector. However, it needs to be well-scoped so that the relationship between private investors and small producers on the one hand, and "workers" and other service providers on the other hand, rely on win-win partnerships. The experience of the river valley shows that when governments invest in creating a business-friendly environment in large production basins, the results of this strategy can be interesting in many aspects.

### IV.3. Support mechanisms and instruments to youth insertion experiences

25. Whatever category of youth insertion model is deployed; it requires the deployment of four essential actions.
- ❖ **Awareness and information of applicants.** To the traditional tools, have been added the ICTs through platforms that reach a large number of targets. This awareness and information campaign is of great importance and essential to prepare young people for insertion or installation in the agro-sylvo-pastoral and halieutic sector.
  - ❖ **Empowerment actions of applicants to insertion/ or installation in the agro-sylvo-pastoral and halieutic sector.** Trainings are becoming more and more specific, of varying duration depending on the chosen targets. They are increasingly oriented towards meeting the needs of a rapidly changing labor market (value chain requirements). The professionalization of the candidates is done, either in state structures (rural promotion centers, agricultural schools and other university institutes), or in associative complexes or NGOs, some of which serve at the same time incubation. Some training and incubation systems, such as the Songhai center in Benin and Nigeria, Liberia and The Gambia, are trying to regionalize their facility.
  - ❖ **The deployment of incentive measures,** including (i) the establishment of the Youth Employability Support Fund, which all countries have established as a Structural Fund, or cyclical fund, and tax incentives. These financial and fiscal measures are reinforced by facilitating land and market access for young people.
  - ❖ **The monitoring and accompaniment of youth insertion initiatives are still weak.** Beyond the monitoring that is done by each project and program, there is no truly functional system responsible for coordinating interventions between projects and programs. In some countries, there are agencies that most often limit themselves in centralizing the expression of the demands of the unemployed, to act as intermediaries for certain recruitments, but do very little for the preparation and monitoring of inserted young people.

### IV.4. The lessons of the experiences of maintenance, installation and insertion of young people in the ASPH sector.

26. The best practices in terms of the insertion of young people in the agro-sylvo-pastoral and halieutic sector are those that have adopted an approach:
- a. holistic that allows to tackle all the dimensions of the question: economic, cultural, social, even ideological by using appropriate instruments of awareness, training/incubation, facilitation and close monitoring;
  - b. inclusive of all actors, stakeholders in this issue, in particular, States, producer organizations, grassroots communities, youth, development partners, the private sector (agribusiness, financing institutions and others service providers);
  - c. anchored in the values of the terroirs, which facilitates the insertion of young people in the perspective of a mastered transformation of family farms;
  - d. value chain that allows young people to engage in income-generating activities all year round, activities that provide them with substantial income, fit into the links they consider to be rewarding for them, etc.;
  - e. which benefits from very good incentive measures (facilitating access to productive resources, campaign credit, access to the more or less structured and regulated market, etc.);
  - f. which enables the three concerns of young people to be met: a decent job, acceptable and remunerative incomes, their empowerment.

## V. Orientations of the strategy

27. The strategy to support the employability of young people in the agro-sylvo-pastoral and halieutic sector in the ECOWAS region covers the whole:
  - a. Subsectors of activities related to agriculture: crop production, livestock, pastoralism, forestry, and fishery on the one hand; and;
  - b. Emerging agricultural and agribusiness value chains, all links of all sectors on the other hand.
28. The strategy is also aimed at all categories of young people, both rural and urban, from all social conditions, illiterate, out of school and with proven technical skills that can contribute to the transformation of the agro-sylvo-pastoral and halieutic sector and revitalizing agricultural and agribusiness value chains.
29. It proposes to create a framework of intervention for all actors: the fifteen Member States of the Community, networks of organizations of agricultural producers, breeders, pastors, fishermen, young people, technical cooperation institutions, non-governmental organizations, technical and financial partners and the private sector.

### V.1. Purpose and objectives

#### V.1.a Purpose of the strategy

30. The regional strategy for the employability of young people in the agro-sylvo-pastoral and halieutic sector pursues the same purpose as that of the regional agricultural policies (APU and ECOWAP): that of contributing decisively to: (i) realization of food security and food sovereignty for the population; (ii) improving the incomes of rural people; and (iii) fight against poverty and strengthening the resilience of vulnerable populations. ***Its ambition is to contribute to accelerating the transformation of the Agro-Sylvo-Pastoral and Halieutic sector and agricultural and agribusiness value chains in West Africa for shared growth and prosperity based on an optimal exploitation of the youth potential in the region.*** The strategy aims to tackle the causes of the low attractiveness of the agricultural sector and the aversion that young people have to evolve there. It is in line with the ambitions of the Sustainable Development Goals, especially the numbers "1": eradication of poverty; the "8": decent work and economic growth; the "10": reduction of inequalities; of the Malabo Declaration on "The Accelerated Growth and Transformation of Agriculture in Africa for Shared Prosperity and Better Living Conditions" and more specifically ECOWAP by 2025.

#### V.1.b Objectives of the strategy

31. The general objective of the strategy is to: ***facilitate the socio-professional maintenance and insertion of young people (men and women) in the agro-sylvo-pastoral and halieutic sector and the agribusiness value chains in order to: (i) reduce the underemployment and unemployment of the active people, and (ii) minimize the rural exodus and uncontrolled migration.*** Its ambition is to create conditions to guarantee an appropriate insertion of young people in the agro-sylvo-pastoral and halieutic sector, and agribusiness value chains.
32. Specifically, the strategy aims ***to support States, technical cooperation institutions, organizations of agricultural producers, breeders, fishermen, young people and the private sector, to develop and scale up initiatives*** in terms of maintenance and insertion ***of young people (men and women) in the agro-sylvo-pastoral, halieutic and agribusiness sector.***

#### V.1.c The expected results

33. It is expected from the implementation of the strategy by 2030:
  - R1: At least 30% of the young people who arrive in the labor market each year are inserted in the ASPH sector and agribusiness value chains;**
  - R2: The underemployment rate of young people (men and women) in rural area is reduced by 75%;**
  - R3: The youth unemployment rate is reduced by 50%;**
  - R4: The proportion of young people in uncontrolled emigration is reduced by 75%.**
  - R5: Young people participate in all the governance bodies of development policies and strategies of the ASPH sector.**

## V.2 Axes of intervention of the strategy

### V.2.a. Overview of axes and components

34. All actions in the strategy are structured around four axes of intervention and eleven components.

Axes of intervention	Components
Axis 1: Strengthen youth preparation actions for ASPH and agribusiness trades	<b>Component 1.1:</b> Revitalize awareness and information mechanisms on employment and wealth creation issues and opportunities in the ASPH sector.
	<b>Component 1.2:</b> Strengthen the professional and incubation capacities of young people (men and women)
	<b>Component 1.3:</b> Support the professionalization, structuring of young people and the recognition of the ASPH trades
Axis 2: Promote a favorable environment for the insertion and empowerment of young entrepreneurs in the ASPH and agribusiness sector	<b>Component 2.1:</b> Facilitate investments and financing of initiatives that promote the maintenance and insertion of young people in the ASPH sector and agribusiness value chains
	<b>Component 2.2:</b> Improve the access of young people (men and women) to land and the market
	<b>Component 2.3:</b> Deploy specific measures to facilitate the maintenance and insertion of young women in the ASPH sector and agribusiness value chains
Axis 3: Support the economic and social empowerment of young people in agribusiness value chains.	<b>Component 3.1:</b> Support the actors (States, POs and the private sector) for the settlement of structuring initiatives of insertion and maintenance of young people in the ASPH sector and agribusiness value chains.
	<b>Component 3.2:</b> Facilitate the emergence of new generations of young agribusiness entrepreneurs (men and women).
Axis 4: Improve in a sustainable manner the governance of youth insertion initiatives in the ASPH sector and agribusiness value chains	<b>Component 4.1:</b> Strengthen national mechanisms for steering the insertion and maintenance of young people in the ASPH sector and agribusiness value chains.
	<b>Component 4.2:</b> Strengthen the leadership of States, RPOs and ECOWAS on the issue of youth employment in the agro-sylvo-pastoral and halieutic sector, and agribusiness value chains.
	<b>Component 4.3:</b> Settle a mechanism of monitoring and evaluation of the implementation of the strategy

### V.2.b. Detailed description of the main axes, components and actions to be led

#### Axis 1: Strengthen youth preparation actions for ASPH and agribusiness trades

35. The ASPH sector and agribusiness value chains offer enormous opportunities for creation of wealth, decent jobs, secure outlets for production, and working people fulfillment, which many people in general, and young people in particular, ignore, due to lack of good information. According to the Sahel and West Africa Club, "food economy is the largest employer in West Africa. The various activities related to food production, from farm to processing, via packaging, transportation, storage, distribution and retail, account for 66% of total employment, or 82 million jobs. Although the majority of these jobs (78%) are in agriculture, non-farm jobs in the food sector, manufacturing and service activities are increasing in number and share."<sup>11</sup> To make the most of these opportunities, young people have a strong need for: (i) information and sensitization, (ii) targeted vocational training and (iii) incubation to enhance their practical skills. This axis therefore has three components:

**Component 1.1:** Revitalize awareness and information mechanisms on employment and wealth creation issues and opportunities in the ASPH sector, and agribusiness value chains.

36. Awareness-raising and information for the insertion of young people in the agro-sylvo-pastoral sector has a twofold function: (i) demystify young people and their entourage of the important prejudices that are commonly conveyed in the sector, (ii) persuade young people that the sector can offer them decent jobs, remunerative incomes and real empowerment. This component aims to reduce the gap between the supply and the demand of jobs in the ASPH sector by promoting spaces, instruments and tools of awareness and information that are innovative and adapted to

<sup>11</sup> OCDE/CSAO, 2018, Agriculture, food and jobs in west Africa; West african papers n°14 – 28 pages.

each category of young people: the rural people to whom it is asked to stay in family farms and the urban people that we want to facilitate the return to agriculture, or in the agribusiness trades. Public action in this area should focus on:

- ❖ **Act 1.1.1:** Capitalize and disseminate good practices of awareness raising and information experiences to candidates for insertion or installation in the agricultural sector;
- ❖ **Act. 1.1.2:** Strengthen exchanges between the actors, holders of initiatives for the insertion of young people for a share of good practices;
- ❖ **Act. 1.1.3:** Support the networking of information, awareness raising and innovation platforms for youth insertion in the ASPH sector;
- ❖ **Act 1.1.4:** Promote exchanges between young people holders of initiatives and between inserted young people and young people wanting to insert;
- ❖ **Act. 1.1.5:** Establish and strengthen youth information and guidance desks in rural areas.

**Component 1.2:** *Strengthen the professional and incubation capacities of young people (men and women)*

37. Training is an important issue in the strategy of inserting young people in a sector as risky as ASPH. It improves the operational capacity, the technical and managerial aptitude, and in fine the skills of the young people promoted to insertion in the sector. Vocational training is aimed at unemployed young people looking for a job in the sector as well as those with no initial technical training. Vocational trainings, while seeking to meet the needs of the market, must also seek to shape the minds of future agricultural entrepreneurs. To do this, it must be delivered through well-designed curricula, which take into account changes in context, empirical and practical knowledge. In West Africa, there is currently a multitude of vocational training centers, some of which are trying to regionalize themselves. But it is clear that they are poorly known, not connected to each other; situation that does not allow to take better advantage of each other's good practices and specially to have an idea of their capacity and ability to stand out from conventional training.
38. Vocational training is often reinforced by an incubation process in specialized structures or centers (pilot farms, school farms, processing centers, agricultural machinery centers, etc.), which allows young people to complete their theoretical knowledge with skills/ technical and practical capacities. Regional public action should focus on:
- ❖ **Act. 1.2.1:** Support the capitalization of relevant experiences of vocational training of young people in agribusiness trades (production, processing, packaging, transport, marketing);
  - ❖ **Act. 1.2.2:** Support States to evaluate and reform vocational training curricula to adapt them to the needs of trades of the ASPH sector;
  - ❖ **Act. 1.2.3:** Support the emergence and strengthen the capacities and scope of action of the technical training platforms;
  - ❖ **Act. 1.2.4:** Establish mechanisms to give awards to young champions in the ASPH and agribusiness sector;
  - ❖ **Act .1.2.5:** Strengthen mentoring and coaching of youth (men and women) inserted or settled in the ASPH sector;
  - ❖ **Act.1.2.6:** Facilitate the networking of vocational training centers;
  - ❖ **Act. 1.2.7:** Strengthen youth incubation mechanisms and experiences (men and women): targeted support for incubation centers, school farms on the one hand and to agribusinesses enterprises that welcome youth; construction of specialized reference centers or rehabilitation of regional incubation centers.

**Component 1.3:** *Support the professionalization, structuring of young people and the recognition of the ASPH trades*

39. Beyond the material and financial incentives that they require, the maintenance, insertion or installation of young people in the ASPH sector also need specific support that helps to secure them, build confidence and reinforce their capacity for action. Indeed, the failures registered by some young people in the process of insertion or installation, and especially the exercise of activities in the ASPH sector are sometimes due to: (i) their low professionalization, (ii) the weakness of their social capital in connection with their weak integration into networks or organizations; and finally, (iii) the feeling that their status is not explicitly recognized and valued. In the perspective of lifting constraints, public action will focus on:

- ❖ **Act. 1.3.1:** Support the formalization of agribusiness enterprises, including family farms owned by young people (men and women);
- ❖ **Act. 1.3.2:** Facilitate the structuring and networking of youth organizations;
- ❖ **Act. 1.3.3:** Support the promotion of ASPH sector trades: social protection, legal recognition of status.

**Axis 2: Promote a favorable environment for the insertion and empowerment of young entrepreneurs in the ASPH and agribusiness sector**

40. This axis aims to put in place instruments and public policy reforms that encourage investment (both private and public) in the ASPH sector, and agribusiness value chains. It aims to improve the attractiveness of the sector by facilitating access to a number of production factors, but also by promoting conditions for a better marketing of products. Indeed, the three common problems raised by young people, or more generally the holders of initiatives in the agro-sylvo-pastoral and halieutic sector, are the difficulties of: (i) access to finance; those that exist are too expensive and poorly adapted to the needs of the sector, (ii) land, both agricultural and pastoral, particularly for the non-indigenous and finally (iii) the marketing of productions, often handicapped by the weakness of market infrastructures on the one hand and market imperfections (instability and volatility of prices) on the other hand. Many other factors on which governments can act through targeted interventions are often mentioned. This is the case of agricultural risk management in connection with climate change, calamities (attacks of pests, thefts, fires, etc.). Public action of regional scope is envisaged through three components.

**Component 2.1:** *Facilitate investments and financing of initiatives that promote the maintenance and insertion of young people in the ASPH sector and agribusiness value chains*

41. This component can be considered as the driving force for the paradigm shift of youth insertion in the ASPH sector. It aims at the deployment of adapted instruments for financing activity promotion initiatives in the agro-sylvo-pastoral sector to generate a large number of jobs and decent incomes for young people (men and women), whatever the conditions. The actions to be deployed are:
- ❖ **Act. 2.1.1:** Facilitate the structuring and sustainability of financial institutions or mechanisms at the national level with a view to integrating them into the national and regional banking circuits;
  - ❖ **Act. 2.1.2:** Support the coordination and synergy of functional structural funds existing both at national and regional level in a perspective of promoting a facility or a HUB for financing youth insertion initiatives in the ASPH sector<sup>12</sup>;
  - ❖ **Act. 2.1.3:** Promote counters explicitly intended for the financing of initiatives led by young people, at the level of the existing Funds (Regional Funds for Agriculture and Food of ECOWAP housed at EBID);
  - ❖ **Act. 2.1.4:** Promote tax incentives (guarantee fund and interest rate subsidy) to increase young people's (men and women) access to credit to support their initiatives in the ASPH sector;
  - ❖ **Act. 2.1.5:** Support the countries, which do not yet have them, of codes of incentive investments in the agro-sylvo-pastoral sector, from the point of view of taxation;
  - ❖ **Act 2.1.6:** Involve youth organizations in the mechanisms of governance of the funds intended to promote insertion initiatives in the ASPH sector.

**Component 2.2:** *Improve the access of young people (men and women) to land and the market*

42. Land and the market are important determinants for promoting employment and income-generating activities for young people. Although the two problems do not represent the same stakes, they nevertheless require public interventions to ensure better access for users to the main factor of production that is the land, on the one hand and the market on the other hand.
43. **With regard to land** whose access poses problems for young promoters in certain regions, public action should aim at:

<sup>12</sup> The weak coordination prevents funds from moving from the small-credit allocation stage to promoting true agribusinesses with the ability to drive value chains and increase employment for young people. This situation is all the more detrimental as none of the functional funds at national level are connected to the existing Regional Funds, both at EBID, WADB/BOAD and AfDB. The Regional Fund for Agricultural Development of the APU has certainly attempted decentralization by promoting National Funds; but the result is far from meeting expectations. National Funds do not benefit from regional relays that allow them to mobilize substantial financial resources to finance medium-sized enterprises promoted by national champions and other aggregators

- ❖ **Act. 2.2.1:** Assist the States in the land reforms favorable to lands access to the young men and women;
- ❖ **Act. 2.2.2:** Encourage states, families and other landowners to enter into conditional or full land use agreements for activities in the agribusiness sector for young people;
- ❖ **Act.2.2.3:** Strengthen youth access to other factors of production (water, technology, innovations, equipment and agricultural equipment).

44. **The facilitation of market access** for Agribusiness products promoted by young people (men and women) involves as much the implementation of national and regional incentive policy measures as investments in commercial infrastructures in the main production basins:

- ❖ **Act. 2.2.4:** Supervise partnerships between family farms, small and medium-sized enterprises run by young people and large agribusiness groups;
- ❖ **Act. 2.2.5:** Support the emergence of consultation frameworks and other dialogue platforms to improve the predictability of the market;
- ❖ **Act. 2.2.6:** Deploy border tax and tariff measures to improve the competitiveness of youth agribusiness products;
- ❖ **Act.2.2.7:** Strengthen market infrastructures in large production basins;
- ❖ **Act. 2.2.8:** Support the organization and participation of young agribusiness entrepreneurs in major commercial events (fair, exhibition, spot market, etc.);
- ❖ **Act. 2.2.9:** Facilitate the access of young agribusiness entrepreneurs to institutional markets;
- ❖ **Act. 2.2.10:** Promote Ecommerce through the approval of products and standards.

**Component 2.3:** *Deploy specific measures to facilitate the maintenance and insertion of young women in the ASPH sector and agribusiness value chains*

45. The maintenance and insertion of girls and women in the ASPH sector and agribusiness value chains face many obstacles related to their social status. As a result, unemployment and underemployment affect girls and women more and install them in a vulnerability and precariousness that can be mitigated by facilitating their empowerment through harmonious insertion into the ASPH sector. In this perspective, it is about removing the obstacles that they often face:

- ❖ **Act 2.3.1:** Ensure equitable access for girls and young women to infrastructure and other facilities to reduce gender-specific unemployment;
- ❖ **Act. 2.3.2:** Support the various actors to work for the recognition by public policies of the unpaid domestic work of young women;
- ❖ **Act. 2.3.3:** Facilitate access to infrastructure in the rural areas (water point, electrification, health center, care facilities for young children and old people);
- ❖ **Act 2.3.4:** Support actions aimed at progressing norms and practices through sensitization and advocacy;
- ❖ **Act 2.3.5:** Support and promote value chains with high potential for women;
- ❖ **Act. 2.3.6.** Build the capacity of the organizations of women and youth involved in these value chains;
- ❖ **Act 2.3.7.** Support the establishment of service provides centers (training, information, marketing, financing) close to value chain actors.

**Axis 3: Support the economic and social empowerment of young people in agribusiness value chains.**

46. This axis aims to address the social, cultural and economic dimensions of the issue of youth insertion in the agro-sylvo-pastoral and halieutic sector. Its purpose is to take into account the issue of young people (men and women) employment in all the initiatives of the States, and even development partners. As a last resort it aims at the emergence and rooting of entrepreneurial mind, as one of the essential conditions for the promotion of sustainable jobs and viable businesses for young people. Specifically, the aim is to set up conditions to make the best use of the agro-ecological potentialities of the various countries and regions on the one hand and the scaling up of the experiences of the various actors, particularly socio-professional organizations on the other hand, to promote initiatives in the field of insertion or installation of young people.

**Component 3.1:** *Support the actors (States, POs and the private sector) for the settlement of structuring initiatives of insertion and maintenance of young people in the ASPH sector and agribusiness value chains.*

47. All actors, particularly states and socio-professional organizations have promoted projects and programs aimed at the insertion of young people in the ASPH sector. As the diagnosis has shown, the results of the various experiences are limited in relation to the persistence of many constraints: inadequacy of the mechanisms and insufficient funding, weak anchoring of initiatives in the economic and social contexts of the environment, weak structuring capacity and impact of projects and programs, etc. However, many experiences carry good practices that can inspire more structuring initiatives with the capacity to create conditions for sustained maintenance and harmonious insertion into the sector. To do this, it is:
- ❖ **Act. 3.1.1:** Support agricultural socio-professional organizations to promote structuring initiatives to maintain, insert and settle a large number of young people in rural areas;
  - ❖ **Act 3.1.2:** Facilitate the access of producer organizations, breeders, pastoralists and fishermen to competitive funds at both national and regional levels;
  - ❖ **Act 3.1.3.** Support States that do not yet have them, to adopt coherent youth employment strategies in the ASPH sector and agribusiness value chains.

**Component 3.2:** *Facilitate the emergence of new generations of young agribusiness entrepreneurs (men and women).*

48. The complexity of the young people insertion in the agro-sylvo-pastoral and halieutic sector shows that the question must be considered beyond the sole concern of providing jobs to the juvenile layer. The sustainability of actions/initiatives is only conceivable if they make the most of the potentialities of the countries, and they are based on the young people themselves and are part of a process of profound transformation of the economic and social tissue of the States. The insertion of young people must therefore be accompanied by a profound transformation of farming systems, and sectors and must be based on a new layer of entrepreneurs supported by a continuous process of innovation. For public policies, it is to facilitate:
- ❖ **Act. 3.2.1.** Promote economic models capable of supporting the transformation of agribusiness chains in the main production basins;
  - ❖ **Act. 3.2.2.** Facilitate dialogue between young promoters of activities in the ASPH sector and agribusiness value chains, and research;
  - ❖ **Act. 3.2.3:** Support the emergence of champions and other young aggregators around the main agribusiness value chains;
  - ❖ **Act. 3.2.4** Facilitate the networking of agribusiness entrepreneurs to improve the conquest of the local and regional market by products from the economic units of young people.

**Axis 4: Improve in a sustainable manner the governance of youth insertion initiatives in the ASPH sector and agribusiness value chains**

49. Although the question of youth employment in the ASPH sector is considered a national and regional issue, the fact remains that its acuteness is still largely unknown. Countries do not have reliable data on many parameters: the unemployment rate, the number of young people entering the sector each year, the operation of agricultural enterprises run by young people, and so on. Indeed, national systems are not robust enough, and lack of coordination of the institutions in charge of youth employment, even in countries that have a youth insertion policy or strategy, the reliability of statistical data still poses many problems. The monitoring of young people in the sector is not systematized to enable actors to provide adequate answers to the inevitable problems they face.

**Component 4.1:** *Strengthen national mechanisms for steering the insertion and maintenance of young people in the ASPH sector and agribusiness value chains.*

50. Through this component, the strategy sets itself the objective of supporting the rationalization and effectiveness of national policy steering mechanisms, or actions that contribute to the insertion of young people in the ASPH sector and agribusiness value chains. Interventions are not only global, rarely focused specifically on the agricultural sector, but are also not explicitly considered as tools for operationalizing strategies for the insertion of young people envisaged by national agricultural policies. To do this, the action of the regional level will focus on:

- ❖ **Act. 4.1. 1:** Support the establishment of robust national mechanisms for monitoring the youth employment issue in the ASPH sector and the integration of data into the performance framework of the national agricultural policy;
- ❖ **Act. 4.1.2:** Facilitate the networking of national mechanisms to improve and strengthen the exchange of experiences between countries on good practices in the field of youth insertion;
- ❖ **Act. 4.1.3:** Develop and engage national and regional actors through a charter of good governance for the political portage of the issue of youth employability in the ASPH sector.

**Component 4.2:** *Strengthen the leadership of States, RPOs and ECOWAS on the issue of youth employment in the agro-sylvo-pastoral and halieutic sector, and agribusiness value chains.*

51. It is to offer the Department of Agriculture, Environment and Water Resources, in general, and the Directorate of Agriculture and Rural Development, in particular, the means, not only to ensure the steering of the regional strategy, but also to affirm the leadership of ECOWAS on such a sensitive issue. To do this, DAEWR will have to:

- ❖ **Act. 4.2.1:** Provide the DAEWR with an observatory of initiatives to maintain, install and integrate young people (men and women) in the ASPH sector;
- ❖ **Act. 4.2.2:** Integrate the indicators for monitoring youth insertion initiatives in the ASPH sector in the framework of ECOWAP performance.

**Component 4.3:** *Settle a mechanism of monitoring and evaluation of the implementation of the strategy.*

52. The formulation of the strategy to support the employability of young people in the agro-sylvo-pastoral and halieutic sector in the ECOWAS region was made in a participatory and inclusive way by the actors involved in the implementation of ECOWAP. Its implementation requires the commitment of all the actors, guaranteeing the taking into account of all their concerns in the initiatives that will be promoted and this through mechanisms and a predictable and inclusive device:

- ❖ **Act. 4.3.1:** Set up a framework of partnership between the different actors;
- ❖ **Act. 4.3.2:** Define and set up in a consensual manner a framework and mechanisms for monitoring and reporting;
- ❖ **Act. 4.3.3:** Facilitate the involvement of youth organizations in the steering bodies of initiatives contributing to the implementation of the strategy.

## VI. Operationalization of the strategy

### VI.1. Approach to implementing the strategy

53. The operationalization of the youth employability strategy in the agro-sylvo-pastoral and halieutic sector will rely on a number of decisive actions, including:

- i. *Capacity building of the different stakeholders involved in the management of the issue of youth employability.* This action is of interest to both public institutions and non-state actors, including the organizations of young people, producers, breeders, fishermen and service providers. Indeed, those in charge of information, training and project management systems, as well as those in charge of policy steering, need specific skills that allow them to constantly innovate to make the ASPH sector attractive to young people;
- ii. *The development of both horizontal and vertical partnerships* to secure private investment, and guarantee the secure outlets for products from the enterprises of young people, while allowing them to access production factors and campaign credits in good conditions. This partnership will make up for the growing weakness of public funding, one of the major constraints to the development of initiatives fully internalized by the States;
- iii. *Support to countries and organizations of agricultural producers, breeders, pastoralists and fishermen to develop structuring initiatives on the employability of young people* in the agro-sylvo-pastoral and halieutic sector. To this end, the coordination of support funds for the employability of young people will provide an important lever to support the initiatives of the various actors. However, it is important to take out the States and the POs

from the logical of traditional programs and projects in order to move towards a genuine regional initiative, a lever for actions carried out at national level.

## VI.2. Principles of implementation

54. The principles of implementation of the regional strategy for youth employability in the agro-sylvo-pastoral and halieutic sector are aligned with those of the regional integration processes and the sectoral policies of regional scope. These are the principles of:
- i. *Subsidiarity*, according to which, one treats at the regional level only what cannot be better treated at the lower level, national or local. This principle does not question the relevance or the priority of an intervention, but the modalities and the level of its application. This principle implies inter alia that "national competence is the rule, Community competence, the exception". As part of the implementation of the youth employability strategy, the region will strive to deploy structuring mechanisms and policy measures to act as leverage for actions and other initiatives by governments, POs and other actors;
  - ii. *Proportionality* which implies that the action of the Community must not exceed what is necessary to achieve the objectives of the Treaty. Its application should make it possible, inter alia, to avoid imposing on a member country, on networks of organizations of producers, breeders, fishermen and the agribusiness private sector, too restrictive rules or efforts too high compared to what would be reasonable or effective;
  - iii. *Solidarity* according to which the Community guarantees a minimum of cohesion among its members and pooling a set of financial, human and institutional resources in order to reduce the disparities that exist between them;
  - iv. *Partnership and consultation* that aim at ensuring the permanent involvement of stakeholders of the agricultural sector in the implementation, monitoring and evaluation and possible adjustments to be made to the regional strategy;
  - v. *Progressiveness* which imposes a gradual approach, allowing to take into account national situations and the interests of the groups of actors in the presence.

## VI.3. Stakeholders

55. The economic, social, political and cultural stakes of the phenomenon of low employability of young people in the agro-sylvo-pastoral and halieutic sector in West Africa require the presence of all the stakeholders in the steering, implementation, monitoring and evaluation of the regional strategy.
56. Among the most prominent actors, we can mention:
- i. *Regional Economic Communities, particularly ECOWAS and WAEMU*, which carry agricultural policies on the one hand, initiatives, programs and projects to professionalize actors of agricultural and rural development, on the other hand. These two institutions will ensure the political steering of the strategy: definition of general guidelines, formulation and validation of regulatory texts (protocols, directives, etc.);
  - ii. *The fifteen Member States of the Community*, which are more and more facing the effects of endemic youth unemployment and the challenges of transforming a sector that is the bed of poverty despite its enormous potentialities. Many States need to refine their steering mechanisms, rationalize the support instruments and mechanisms, and improve the functioning of their warning system;
  - iii. *Agricultural socio-professional organizations, in particular ROPPA, BMN/RBM, APSS*, whose members are confronted with the thorny issue of lack of manpower and of candidates to reproduce the production systems that underlie their activities, and systems of exploitation they defend: Family Farming. Some, such as ROPPA, endowed themselves with a regional strategy to support youth employability, that is waiting to be operationalized;
  - iv. *Regional and international technical institutions* that carry programs and strategies aimed at professionalizing actors and developing new economic opportunities in rural areas: CORAF, IITA, CILSS, FAO, IFAD, UNDP, WB, AfDB, EBID, and WADB/BOAD. Special mention should be made to the ECOWAS Center for Youth and Sports Development, and the ECOWAS Center for Gender Development which develop initiatives for the favor of youth employability;

- v. *The technical and financial partners who have made the resolution of unemployment, the fight against underemployment and uncontrolled emigration of young people and the insertion of young people in agriculture one of their areas of intervention in the region: Swiss Cooperation, Spanish Cooperation, German Cooperation, French Development Agency, European Union, Italian Cooperation, etc.;*
- vi. *Young people organizations and associations, especially the youth colleges of ROPPA, BMN/RBM and APES; the emerging interprofessional frameworks around agribusiness value chains, which develop reflections and initiatives aimed at solving the problem of massive unemployment of young people on the one hand, and the insertion of a large part in the agro-sylvo pastoral and halieutic sector, on the other hand;*
- vii. *The agribusiness private sector whose actions touch the professionalization of rural stakeholders and the development of economic activities, generating jobs in rural areas.*

## 6.4. Funding of the strategy

57. Financing is undoubtedly one of the weak spots of the strategy. The operationalization, from 2019 of the Regional Fund for Agriculture and Food constitutes however a singular opportunity to make ECOWADF the lever of all the financing and investment facilities that can contribute to the implementation of the strategy. Beyond the reforms required by this Fund to adjust its funding offer to the needs of the holders of initiatives, it will be necessary to convince the development partners to abound it, to make it a real lever for investments in agribusiness value chains. In this perspective, it will be necessary to create synergies between ECOWADF and:

- I. *Development banks located in the region: EBID, WADB/BOAD, AfDB, which have developed products and other financing offers accessible to the States and the private sector through special counters;*
- II. *The Regional Fund for Agricultural Development of WAEMU, which has branches in some countries of this Union;*
- III. *National funds for support to the insertion of young people and the budgetary efforts provided by the countries. These Funds need streamlining and coordination to amplify their effects and impact;*
- IV. *Resources from the agribusiness private sector, particularly industrialists who are increasingly setting up into production basins and other agropolises promoted by the public authorities. The issue is not only to improve the business environment to boost private investment volumes, but also to supervise them to minimize the "failings" that are sometimes attributed to them (land grabbing to the detriment of small producers, enslavement of local labor, low compliance with environmental standards, etc.);*
- V. *Resources from Bilateral and Multilateral Technical and Financial Partners.*

## VII. Assumptions and risks

Assumptions and risks	Degree of occurrence of risk	Effect /impact	Mitigation or amplification actions
<b>Strong commitment of stakeholders, particularly States, REC, TFPs</b>	High	Mobilization of substantial resources	Strengthen advocacy at all levels
<b>Insufficient financial resources allocated to youth employability initiatives in the ASPH sector</b>	High	Low promotion of initiatives Rise in unemployment Increase of uncontrolled migration	Promotion of an incentive environment for private investments Promotion of value chains
<b>Increased insecurity of people and property</b>	Medium	Diversion of resources to other priorities	Strengthening prevention and risk management mechanisms
<b>Low motivation of young people to join the ASPH sector, attracted by the opportunities offered by other sectors of activity</b>	Medium	Low transformation of production and exploitation systems	Strengthening awareness actions on the margins of progress of the ASPH sector

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