

Youth Employment in Northern Senegal: Creating Job Opportunities for Young People

GPYE Conference, Dakar

Ideas4Work: Youth Employability and Entrepreneurship in Africa

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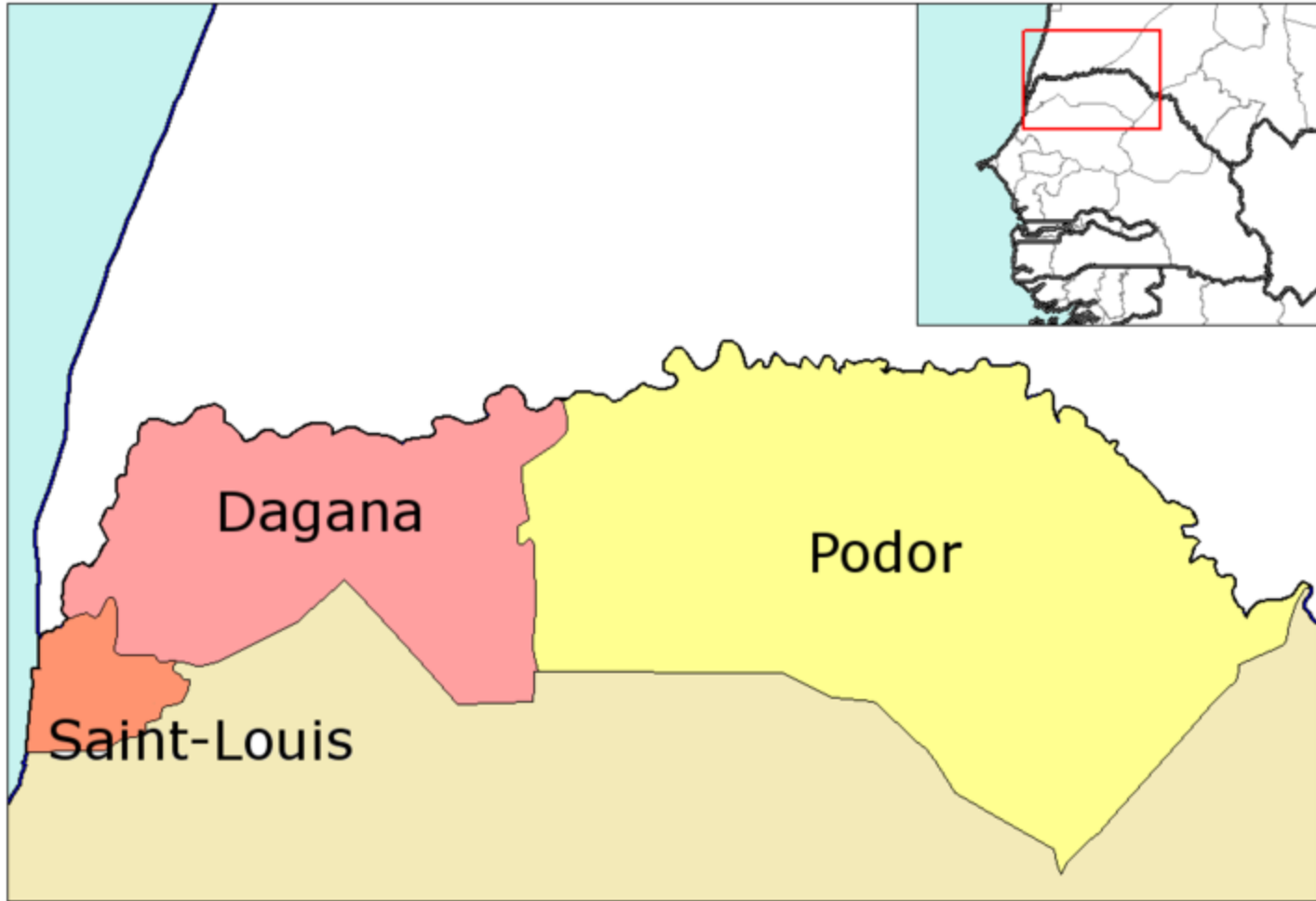
Momar Sylla (ANSD)

Objectives

- Identify **needs and opportunities for youth employment** and enterprise development in the agriculture sector in the St-Louis region of northern Senegal
 - investigate **agricultural sector employment** and entrepreneurship opportunities for youth
 - assessment of youth assets, capabilities, training needs, access to appropriate training providers, and business development/ entrepreneurship support services
- Create a matrix of **appropriate and attainable jobs** and self-employment or enterprise development opportunities as well as a platform for youth training, job placement and enterprises development

Methodology

- Stakeholders' Assessment
- Focus Groups
- Youth/Households Survey
- Firms Survey



Saint-Louis Region

- In the north of Senegal, on the border of Mauritania
- Three departments (St-Louis, Dagana, Podor) and two natural regions:
 - Delta area: strong hydro-agricultural potential and immigration area
 - Podor area: important emigration area (France and Central Africa)
- 19 034 km²; 9.7% of the national territory
- About 1 million people; 6.7% of total population
- Density of 50 pers/km²
- 55% of the population live in rural areas

Stakeholders' Assessment

- Region of Saint-Louis: Richard Toll, Rosso Béthio and Rosso Sénégal, notably the village of Thiagar
- 25 agricultural enterprises / institutional actors
 - 4 farms (GDS (tomato, corn...), SOCAS (tomato...), CSS (sugar can), CNT (rice));
 - 3 training institutions (UGB, CIFA, Ecole vétérinaire);
 - 1 officer of the Ministry of Decentralization and Local Communities (Regional support service to local development);
 - 7 agencies, youth associations and youth inclusion group (APIX, ANIDA ex ANREVA, ANEJ, CRREJ, ARD, FEPRODES, Lycée technique Peytavin);
 - 4 funding structures (CNCAS, CMS, Mutuelle d'épargne et de crédit de Ross Bethio, FNPJ);
 - 2 technical services officers of the Ministry of Agriculture (DRDR, SAED);
 - 1 technical services officer of the Ministry of Youth;
 - 1 research center (Africa Rice ex ADRAO);
 - 2 development partners (USAID, World Bank).

Main findings

- Supervising and supporting institutions
 - CRREJ, ANEJ, ARD, APIX, etc.
- Job opportunities in the agricultural sector
 - Processing and marketing activities,
 - Managerial skills and food engineering...
- Develop skills
 - Three major companies in the region (GDS, CSS, SOCAS) have decided to fund the creation of a training center dedicated to specialties in agricultural machinery
 - Other initiatives: FONDEF, ONPF, CNEQF, « Maisons de l'Outil » (« tool homes ») project, Initiative Centers for Local Employment project (CIEL)

Focus Groups

- Five rural communities (RC)
 - Ndiébène Gandiol (Saint-Louis)
 - Guede Village (Podor)
 - Richard Toll (Dagana)
 - Ross Béthio (Dagana)
 - Dioum (Podor)
- Four groups / RC
 - Unemployed young women
 - Unemployed young men
 - Young workers (one mixed group)
 - Notables

Youth/Households Survey

- Sampling frame of the last Follow-up Survey on Poverty in Senegal (ESPS 2011)
- 300 households (representative sample) : 6 households / 50 census districts
- Data collection was conducted in August 2012

Firms Survey

- 130 production units
- The survey sample is made up of firms having a NINEA (Numéro d'Identification Nationale des Entreprises et Associations) and of the list of companies which give the Centre for data collection (CUCI), an accounting document to the National Statistic and Demography Agency (ANSD).
- Data collection was conducted from September 18 to October 2, 2012

Firms Survey

- Firms' survey sample

	All	Dagana	Podor	Saint-Louis
Agriculture	15	6	2	7
Fishing	3	2	0	1
Manufacturing	33	16	1	16
Construction	4	2	1	1
Trade	27	12	5	10
Hotel & Restaurant	9	3	0	6
Transports & Telecommunications	6	2	1	3
Insurance and fin. services	4	0	0	4
Other services	31	11	3	17
Total	132	54	13	65

Main findings: youth 15-30

- Working age population = 58% of total population
- Youth 15-30 represent 50% of the working age population
- 54% of the young people live in rural areas
- 35% of them have a secondary degree or more (10% among older people)
- 10% of the lower educated young people (H:6% and F:18%) completed vocational training
- 6 out of 10 young people are employed
- 3 out of 10 are inactive, with 55% of them being at school

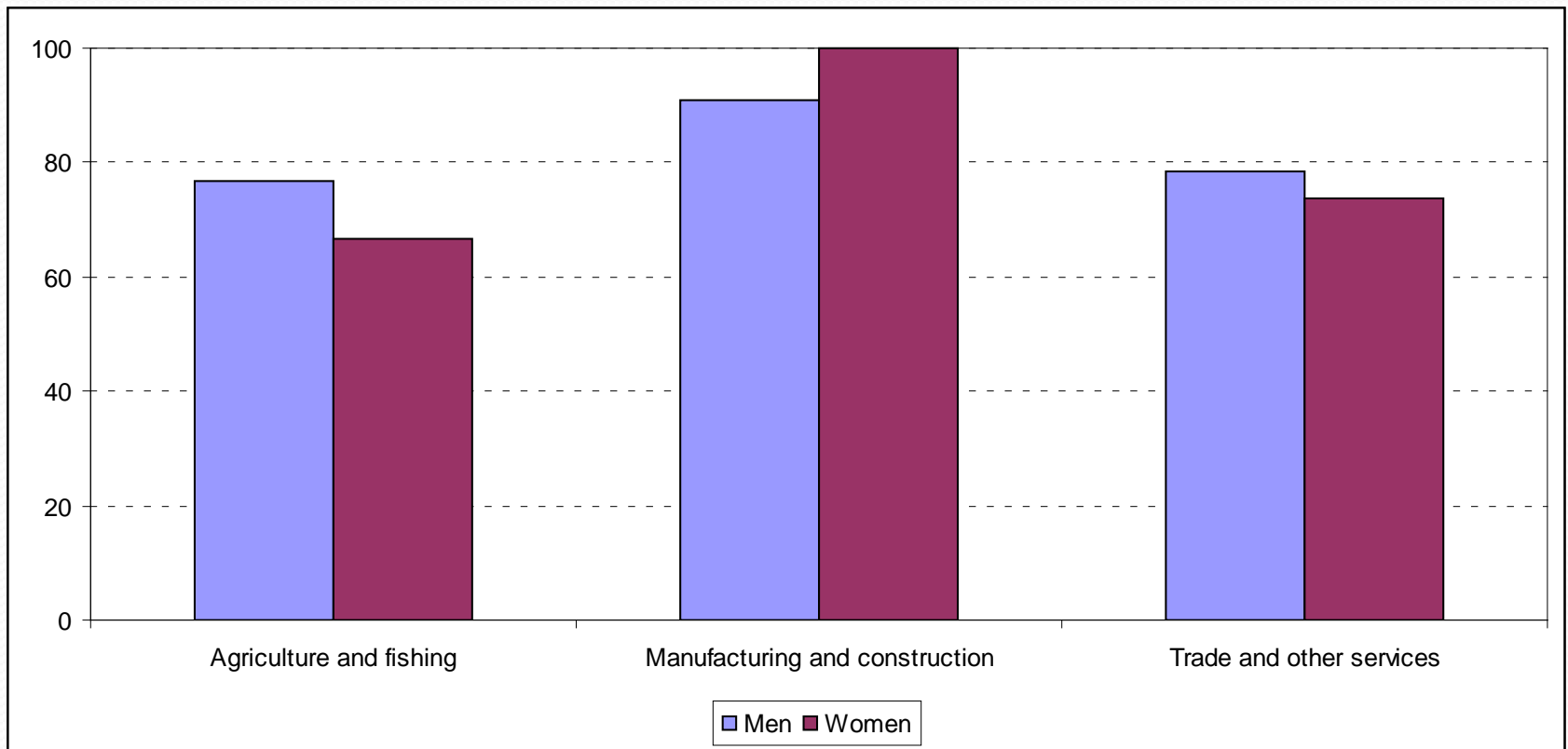
Jobs of youth 15-30

- Occupation status



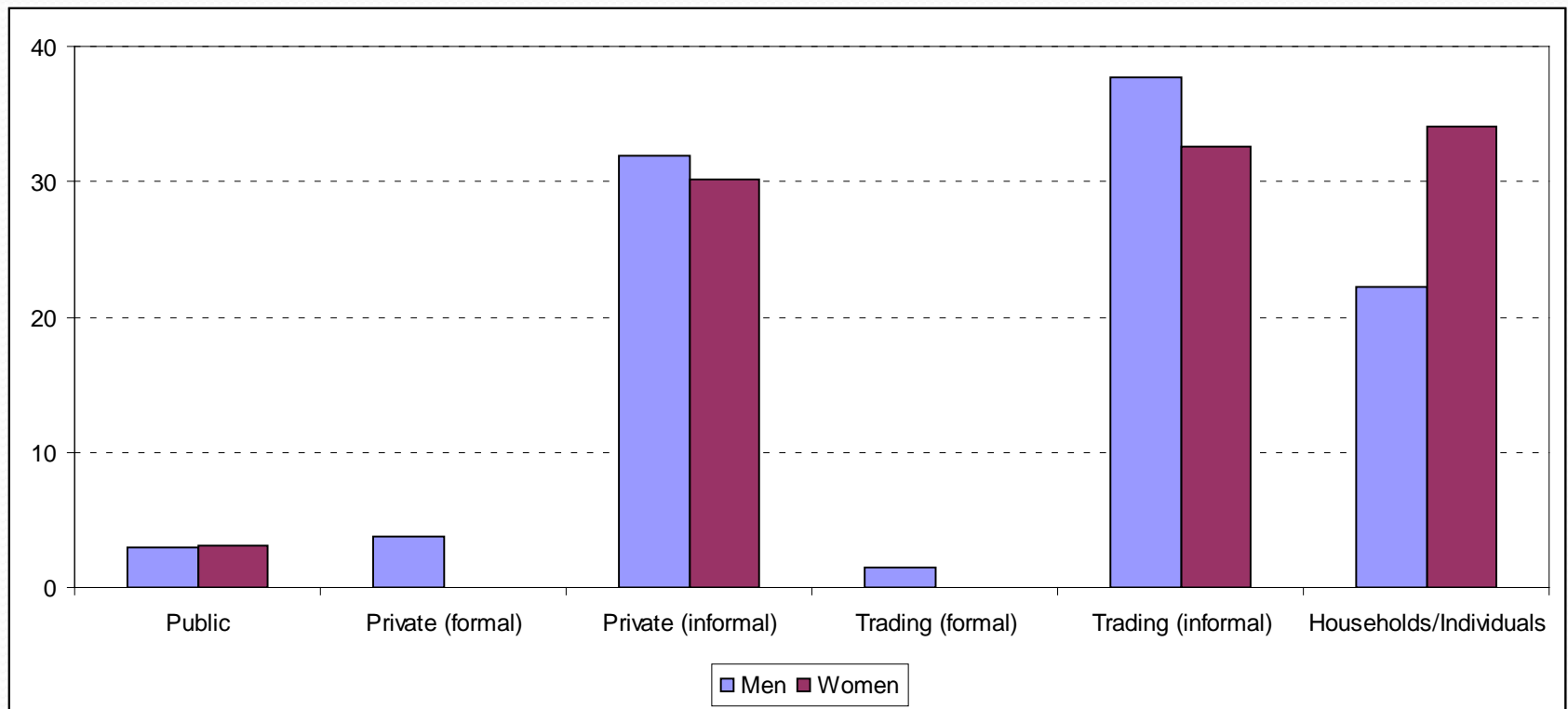
Jobs of youth 15-30

- Job insecurity is high among permanent workers



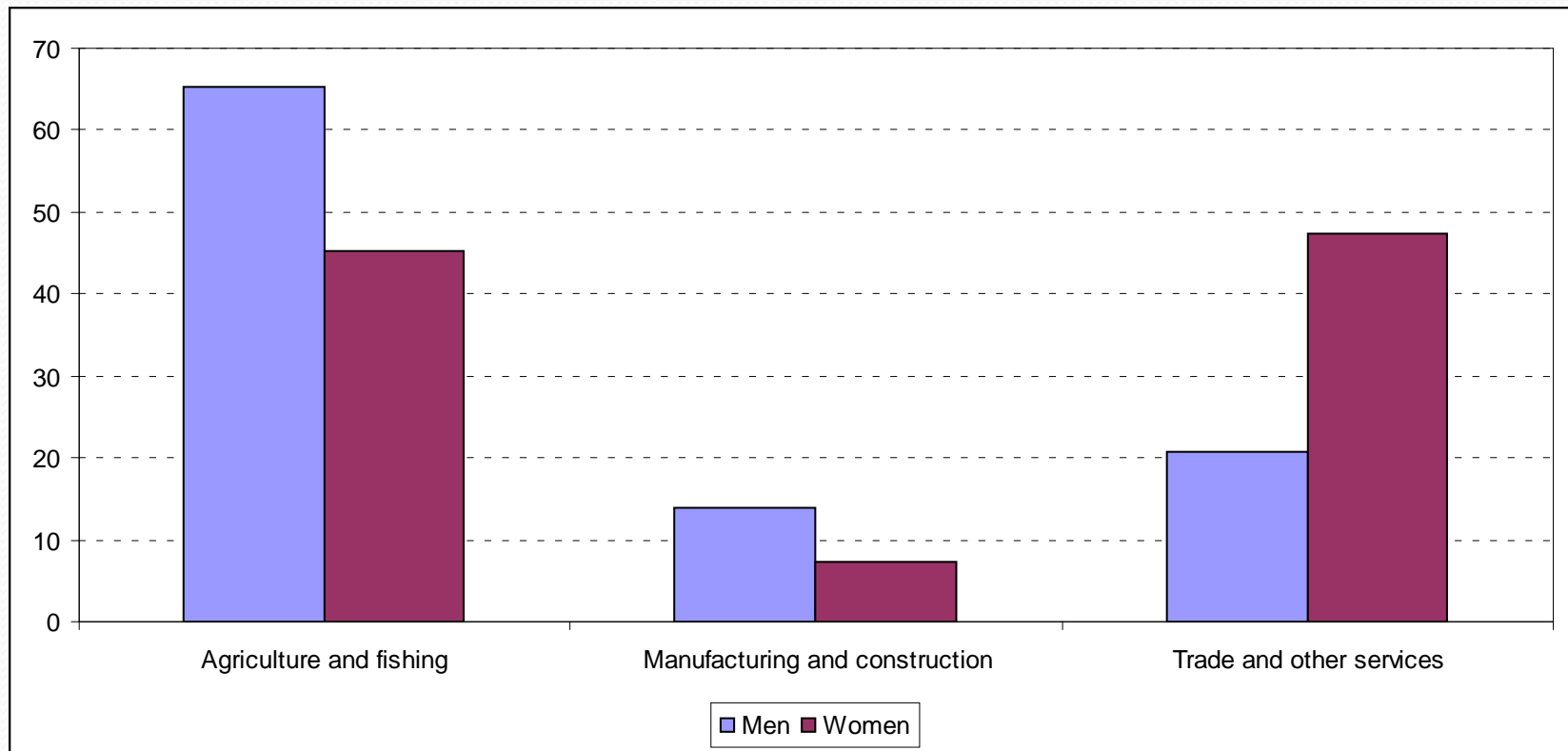
Jobs of youth 15-30

- Institutional sector



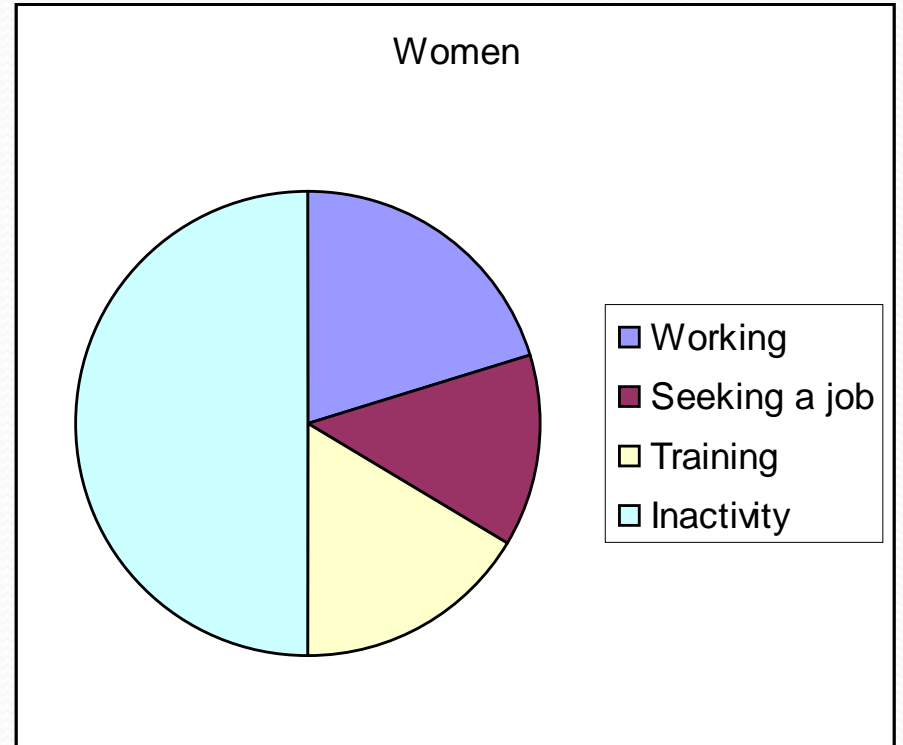
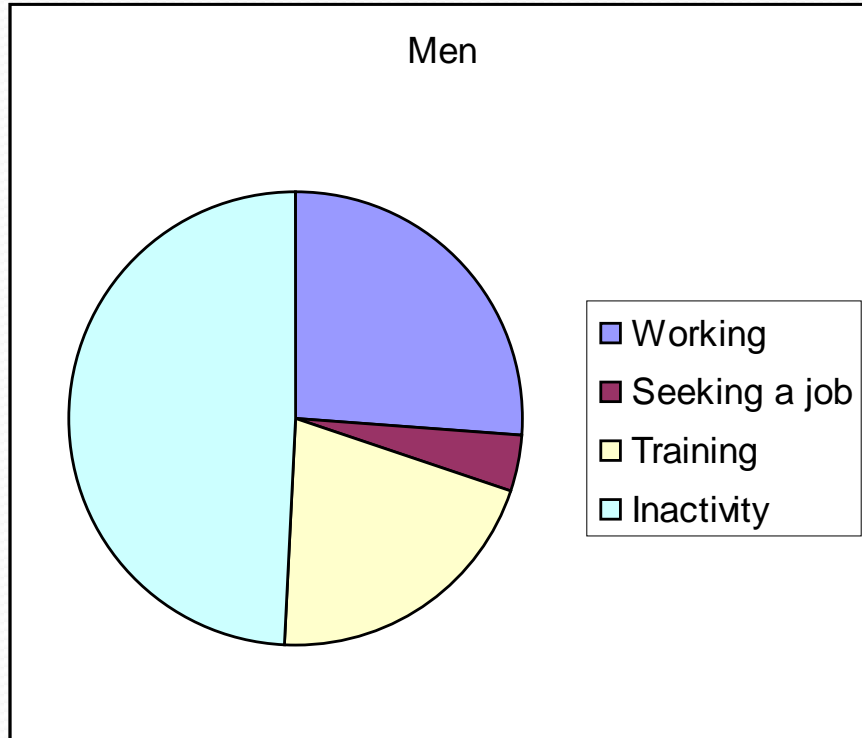
Jobs of youth 15-30

- Sector of activity



Jobs of youth 15-30

- Allocation of time



Youth's Skills

- Skills

	%
Use computer	24.3
Use tools/machines/vehicles	28.1
Supervise a team	24.2
Teamwork	32.6
Read French	44.6
Read number and do calculation	48.5
Is autonomous	17.8
Is punctual	62.7

Youth's Skills

- Main measures to improve employability of people of your age (youth 15-30)

Priorities to improve employability	%
Ease credit for new businesses	44.0
Improve initial training	42.2
Improve vocational training	41.3
Fight against discriminations in hiring	32.3
Improve opportunities for trade	28.1
Propose high-intensity labor works	26.0
Improve information on available jobs	22.7
Improve information on earnings in hiring	12.6

Firms

- Productivity in the agricultural (and fishing) sector

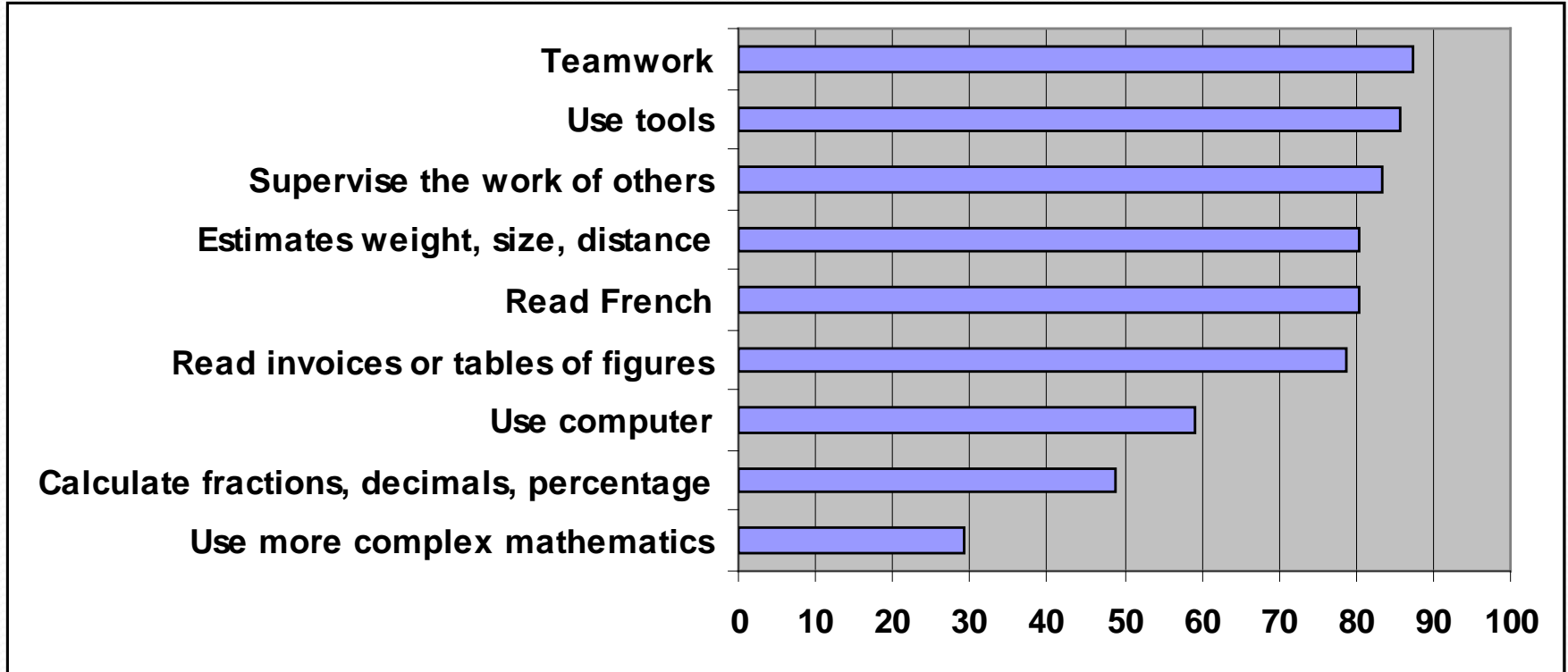
	Modern firms				Traditional firms (Households)			
	Mean	P25	Median	P75	Mean	P25	Median	P75
N	18				215			
Firm size	78	4	6	9	17	2	4	6
% of household's members					71	50	100	100
Output per worker ('000 CFAF)	2835	127	475	1600	208	16	71	202

Main agricultural products cultivated by agricultural production units

Product	% of production units cultivating	% of total production	% of total Sales
Rice	62.5	50.9	40.3
Onions	28.1	18.9	25.1
Niébé	26.9	1.7	1.3
Fresh tomato	20.6	7.1	9.3
Mil	17.5	2.9	1.6
Groundnut	11.9	4.3	4.7
Watermelon	11.9	1.6	1.2
Fresh sorrel	10.6	0.3	0.2
Eggplant	8.1	0.8	1.2
Cabbage	7.5	1.9	2.4
Gombo	7.5	0.6	0.5
Corn	6.3	0.3	0.2
Sweet potato	6.3	0.5	0.5
Carrot	6.3	1.0	2.2
Diakhato	6.3	0.3	0.4
Turnip	5.6	4.8	7.1
Spice	4.4	0.3	0.4
Sorgho	3.8	0.5	0.0
Mango	1.9	0.2	0.2
Manioc	1.9	0.1	0.1
Banana	1.9	0.1	0.1
Pumpkin	1.9	0.0	0.0
Cashews	1.3	0.0	0.0
Sugar cane	0.6	0.4	0.4
Other	6.9	0.5	0.5
Average number of products per production unit			
2.6			
Number of production units			
160			

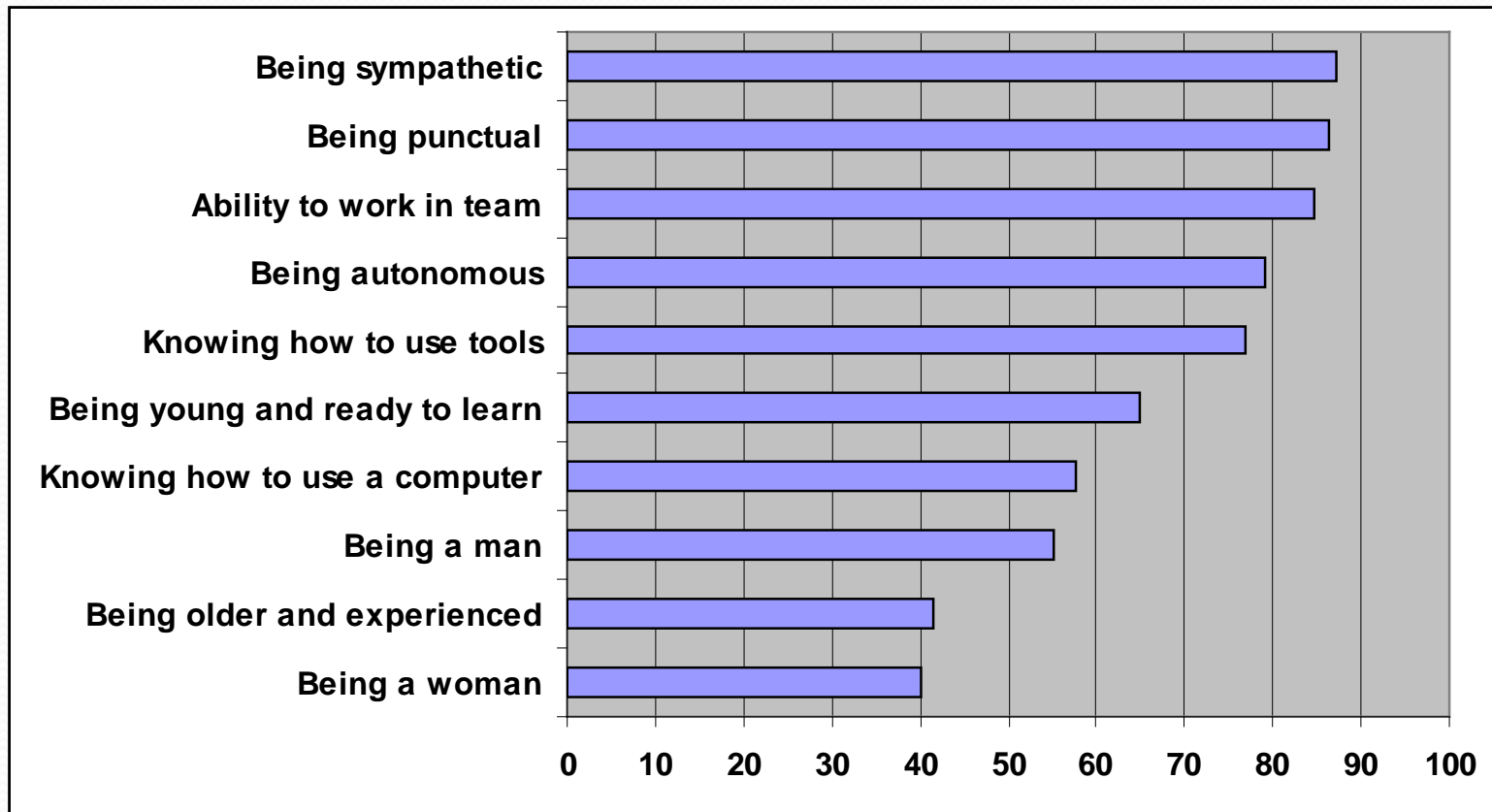
Firms' Needs

- Tasks required in jobs



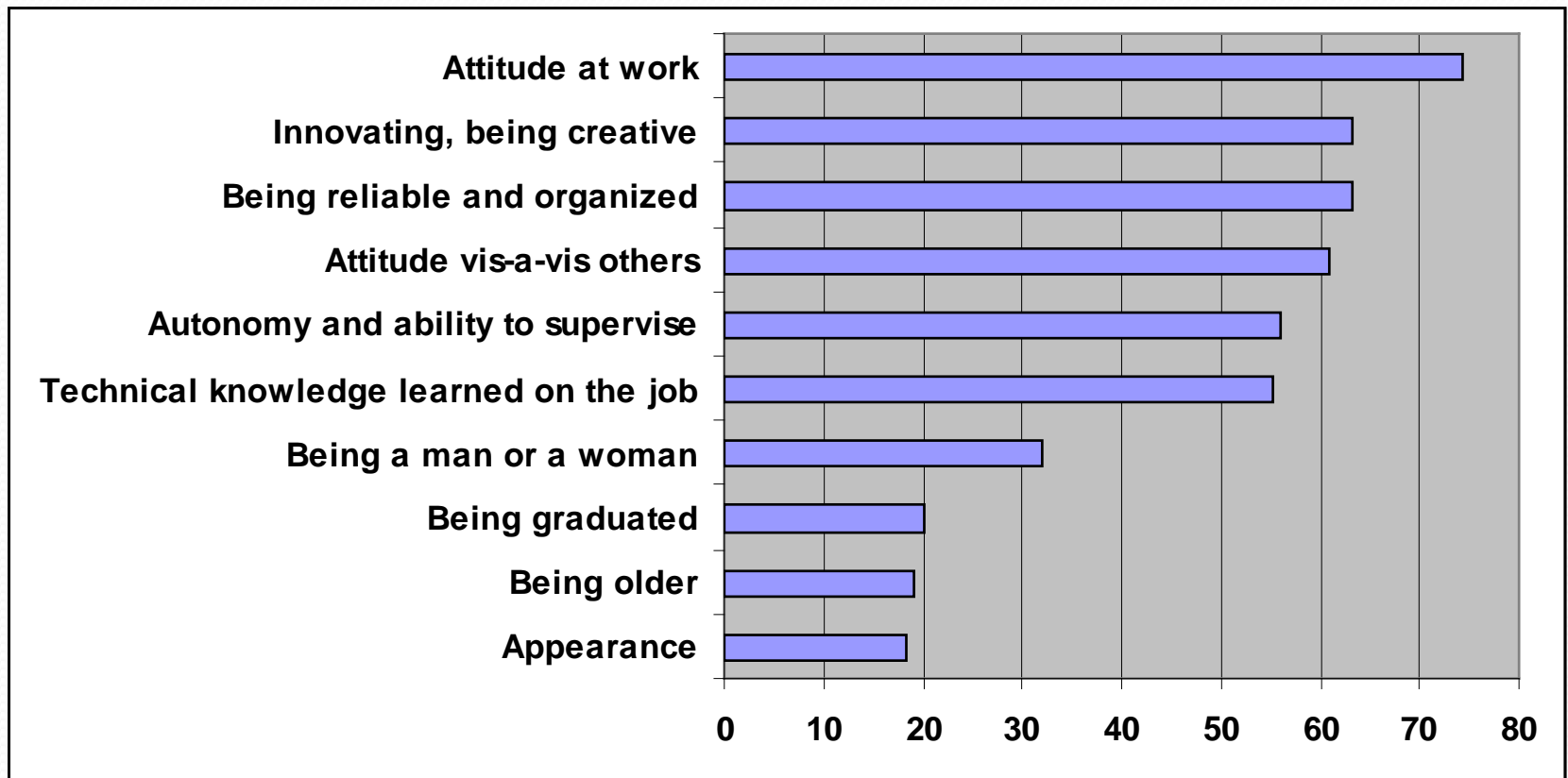
Firms' Needs

- Hiring criteria



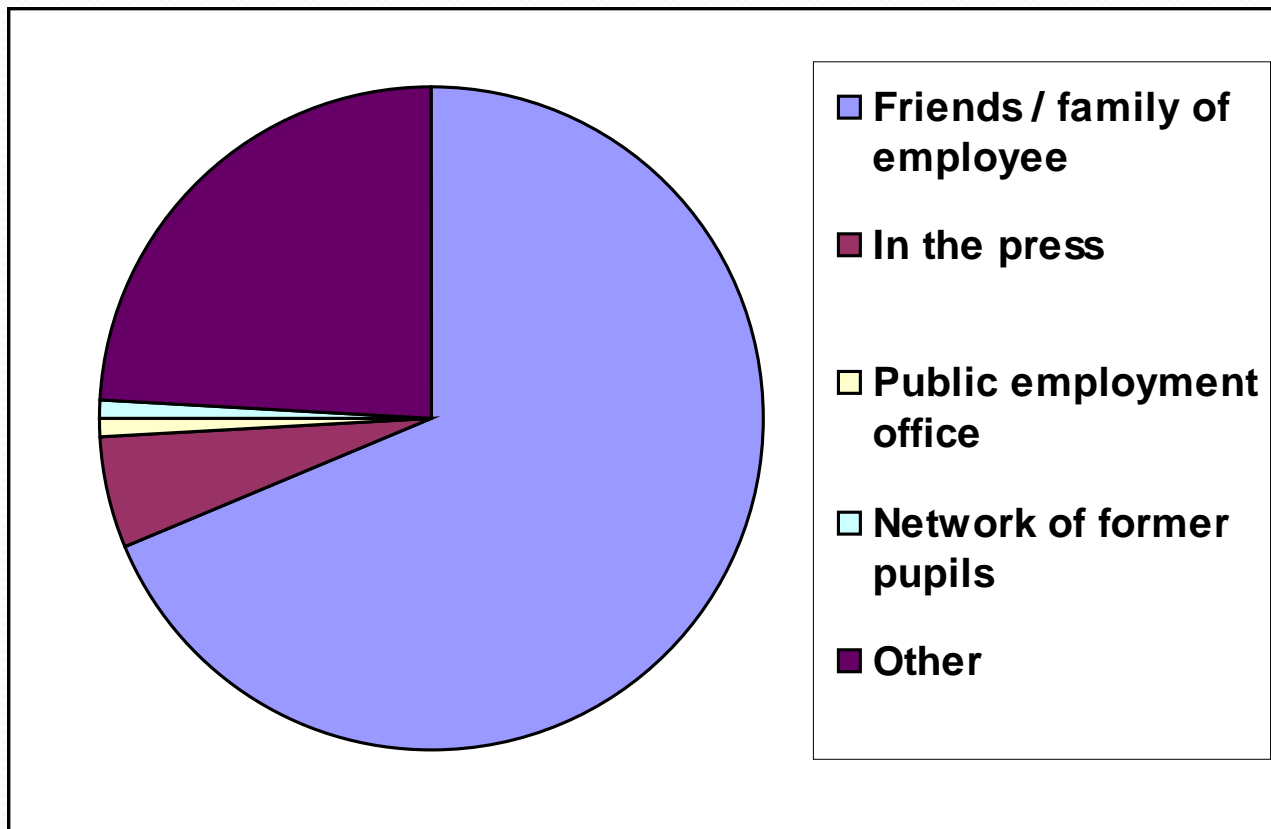
Firms' Needs

- Characteristics affecting earnings



Firms' Needs

- Recruitment



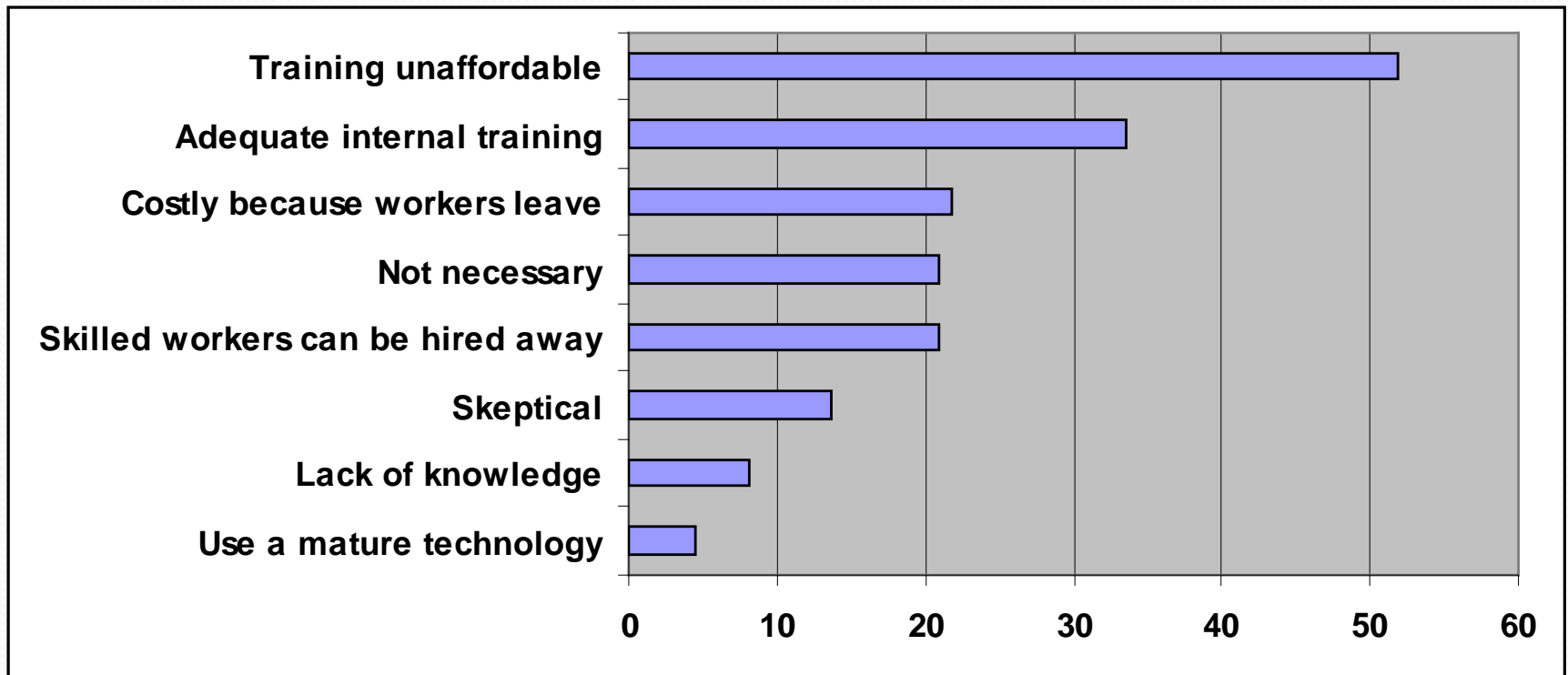
On-the-job training

- Share of employees following training



On-the-job training

- Formal training offered by **16.7%** of firms
- Reason why there is no training (2 reasons):



Highlights

- Youth
 - High job insecurity
 - Mostly informal and agricultural jobs
 - Youth's jobs are mostly unskilled jobs in agriculture
 - Youth spend 50% of their time inactive
 - Why seeking jobs?
 - Firms do not hire
 - No access to information
 - Lack qualifications
 - Lack own funds
 - Vocational training concerns 9% of the youth

Highlights

- Firms
 - High and low productivity firms
 - Big players in the agricultural sector
 - Modern vs traditional firms
 - Culture diversification in small agricultural production units
 - On-the-job training offered by 17% of firms
 - Recruitment is mostly informal
 - Non-technical skills are valued by firms

Highlights

- Value chain in agriculture
 - Groundnut/Peanut
 - Corn
 - Fresh spice
 - Tomato (to be dried)
 - Onions
 - Sweet potato
 - Melon/ Watermelon
 - Gombo
 - Eggplant (bitter or sweet)
 - Potato
 - Rice

Main recommendations

- Improve job search
 - Better access to information
 - More transparent
 - Better quality jobs
- Promote vocational training, adapt training to firms' needs
- Promote entrepreneurship
 - Provide specific training
 - Better knowledge of potential returns in agriculture
 - Access to credit (how to negotiate a credit)
 - Access to land, seeds and fertilizers
- Develop platforms for the distribution and transformation of agricultural products to foster the value chain

Ideas

- Promote **competence-based pre-vocational training** (project-based learning)
 - Develop entrepreneurship skills + non-technical or “soft” skills (teamwork, leadership, etc.)
 - Better understand the value chain
- Introduce **NTIC** in apprenticeship
 - New “Apps” dedicated to development, “Smartphone for development” and/or “virtual coaching”
 - more reliable information, lower uncertainty, better incentives
 - Allow model adaptation (GPS-type model)
 - Ease personal feedback and data collection on the project
 - Facilitate impact evaluation



Thank you!

Merci!