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**Characterization of Youth Employment Initiatives
in selected African Countries: A synthesis Report**

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Abstract

This study employed document analysis techniques to synthesize major findings emanating from four country case studies (Benin, Ethiopia, Ghana and Malawi) to examine the characteristics of successful youth employment initiatives to inform policy. The study identified key success factors relating to the design, implementation structure, partnership, coverage, and financing mechanisms. The youth employment initiatives providing capacity building, access to production assets including linkages with technologies, start-up capitals and mentorship were most successful in job creation. These are exemplified as the best performing initiatives through the services they provided in support of youth development and job creation process. The use of value chain development and integrated approaches to facilitate agricultural business endeavors were found to be effective for jobs creation. This is important considering the dominance of agricultural sector in the economies of African countries. Within the integrated approaches, measures to facilitate access to production resources such as land, irrigation systems, improved inputs, finance, and input and output market linkages are very vital to profitability and sustainability of the created jobs. The core constraints to sustaining benefits from the top ranked initiatives include: (i) limited monitoring and evaluation measures; (ii) lack of guidance and counseling to help the youth in making informed career choices; (iii) limited coverage and coordination among implementing partners; (iv) limited training, capacity building facilities especially in rural areas; and (v) unstable funding mechanisms. We speculated that if measures were put in place to prevent the occurrence of these constraints from the design of the initiatives, the intervention would lead to more sustainable and decent jobs for the youth.

Keywords: Youth, employment initiatives, job creation, youth development

Introduction

Sub-Saharan Africa has observed remarkable economic growth over the past decades. Growth in real gross domestic product (GDP) is estimated at 2.4 percent on the average in 2019. This growth rate is similar to that of the world's but higher than the growth rate of advanced economies such as United States and Japan (World Bank, 2020). The growth trend in Sub-Saharan Africa is expected to continue and exceed that of the world's growth by about 0.4 percent to reach an average real gross domestic product of 2.9 percent in 2020 (Ibid). This notwithstanding, the growth in real output has not translated into structural change that generate enough jobs for its citizens, especially in the Sub-Saharan Africa (World Bank, 2014). The IMF (2018a) report which analyzed growth to comprise of employment growth and productivity growth shows a high expansion of employment growth in the low and middle-income countries.

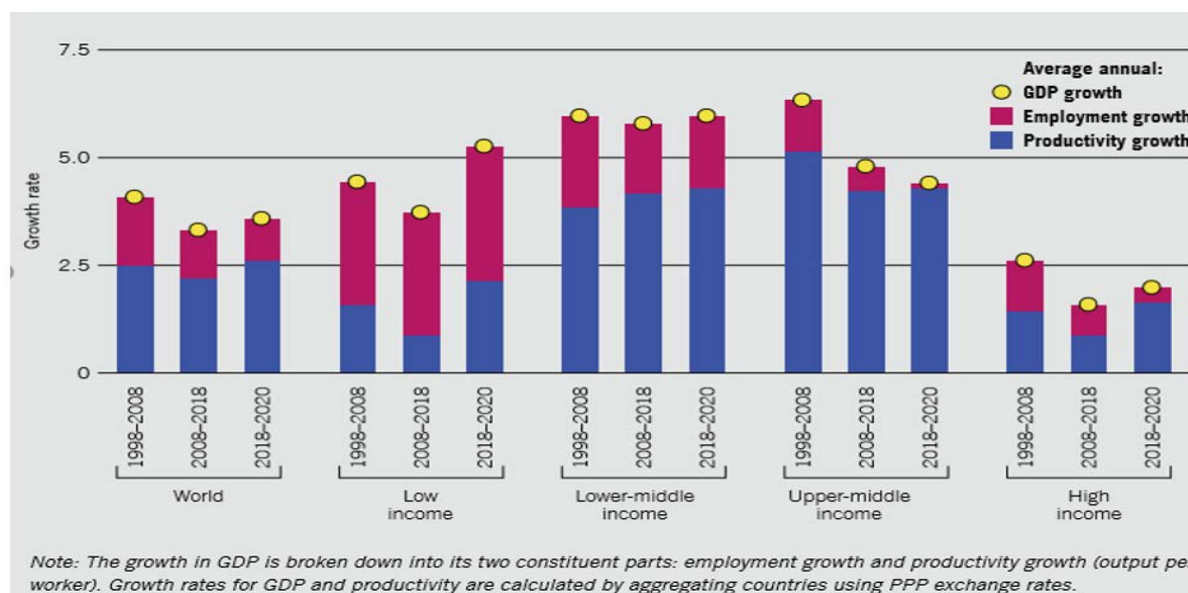


Figure 1: Average Growth of GDP (labour productivity and employment, global and by income group (1998-2020) percentages. Source: IMF, 2018a; ILO modelled estimates, November 2018

This result, according to the report, demonstrate a low labor productivity. Thus, instead of reaching high income groups with associated standards of living, low income countries are falling behind in their efforts to raise living standards and reduce poverty for all. This is directly linked to the quality of employment opportunities that are created as part of the growth process. The concept of descent work has been on the policy debate for the past decades. The ILO(1999) defined descent work to encompass “opportunity for work that is productive and delivers a fair income, security in the workplace and social protection for families, better protection of personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and quality of opportunities and treatment for all men and women”. Bruchell et al. (2014), reviewed the development of this concept in the context of duality of employment in the academic literature regarding their definition, methodologies and ongoing debates within the policy sphere.

Furthermore, the population bulge in low and middle-income countries, especially in the Sub-Saharan Africa, and the urgent need to provide employment opportunities for the youth are among the contributing factors. For instance, Africa has a youthful population compared to the rest of the world. More than half of the population are aged below 25 years, and with the majority having attained at least secondary education (Population Reference Bureau, 2019; Baah-Boateng, 2013; AfDB, 2012). This critical youthful mass is a potential asset to further stimulate growth and development on the continent provided they are given quality education and training that stimulates their employable capabilities and entrepreneurial skill for gainful and productive employment (Baah-Boateng, 2014; ILO, 2012). In the absence of adequate economic and job opportunities to support the youth to earn decent living, they represent a threat to society. Baah-Boateng (2014) posited that such situation may perpetuate instability, migration, radicalism and violent conflicts. In this regards Von Braun and Kofol (2016) recommended the use of unorthodox policy actions to generate productive employment for the youth.

The issue of youth development is multidimensional which requires multidisciplinary, multi-sectoral and multi-stakeholder approach to address the situation (ILO, 2012); O'Higgins, 2017; Deon F, and Fox L, 2014). Youth development issues has received attention in the past decades, especially in Africa with increased political commitments and efforts. This is reflected in the development and adoption of youth development policies and frameworks including specific interventions at continental through to the country level. At the continental level, efforts were strengthened with the adoption of the political and legal framework for action on youth development within the context of the African Youth Charter during the summit of heads of states and governments of the African Union in 2006. This provided a comprehensive guide to address issues such as education, employment, sustainable livelihood, peace and security and issues affecting African youth in the diaspora including their participation in regional, sub-regional and national institutions (AUC, 2006). This action further spurred initiatives to support youth development on the African continent.

ILO(2012) took stock of youth employment interventions in order to (i)consolidate and coordinate scattered efforts on youth employment; (ii) provide knowledge base to support African countries in tackling youth unemployment and underemployment; (iii) identify comparative advantage of UN agencies and partners with a mandate on youth issues to foster partnership in their efforts; (iv) provide a framework for best practice in promoting youth employment conditioning and outcomes based on human right approach and (v) identify best practices and challenges in implementing initiatives that promote youth employment and opportunities for revitalization. While this study provided a broad framework, contributed significantly in understanding and shaping youth development initiatives across Africa, it did not provide country level assessment of initiatives in order to give specific recommendation regarding characteristics of youth employment initiatives that are effective in addressing youth employment and underemployment challenges in Africa. Following decades of implementation of several initiatives with different interventions modules, it is important to profile, characterize and assess their performance in order to inform future policy interventions.

Realizing this gap in literature, and as part of efforts to support integrated rural development and to promote the generation of decent job and employment opportunities for the youth, the Program of Accompanying Research for Agricultural Innovation (PARI) supported country studies in Africa with the aim of enhancing youth employment opportunities in the rural economies in Africa. The studies reviewed youth employment policies and took stock of

initiatives that has been implemented to improve youth unemployment and underemployment situations in the last two decades. The study covered Benin, Ethiopia, Ghana and Malawi. The central research question for this study is “What are the characteristics of employment initiatives that successfully and sustainably created job opportunities for the youth? This response to this question was generated from four independent studies conducted in Ghana, Ethiopia, Benin and Malawi. The country studies used the same methodology for data collection and analysis. It highlighted the characteristics of various initiatives that yielded best results in terms of job creation and employment in order to inform future policies. This report attempted to make a synthesis of the four country studies; it run a comparative analysis of youth employment situation in the four countries and characterize the major initiatives. It thus draws inferences, makes conclusions and offer policy recommendations for future action.

Methodology

The country studies employed two distinct methodical frames (Hart, 2001; Bernard (2006); Sandelowski and Barroso, 2007). It commenced with a desk search that collated information on youth initiatives in the study countries from available literatures. The sources include published articles, review papers on various initiatives, studies and project reports. The desk review capitalized on youth policies and youth employment initiatives and youth related agencies in the countries. The internet searches were guided by keywords including “youth employment”, “youth entrepreneurship”, “youth development”, “self-employment”, “microenterprise development”, “skill development”, “youth policies”, among others. The data searches in the study countries were limited to youth employment initiatives that have been implemented since 2000 (see Appendices for more details). This desk review was substantiated with key informant interviews as a means of verification of information obtained from literatures. Interview guides were developed to direct the discussions. Various agencies and authorities in charge of the youth related development initiatives to augment the list of initiatives that has been identified. For instance, in Ethiopia key informant interviews were conducted with authorities of the Technical and Vacationer Enterprise Development offices at Meket Woreda, North Mecha Woreda and South Achefer Woreda. Information on other youth employment initiatives were also inquired from the agencies/authorities in order to add on or collaborate the findings from literature search. This also provided the opportunity to obtain additional information and documents on the identified youth employment initiatives. Document review on the identified initiatives were then conducted to assess their implementation framework (including their strength, weakness, opportunities, threats and the effectiveness of the initiatives), implementing agencies, their outcomes, and monitoring and evaluation mechanism put in place to ensure effective delivery (See Ampadu-Ameyaw et al. (2020); Tigabu et al. (2020); Gondwe et al. (2020) and Adegbola et al. (2020) for details). The ILO classification framework for youth initiative (ILO, 2013; ILO, 2017) was used to determine the relative characteristics of the various initiative based on delivered interventions and veracity in generating sustainable employment opportunities. This study method was used in similar studies by Cho and Honorati (2014); Avura and Ulzen-Appiah (2016); and Yami et al. (2019). ILO, 2013 classified employment initiatives into four (4) categories based on their interventions.

They are those that provide (i) Employment services - such of information on labour market, counselling, job search services and placement; (ii) Skill development training programmes- including those that provide adult literacy training, off and on the job training and financial incentives for training; (iii) Employment creation programmes- including those that offer wage subsidies, public work employment of short duration, self- employment programmes and entrepreneurship development activities; and (iv) integrated programme that involves a mixture of the other interventions. These four major categorizations formed the basis for classification of the initiatives identified in the country studies (See Table 2 for details).

Following the assessment, key informant interviews were further conducted on four major initiatives that emerged effective by generating at least 12,000 new jobs/employment or more between two to five years of its inception to gather detailed information and lessons learnt on good practices that could inform policies. The number of years were based on the time lag that were considered adequate to evaluate the impact training and job creation intervention (Feder et al., 2004; Vaessen and Groot, 2004; and Hssain, 1994). The key informant interview followed a strategically defined questions to tease out the qualitative information needed to for analysis. Content analysis method was used to tease out inference from acquired data. The content analysis entails five distinct steps (1) Data familiarization, (2) data organization, (3) Data coding (exhaustive, mutually exclusive and specified), (4) Observation of pattern and categorization of themes, (5) Summarizing findings. (Erlingsson and Brysiewicz, 2017). This paper presents cross-country synthesis of the outcomes of the four country studies to draw key lessons on best practices to inform future youth development initiatives in Africa.

Results

Results obtained from this study pointed out the distinct characteristics of the different initiative in the countries. It begins with an assessment of youth employment situation to provide a comparative analysis in the four study countries. This is followed by the characterization of the major youth employment initiatives identified and lessons that could be drawn to inform future policies.

Youth employment situation in the four study countries

The demographic characteristics of the four case study countries (Benin, Ethiopia, Ghana and Malawi) are presented in Table 1. The results show variations in the definitions of what constitute youth. This conforms to the varying definition of the term “youth” across the globe. The definition is usually done to suit the purpose of a country, region or an organization. For instance, while the United Nations and its allied institutions including UNESCO, World Bank and International Labour Organization refer to the youth as persons between the ages of 15 to 24 years for statistical purposes; the African Union, on the other hand, extends the age range to 35 years. Ethiopia with a population of about 105 Million is the most populous country among the four case studies. Almost equal gender distribution was observed across the countries (Table 1). Also, a little above a third of both the male and female population are in their youthful age

bracket. For instance, in Malawi, about 35.5 percent of the male population belongs to the age group of 15-34 years. The proportion of female in that same age category is 35.3 percent.

The agricultural sector employs the majority in Ethiopia and Malawi. While about 71 % of males employed in Ethiopia are in the agricultural sector, the proportion of female employment in the sector is 58.7%. In Malawi, the proportion of females employed in the agricultural sector is about 9.2 percent higher than the proportion of employed males in the agricultural sector which stood at 67.3% in 2019. The services sector is the second largest employment sector following the agricultural sector. It employed the majority (54.6%) of female in Ghana; the sector provided 40.4 percent male employment in 2019. The proportion of female that are contributing as family workers were found to be higher compared to the proportion of male. In Ethiopia, high variation was observed in the proportion of female that are family workers, 57.8 percent were found in this category representing 35 percent higher than the proportion of male in the same category. This wide variation may be due to socio-cultural and religious practices. Among the four countries, the unemployed portion of the labor force was 6.8% in Ghana, 5.4% in Malawi, 2% in Benin and 1.8% in Ethiopia. The proportion of unemployed females is higher than male in all the countries. The proportion of the youth aged 15-24 that are unemployed ranged between 2% - 13.8% across the countries suggesting that the larger proportion of the unemployed individuals are within the youth category.

Table 1: Demographic and youth characteristics of the four study countries

Indicator /Country	Benin	Ethiopia	Ghana	Malawi
Youth definition	15-40 years	15-29 years	15-35 years	10-35 years
Total population	11,485,048	109,224,559	29,767,108	18,143,315
Male (%)	49.9	50.0	50.7	49.3
Female (%)	50.1	50.0	49.3	50.7
Youth (% of total population, 15-34)				
Male	34.3	36.3	35.2	35.5
Female	33.7	35.8	34.6	35.3
Youth (% of total population, 15-19)				
Male	10.8	11.6	10.3	11.4
Female	10.5	11.4	10.1	11.1
Youth (% of total population, 20-24)				
Male	9.3	10.2	9.3	9.6
Female	9.1	10.0	9.2	9.5

Indicator /Country	Benin	Ethiopia	Ghana	Malawi
Youth (% of total population, 25-29)				
Male	7.8	8.1	8.3	8.0
Female	7.7	8.0	8.1	8.1
Youth (% of total population, 30-34)				
Male	6.4	6.4	7.3	6.5
Female	6.4	6.4	7.2	6.6
Employment by sector (% employed)				
Agriculture (%)				
Male	48.4	71.0	40.4	67.3
Female	33.4	58.7	26.0	76.5
Services (%)				
Male	30.2	15.3	41.7	22.2
Female	48.9	30.0	54.6	17.2
Industry (%)				
Male	21.4	13.7	18.0	10.5
Female	17.7	11.3	19.3	6.1
Contributing family workers (%)				
Male	11.5	22.9	5.1	5.5
Female	19.7	57.8	13.0	7.8
Percentage unemployed (% of total labour force)				
Male	2.0	1.8	6.8	5.4
Female	2.1	2.4	8.6	6.4
Percentage unemployed (% labour force aged 15-24)				
Male	3.8	2.0	13.8	6.5
Female	4.1	3.5	13.6	7.7

Source: WDI (2019)

Characterizing Youth Employment Initiatives in selected African Countries

The study found a total of 47 interventions been implemented as part of efforts to provide solutions to youth unemployment challenge in the four countries. Table 1 shows the distribution of the identified initiatives by type of interventions and country. Based on the ILO classifications, about 11% of the initiatives were in the category of employment services which provided beneficiaries with services such as temporal job placement, internships and employment counselling.

About 33% of the initiatives provides interventions to enhance employable skills through training. While about 37% of the initiatives provided interventions to support employment creation such as provision of credit facilities, business advisory services and equipment support, the remaining 20% provided integrated interventions that involved a combination of the above services including job placement, financial and equipment support and business advisory services. Table 2 presents the details of the type of interventions provided by all the 47 initiatives identified in the study countries. Furthermore, the majority, 57.4% of the initiatives were general – i.e. they were open to all ages and the remaining 42.6% were youth specific initiatives.

Also, Benin reported 18(38.3%) initiatives; Ethiopia 7(14.9%) Ghana 10(21.3%) and Malawi 12(25.5%) were identified in Malawi. In all the study countries, about 43% of the identified initiatives were youth focused. Further details regarding distributions and classification of interventions per the study countries are provided Table 1 and Table 2.

Table 1: Classification of youth employment initiatives and their distribution by country

Category/Country	Youth focused		General		Total	
	No.	%	No.	%	No.	%
<i>All</i>						
Employment Services	4	20.0	1	3.7	5	10.9
Skill development	8	40.0	7	25.9	15	32.6
Employment Creation	5	25.0	13	48.1	18	37.0
Integrated programme	3	15.0	6	22.2	9	19.6
Total	20	42.6	27	57.4	47	100.0
<i>Benin</i>						
Employment Services	2	25.0	1	10.0	3	16.7
Skill development	3	37.5	5	50.0	8	44.4
Employment Creation	2	25.0	3	30.0	5	27.8
Integrated programme	1	12.5	1	10.0	2	11.1

Total	8	44.4	10	55.6	18	38.3
<i>Ethiopia</i>						
Employment Services	0	0.0	0	0.0	0	0.0
Skill development	1	33.3	0	0.0	1	14.3
Employment Creation	1	33.3	0	0.0	1	14.3
Integrated programme	1	33.3	4	100.0	5	71.4
Total	3	42.9	4	57.1	7	14.9
<i>Ghana</i>						
Employment Services	2	50.0	0	0.0	2	20.0
Skill development	1	25.0	0	0.0	1	10.0
Employment Creation	1	25.0	5	83.3	6	60.0
Integrated programme	0	0.0	1	16.7	1	10.0
Total	4	40.0	6	60.0	10	21.3
<i>Malawi</i>						
Employment Services	0	0.0	0	0.0	0	0.0
Skill development	3	0.0	2	28.6	5	41.7
Employment Creation	1	60.0	5	71.4	6	50.0
Integrated programme	1	20.0	0	0.0	1	8.3
Total	5	41.7	7	58.3	12	25.5

Table 2: Characteristics of youth employment initiatives and their interventions by country

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
Employment services								
	Wage employment support program (Programme d'appui à l'emploi salarial) (Y)	Job placement, Internship placement, Employment counseling, Employable skills development			Youth Employment Agency (YEA) programme (Y)	Job placement, Skills development and training, employment placement services, employment, apprenticeship		
	Decentralized Partnership for Employment (Partenariat Décentralisé pour l'Emploi) (G)	Employment counseling, job search services			Nation Builders Corp (NABCO) and National Service (Y)	Job placement, Employable skill development		
	Public Service Recruitment (Y)	Job placement						
Skills development								

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	Job Applicant Capacity Building (Renforcement de Capacités des Demandeurs d'Emploi) (G)	On the job skill development, Equipment support	The National Youth Policy (Y)	Various capacity development activities, could not be implemented due to contested and violent 2005 national election that induced the government to aggressively expand its political power	Council for Technical and Vocational Training (COTVET) (Y)	Vocational and technical education , and training	Agriculture infrastructure and Youth in Agribusiness project (AIYAP) (Y)	Capacity building/training on market related skills
	Independent Employment Support Program (Programme d'Appui à l'Emploi Indépendant)(G)	Entrepreneurship development					Community Agro-biodiversity Management (CBAM) (G)	Entrepreneurial skills, market access
	Accompanying Young People to start a business (Agence	Training on entrepreneurship development, coaching young					Vocational Skills training programme for vulnerable young	Entrepreneurship skills training and services

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	Nationale pour la Promotion des PME) (Y)	people on starting a business					people (VSTP VYP) (G)	
	Support for Small and Medium Enterprises and Small and Medium Industries (Programme d'Appui aux Jeunes et PME) (G)	Training of staff, donation of equipment to SMEs/SMIs, business advisory services,					Young Women can do it (Y)	Training on formal and informal approaches for job creation
	Skills for Youth Employment and Rural Development (Renforcement des Compétences pour l'Emploi des Jeunes et le Développement Rural en Afrique de l'Ouest) (Y)	Apprentice training, business development skills					Youth in Action (Y)	Entrepreneurship training

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	BeniBiz (G)	Entrepreneurship training and coaching						
	UAC Startup Valley incubator Program (University of Abomey-Calavi Startup Valley Incubator Program) (G)	Train of professionals for job creation						
	Agricultural Entrepreneurship Promotion Project (Projet de Promotion de l'Entreprenariat Agricole) (Y)							
Employment creation								
	National Fund for the Promotion of Enterprise and Youth	Credit facilities	Youth Revolving Fund (Y)	Financial support	National Entrepreneurship and Innovation Programme	Financial support, Expert business advisory	Entrepreneurship Scheme (G)	Training and skills development in agro-processing;

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	Employment (Fonds National de Promotion de l'Entreprise et de l'Emploi des Jeunes) (Y)				(NEIP) (Entrepreneurial development)(G)	services		equipment support
	Agrisatch (G)	Tax exemption on imported equipment			Youth in Afforestation Programme (YAfP) (G)	Employment in public works	Jobs for Youth (J4Y) (Y)	Training on energy saving technologies and conservation agriculture, construction of energy saving stoves
	Agricultural Diversification Program through the Valorisation of the Valleys (Programme de Diversification Agricole par la Valorisation des Vallées) (G)	Value chain development and employment creation			Microfinance and Small Loans Centre (MASLOC) (G)	Microcredit facilities	Malawi Zambia Sustainable Agriculture programme (G)	Value chain development, training on improved agronomic practices, market access facilitation

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	Agribusiness Development Project in Benin (Projet de Développement de l'Agrobusiness au Bénin) (Y)	Financial support for agribusinesses			Planting for Food and Jobs (PFJs) (Agricultural Labour Employment Services)(G)	Inputs for agricultural production such as fertilizer, seeds, herbicides, marketing, and technical services	Malawi Mozambique Rural food security Program (G)	Value chain development, training on improved agronomic practices and market access
	National Microfinance Fund - Financing Agricultural Activities in Rural Areas (Fonds National de la Microfinance - Financement des Activités Agricoles en milieu Rural) (G)	Financial support to young rural workers and small and micro enterprises			Ghana Social Opportunity Projects (GSOP)- Agricultural Labour's Employment Services (G)	Employment in public works	Work integrated learning (Wil) (G)	Training on alternative livelihood production such as bee keeping, livestock (piggery, goat production)
					Youth in Agriculture Programme (YiAP) (Y)	Blocked farms, subsidized inputs (fertilizers and seeds,	Sustainable Agriculture Lead Farmer Programme (SALFP) (G)	Entrepreneurship skills training and services

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
						extension, and marketing services		
Integrated programme								
	Youth Employment Project (Projet Emploi des Jeunes) (Y)	Developing skills through learning: apprentice training; Develop micro entrepreneurship skills: Business start-up skills; Support the installation of young promoters :Startup grants and credits facility	The National Rural Youth Development Package (NRYDP) (Y)	Access to land; business development; Credit facilities and access to finance; training and capacity building	Rural Enterprise Support Programme (G)	Technology transfer, start-up capital, rural infrastructure, apprenticeship training, business development services	YACSMART (Youth Active in Climate Smart Agriculture) (Y)	Entrepreneurship training, Market linkages, agro-processing and value addition training
	Agricultural Diversification Support Program (Programme Cadre d'Appui à la Diversification)	Training / recycling of grafting nurseries on grafting techniques, training of	The Rural Job Opportunity Creation Strategy (RJOCS) (G)	Job placement for skilled and unskilled, on the job training, Value chain development,				

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
	Agricole) (G)	women farmers, vaccination and deworming campaigns for small ruminants and poultry; the selection of promoters and groups of women and young people to finance on shared costs; disseminate improved technologies		alternative livelihood programmes including small ruminants				
			The Agricultural Growth Program (AGP) (G)	Value chain development, capacity development trainings, financial support, supply of inputs and creation of market linkages				

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
			Growth and Transformation Plan-I (GTP-I) (G)	Organizational capacity building, technical and financial support for micro and small-scale income generating activities; job placement; financial support; training and awareness creation				
			Growth and Transformation Plan-II (GTPII) (G)	capacity building trainings, inputs and appropriate market infrastructures; financial support for micro and small-scale income generating activities; job				

Employment Category	BENIN		ETHIOPIA		GHANA		MALAWI	
	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions	Initiatives	Summary of interventions
				placement				

Note: "G" represents general programme; "Y" represents youth specific programme

These initiatives were implemented by government agencies with support from international development partners. Detailed analysis including funding sources, implementation framework and arrangements, assessment of their strengths, weaknesses, opportunities and threats (SWOT) (See Ampadu-Ameyaw et al. (2020); Tigabu et al. (2020); Gondwe et al (2020) and Adegbola et al. (2020) for details). The country studies also provide details on impacts of some of the initiatives that were able to source data one them.

The key characteristics of major ¹initiatives identified by the study countries that yielded greater impacts in generating employment and creating new businesses in Ghana are presented in Table 3. Nine youth employment initiatives were identified in Ghana, four out of the nine were classified as major initiative because they have generated more than 12,000 new jobs or businesses.

A. The **National Youth Employment Agency** program commenced in 2016 in Ghana. This initiative provides employment services to support the youth in job acquisition. The program was designed to provide job placement opportunities for the youth in a manner that enable them to acquire the necessary employable skills. This scheme facilitated a two years job placement for each applicant in a public and private organization. The placement provided the young graduate with additional workplace experience that is always required in securing permanent employment. The scheme also facilitated the placement of unskilled youth to training institutions to learn a trade of their choice for up to two years and exit thereafter to set up own businesses or practices.

Table 3: Key characteristics of four (4) effective youth employment initiatives in Ghana

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
1	National Youth Employment Agency (YEA)	<p>Established: Set up in 2006 to date</p> <p>Aim: Place youth in job opportunities in a manner that enable them to acquire the necessary employable skills</p> <p>Total direct jobs:</p> <p>Funding: Government</p> <p>Services: -Job placement -Training (on trade of choice, placement assistance for at most 2 years and exit thereafter)</p>	<p>-Development of new and diverse training modules over time based on needs</p> <p>-No formal fees required</p>	<p>-Limited monitoring and evaluation</p> <p>-Political interference and favoritism in placements</p> <p>-Short training time to master some craft/trade</p> <p>-Lack of guidance and counseling</p> <p>Coverages</p>
2	Rural Enterprises Program (REP)	<p>Established: since 1995</p> <p>Aim: Transfer of technologies to rural area</p>	Large coverages (Nationwide)	Limited of coordination among

¹ Initiatives classified as major in this study if it has resulted in generating more the 12,000 employment and/or new business

		<p>to improve living conditions</p> <p>Support competitive micro, small scale enterprises</p> <p>Funding: IFAD, AfDB, Government</p> <p>Services:</p> <p>Apprenticeship Training (one to two weeks, etc.)</p> <p>Business development services,</p> <p>Agribusiness training</p>	<p>Diverse training modules</p>	<p>implementing agencies</p> <p>Beneficiaries could not cost share training costs</p> <p>Limited linkage of beneficiaries with financial institutions</p> <p>Limited training facilities</p>
3	COTVET	<p>Established: Since 2006</p> <p>Aim: Coordinate and oversee technical and vocational education and training in both private and public institutions</p> <p>Funding: Government, JICA, DANIDA, GIZ</p> <p>Services:</p> <p>Vocational and technical training in identified institutions</p> <p>Apprentice training (carpentry, masonry, electricals and electronics)</p> <p>Internship placement</p>	<p>Wide range of modules to selected from</p> <p>No formal fees required</p>	<p>Unstable funding</p> <p>Limited innovation in the training courses offered (traditional programmes)</p> <p>Limited guidance and counselling</p> <p>Limited facilities for practical training</p>
4	National Entrepreneurship and Innovation Programme (NEIP)	<p>Established: Established in 2016</p> <p>Aim: Provide financial and technical support to start-ups and expand existing small and medium scale enterprises</p> <p>Funding: Government</p> <p>Services:</p> <p>Startup loan of GHC10,000 -100,000</p> <p>Business advisory services</p> <p>Entrepreneurship training</p>	<p>External monitoring</p> <p>Low interest rate (10%)</p> <p>Flexible repayment (between 2-4 years)</p>	<p>High level of loan default</p> <p>Lack of regulation and protection for youth engaged by the program</p>

The data obtained on the initiatives shows that about 100,000 individuals benefit from the programme each year. The program entails continuous development and revision of training

modules to incorporate changes in skill demands. This flexibility contributed significantly to the continuous relevance and success of the initiative. This program is fully sponsored with little or no cost to the beneficiaries. Despite the strengths, the program experienced a few implementation challenges emanating from, limited monitoring and evaluation, political interference and favoritism in placement of beneficiaries, short training durations for some trades, lack of guidance and counselling to enable beneficiaries to make appropriate career choices and the limited operational coverage of the programme. Measures to prevent these challenges would help to increase programme outcomes and impacts in providing sustainable job opportunities for the youth. Further details on the initiative can be found in Ampadu-Ameyaw et al. (2020).

B. The **Rural Enterprises Program** is one of the initiatives that continue to contribute significantly to providing job opportunities for the general population. Although this is not youth specific initiative most of the beneficiaries are in their youthful age. The program provides short duration apprentice training (about one to two weeks) together with business development and advisory services to beneficiaries. This program also has several training modules on agribusiness. Among the factors that contribute to the success of the initiative in job creation is the nationwide coverage. It is one of the initiatives that have district offices in almost all districts in Ghana. This provides broader access to the programme and gives employment opportunity for rural youth. The programme has diverse training modules and provides opportunity for the youth to choose from different trade options to developing a career.

The implementation of the programme as a package helps to fully equip beneficiaries with business development and management skills. The programme operates on cost sharing basis with beneficiaries. This sometimes sets limitations to the number of people who can afford to pay in order to benefit from the programme. A further assessment of the programme revealed limited coordination among implementing partners and hence limiting the effectiveness of the programme. Also, the limited training facilities in some of the district are drawbacks to effective programme implementation. Addressing these factors, among others, will go a long way to enhance the success and impact of the programme on job creation in rural areas.

C. The **Council for Technical and Vocational Training (COTVET)-Training and Skill Development** program is one of the youth focused initiatives established in 2006. The objective of the programme is to coordinate and oversee technical and vocational education and training in both private and public institutions. In addition to its coordination role, the programme provides vocational and technical training to capacitate youth with employable skills for identified fields of endeavors. The programme also provide apprentice training in trades such as carpentry, masonry, electrical and electronics, among others. The wide range of training modules available for beneficiaries to choose from is one of the success factors in attracting beneficiaries to the programme. The cost of training is fully covered and no direct cost to the beneficiaries.

Factors such as unstable funding, limited innovation in the training courses (traditional programs), limited guidance and counseling and limited training facilities are among the major constraints to successful implementation of the programme.

D. The **National Entrepreneurship and Innovation Programme (NEIP)** is one of the general employment programmes that has been in operation since 2016 in Ghana with the aim of providing financial and technical support to start-ups and expand existing small and medium scale enterprises. The programme provides startup capital in a form of a loan amounting to GHC10,000 - 100,000² in addition to business advisory services and entrepreneurship training. Among the key success factors of the initiative were the incorporation of external monitoring as a central feature to review progress and utilization of fund by beneficiaries twice in a year. The loans offered under this initiative is at a lower interest rate (10%) as compared to more than double the rate offered by the financial market with flexible payments. Beneficiaries are given between 2-4 years to pay off their loans.

The study, however, observed high level default among beneficiaries and lack of regulations and protections of the youth who engage in the program as factors that limit the success rate.

The study in Benin identified 18 youth employment initiatives. Table 4 presents key characteristics of the four most productive youth employment initiatives.

A. **Agricultural Diversification Support Program (Programme Cadre d'Appui à la Diversification Agricole) – ProCAD** is one of the general employment initiatives that is impacting the youth in Benin since its implementation in 2012. This agricultural development programme aims at restoring and improving agricultural productivity and postharvest value added in targeted crop value chains and livestock production. The programme provides training on recycling of wastes, grafting, nurseries management, training of women farmers and farmer organization on farm management, business development skills, vaccination and deworming campaigns, facilitation of farmer group formation together with business and management training as well as linkages to financial institutions. The programme also developed and supplied improved agricultural technologies to beneficiaries. An evaluation of the programme shows an impact on 30,409 direct beneficiaries in job creation and enhancing productivity of farmers and other value chain actors. The value chain approach adopted by the programme, the value chain integration and linkages to financial institutions are among the success factors worth emulating. The main challenge to the program is the lack of sustainability measures to ensure continuity since the programme operates on major technical and financial support from the World Bank.

² GHc1=\$0.185

B. **Youth Employment Project (Projet Emploi des Jeunes) –(PEJ)** is one of the comprehensive youth specific employment initiatives that was implemented in Benin from 2010 to 2016. The project boosted the competencies of the participating youths through provision of skills, access to technologies, apprentice schemes and mentorship. The participants developed entrepreneurship skills, they were also supported to establish their own business through grants and credit facilities. The trainees were provided with a state recognized certificate. Funding for the training activities were provided. The trainings were further equipped with access to equipment acquisition on credit basis.

Table 4: Key characteristics of four (4) effective youth employment initiatives in Benin

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
1	Programme Cadre d'Appui à la Diversification Agricole (Agricultural Diversification Support Program) - ProCAD	<p>Established: 2012</p> <p>Aim: To restore and improve productivity and postharvest value added in targeted value chains and livestock production</p> <p>Funding: World Bank, Government,</p> <p>Services:</p> <p>Training on recycling of grafting nurseries</p> <p>Training of women farmers</p> <p>Vaccination and deworming campaigns</p> <p>Facilitation of group formation</p> <p>Financial linkages</p> <p>Development and dissemination agricultural technologies</p>	<p>Value chain approach</p> <p>Technical and financial backing from the World Bank</p> <p>Market and financial linkages</p>	Lack of sustainability measures
2	Projet Emploi des Jeunes (Youth Employment)	<p>Established:</p> <p>Aim: Structures in three (3) components</p>	Payment of all direct training costs for project	Limited training modules (about 13 out

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
	Project) -PEJ	<p>to- (i) develop a recognized professional competencies and technologies required by apprentice in exercise of trade; (ii) develop micro entrepreneurship skills; and (iii) assist business establishment process through grants and credit facilities</p> <p>Funding: Government, Swiss Corporation, French Development Agency, World Bank</p> <p>Services:</p> <p>Apprentice skill training with state recognized certificate (6 months to 3 years)</p> <p>Entrepreneurship training</p> <p>Financial support</p> <p>Supply of equipment on credit to beneficiaries</p>	<p>participants</p> <p>Facilitation of linkages with financial institutions and equipment supply.</p>	<p>of 400 modules)</p> <p>Limited facilities at the training centers</p> <p>Limited coverage</p> <p>Limited monitoring and evaluation</p>
3	Programme d'appui à l'emploi salarial (Wage employment support program) (PAES)	<p>Established: since 2006</p> <p>Registered 17,911 by 2017</p> <p>Aim: Increase employability of young people including women graduate, and first-time job seekers</p> <p>Funding: Government</p> <p>Services:</p> <p>Paid internship placement Six (6) months with one- time renewal - one day dedicated to job search)</p>	<p>Employment counseling</p> <p>Sensitization on self-employment</p> <p>Remuneration of internships for young people in companies</p>	Limited government funding

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
		Employment counseling		
4	Fonds National de la Microfinance - Financement des Activités Agricoles en milieu Rural (National Microfinance Fund - Financing Agricultural Activities in Rural Areas) (FAAR)	<p>Established: Since 2010</p> <p>Aim: Empower young rural workers and small and micro enterprises</p> <p>Funding: Islamic Development Bank, West African Development Bank, Government</p> <p>Services:</p> <p>Credit facilities</p> <p>Monitoring and audit missions</p>	Effective implementation mechanism including monitoring systems	<p>Adverse Climate change effect on the agricultural related projects supported</p> <p>No insurance of agricultural activities</p> <p>Low repayment rate</p>

Data from the project revealed that the project supported a total of 29,000 direct beneficiaries in various forms of businesses.

Among the key factors that constrained the outcomes of the project was the limited training modules focused by the project, the limited training facilities, limited monitoring and evaluation of the project implementation activities.

C. Wage employment support program (Programme d'appui à l'emploi salarial) (PAES)

The wage employment support program was implemented to increase the employability of young people including women graduate and first-time job seekers. The youth focused programme provides paid internship placement for a duration of six months with the possibility to renew an additional term. A day in each week is dedicated to job search during the placement period. The programme provides job counselling and self-employment sensitization services. Available data on the project shows that as of 2017 the programme has benefited 17, 911. The main challenge limiting the expansion and effective implementation of the programme is the limited funding. The programme is funded by the government of Benin.

D. National Microfinance Fund - Financing Agricultural Activities in Rural Areas (Fonds National de la Microfinance - Financement des Activités Agricoles en milieu Rural) (FAAR)

was established in 2010 to build the capacity of rural workers including the provision of technical assistance to micro and small enterprises. This youth focused programme provides business advisory services, credit facilities, and monitoring and audit missions to support individual and enterprises that have benefited from the

programme. The programme supported a total of 17,274 direct beneficiaries. The combination of effective mechanism for monitoring and audit support services to ensure monies are being used for the intended purposes is one of the key success factors. The challenges faced by the programme include adverse effect of climate change. Because most activities in the rural areas are agriculturally based, the programme tend to support agricultural related project including production activities that are at the mercy of the weather. The situation is further worsened by the lack of insurance on the agricultural related activities engaged in by the beneficiaries. This results in high default and low repayment rate, and adversely affect programme implementation.

The study in Ethiopia identified seven youth employment initiative. Out of these, the study team could obtain data on beneficiaries on only two of the initiatives. As such the evaluation of initiatives identified in Ethiopia is limited to two programmes, the youth revolving fund (see Table 4). It is worth mentioning that although the study in Malawi identified twelve (12) youth employment initiatives no details were presented in this report because lack of data to assess the effectiveness and impact of the interventions. (see Gondwe et al. (2020) for details).

Table 4: Key characteristics of two (2) effective youth employment initiatives in Ethiopia

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
1	The Rural Job Opportunity Creation Strategy (RJOCS)	<p>Established: Since 2017</p> <p>Aim: Increase rural job opportunities and support job seekers to engage in job creation</p> <p>Funding: Government</p> <p>Services:</p> <p>Technical support (service provision, knowledge and technology transfer for job creation based on the state (startup, expansion or maturity) of the enterprise in agricultural value chain</p> <p>Labor market information system</p> <p>Job placement-both permanent and</p>	<p>Acknowledged distinctive challenges of the rural youth</p> <p>Indicated where critical inputs (land & finance) should be obtained for the youth</p> <p>Incorporate youth issues throughout the government structures</p>	<p>Market access challenge of newly created organizations</p> <p>Political instability</p> <p>Inadequate training and technology development center in rural Ethiopia</p>

Ranking	Initiative	Brief description and characteristics	Success factors	Failure factors
		<p>temporal</p> <p>Provision of land</p> <p>Financial support</p> <p>Training of entrepreneurship, business plan preparation, business service development, monitoring and evaluation and about business growth and transformation</p>		
2	Youth Revolving Fund (YRF)	<p>Established: Since 2017</p> <p>Beneficiaries 29,975,958 as of March 2019.</p> <p>Aim: Provide a permanent source of funding for youth to engage in self-employment in both rural and urban areas</p> <p>Funding: Government</p> <p>Services:</p> <p>Financial support</p>	<p>Good Institutional structure and modalities for the disbursement of loans</p> <p>Regular monitoring through submission of semi-annual and annual performance report by beneficiaries</p> <p>Flexible repayment arrangement- one (1) year grace period and maximum of five years repayment period</p> <p>Low interest rate (10%), about half of what the market offers.</p>	<p>Market access challenge of newly created organizations</p> <p>Political instability</p>

- A. The Rural Opportunity Creation Strategy (RJOCS)** is one of the general initiatives implemented in Ethiopia to increase rural job opportunities and support job seekers to engage in job creation. The programme provides various forms of support to promote self-employment. They include:(i) technical support in services provision, knowledge and

technology transfer for job creation for starters, business expansion and sustainability in agricultural value chains (ii)provision of labour market information; (iii) job placement in both permanent and temporal jobs; (iv) provision of land for agricultural purposes; (v) low interest financial support; and (vii) entrepreneurship and business development training. Data on the programme as of the 8th of January 2019 indicate that a total of 29,975,958 direct beneficiaries across the eleven (11) regions and cities have received support from the programme including finance for their businesses. The programme design which factors youth development and employment challenges such as access to land, and finance, and their provision are among the programme's success factors. Among the challenges identified were (i)the limited market access for the produce/products emanating from programme interventions; (ii)political instability and inadequate training and (iii)technology development centers in rural areas.

- B. Youth Revolving Fund (YRF)** is one of the programme being implemented in Ethiopia to provide permanent source of funding to the youth to promote business development. The programme provides funding at low interest rate to support self-employment in both rural and urban areas. The success of the programme can be attributed to effective institutional structures and implementation modalities for loan disbursement; regular monitoring activities of loan beneficiaries to ensure that funding is utilized accordingly; flexible loan repayment and low interest rate compared to what the financial market offers.

Discussion and Policy Recommendations

This study employed document analysis to synthesize the major finds emanated from four country case studies (Benin, Ethiopia, Ghana and Malawi) to examine the characteristics of successful youth employment initiatives that have resulted in creating ample job opportunities in order to inform future policies. The study identified key success factors relating to the design, implementation structure, partnership, coverage, and financing mechanisms.

The study finds that youth employment programmes that factors youth development challenges in the design of the initiatives by address youth specific issues such provision of tailored training and capacity building, provision of access to resources such as land, technologies, startup capital and acquisition of work experience. These are exemplified by the best performing initiatives through the services they provide in support of youth development and job creation process. All the initiatives that were ranked top in job creation provided job placement for inexperienced graduates, vocational and technical training including apprentice training, business advisory services, and low cost and flexible financial support. The results collaborate the findings of studies such as ILO (2012), Cho and Honorati (2014) and Avura and Ulzen-Appiah (2016). These studies fund that providing packages training and financial support works better in generating employment opportunities. Financial support was found to be more effective for creating employment for women.

The integration of the value chain approach in developing agriculture-based initiatives was found to be effective for job creation. This is important given the dominance of agricultural sector in economies of African countries. Within such frameworks measures to facilitate access of the youths to production resources such as land, irrigation systems, inputs, finance, and markets are very important to enhance the creation of sustainable job opportunities.

The study finds that the achievements of initiatives that ranked best in terms of creation of employment opportunities would be higher and sustained if solution options to the identified constraints were factored into the intervention design and implementation processes. The options include (1) design of monitoring and evaluation system to ensure continuous assessment of progress, lesson learning and adjustments when needed. It will also provide data to inform decisions; (ii) Development of a guidance and counseling system to support the youth in making informed career choice and decision; (iii) Establishment of a coherent coordination mechanism among implementing partners; (iv) Integration of holistic capacity building facilities especially in rural areas; and (v) Creation of innovative funding mechanisms to support sustainable implementation of the youth employment initiatives. ILO (2012) emphasized that these factors impeding progress of youth employment initiatives in Africa. The study observed that initiatives that covers all the regions in the country with good governance and management systems tends to generate more employment opportunities especially in the rural areas. It is opined that initiatives with these characteristics will lead to sustainable generation of decent jobs for the youth.

The upsurge in youth population in Africa countries is a major social and economic issue that require smart intervention to convert it to an advantage for the continent. The current situation in Africa requires quick policy intervention to address the fundamental scourge of unemployment which is already triggering antisocial behaviors. Learning from countries in Asia especially China, strong policies on education and training as well as investment in infrastructure to encourage creativity and manufacturing of goods.

The education systems need to be structured to prepare a labor force that is equipped with effective knowledge and hands-on skill to service production in the industries as well as in the service sector. The educational systems also need to inculcate entrepreneurial skills in graduates. This is expected to stimulate individual creation of jobs in the service industries in the medium to long run.

At the cross-national level, there is the need for exchange of lessons on youth employment initiatives by government of various countries. This will foster the building of collaborative efforts for synergy and complementarity.

Guidance and counselling systems in educational and training institutions should be revitalized to assist students in their choice of course study and related professions.

Dedicated efforts and sustainable funding mechanisms should be put in place by governments to provide the needed support including the provision of rural infrastructure to support youth development and provide decent employment opportunities.

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1. Appendix

Appendix 1: Summary of initiatives identified in Benin

Project / Program	Targets	Expected results	Results obtained
Fonds National de la Microfinance - Financement des Activités Agricoles en milieu Rural (National Microfinance Fund - Financing Agricultural Activities in Rural Areas) -FAAR	Young rural workers and Micro and small businesses	Reduction of unemployment in rural areas Reduction of mortality of micro and small business	Total amounts disbursed: 1 214 225 975 FCFA Number of funded group projects:115 Number of funded Individual projects: 150 Number of jobs created permanent : 889 Number of seasonal jobs : 398
Programme de Diversification Agricole par la Valorisation des Vallées (Agricultural Diversification Program through the Valorisation of the Valleys) - PDAVV	Young people and women constituted in economic group or not from the 5 valleys Oueme, Niger , Mono, Couffo , and Pendjari . 42 years old or younger Being resident in the production environment	Support the installation of young agricultural developers in the valleys and the emergence of micro and small agricultural enterprises. Press the professionalization young agricultural promoters installed in the valleys ; Improve competitiveness and productivity of targeted productions Ensure the management, monitoring and evaluation of the program	Support for the development of business plans. More than 1,300 promoters were supported in the development of plans.
Agrisatch	Employs young agronomists graduating from universities and vocational training centers	About 40 employees About 150 seasonal employees	Production of 180000 Eggs per day About 40 employees About 150 seasonal employees

Project / Program	Targets	Expected results	Results obtained
Agence Nationale pour la Promotion des PME (Accompanying Young People to start a business) - ANPME	Young people	Accompany young people to business creation	Students trained Several participations in television and radio programs
Programme d'Appui aux Jeunes et PME (Support for Small and Medium Enterprises and Small and Medium Industries)	All Small and Middle Enterprises and Small and Middle Industry	Supporting small and medium-sized industries in activity and Small and Medium Enterprises	More than 800 SMEs / SMIs trained and 140 SMEs / SMIs equipped.
Projet Emploi des Jeunes (Youth Employment Project) -PEJ	<p>Component 1: Vulnerable young people in underemployment. Positive discrimination is made for women (50% women).</p> <p>Component 2: Young people with a university degree or at least a high school certificate.</p> <p>Component 3: Young people aged 18 to 35 who have validated the entrepreneurial skills training modules in component 2 and who have a business plan.</p>	<p>At least 2,500 of the 3,500 young people hold CQP, at least 50% of whom are women;</p> <p>At least 30 trades offer an end-of-apprenticeship exam leading to CQP and CQM;</p> <p>At least 31 new municipalities organize examinations leading to the CQM;</p> <p>At least 15,000 of the 17,000 supported by the project have completed life skills and social skills training, of which at least 50% are women;</p> <p>At least 15,000 of the 17,000 youths supported by the project have completed micro-entrepreneurial skills training, of which at least 50% are women;</p> <p>At least 500 young promoters seeking more funding for their installation are supported in the development of bankable business plans</p>	<p>The project is running. However,</p> <p>Purchase of equipment to collective craftsmen to support the end-of-training exams</p> <p>1069 master craftsmen were trained</p>

Project / Program	Targets	Expected results	Results obtained
		and in connection with the NFPEYE or other financing structures for access to credit; 13,000 young micro-entrepreneurs have used their seed capital wisely through mentoring.	
Renforcement des Compétences pour l'Emploi des Jeunes et le Développement Rural en Afrique de l'Ouest (Skills for Youth Employment and Rural Development) - CEJEDRAO	Young people in rural areas		6,343 jobs created; capacity building of 1,964 master craftsmen; 2,977 trained apprentices; 3,480 managers and strengthened partners.
TechnoServe's BeniBiz project - (BeniBiz)	Formal or informal businesses	Increase the annual turnover of entrepreneurs by at least 30% - Accompany 2,500 young micro-entrepreneurs, 750 SMEs - Develop a network of close to 150 sales agents of nutritional products.	The project is in progress. 109 Small and Medium-Sized Enterprises and 207 young entrepreneurs trained throughout the territory.
University of Abomey-Calavi Startup Valley Incubator Program (UAC Startup Valley Incubator Program)	Young students Graduate and students at the end of the UAC cycle Graduate and end-of-cycle students Other public universities Graduate and end-of-cycle students from universities and private colleges	Reducing the disappearance of incipient SIDS (The death rate in Benin is 70% at 3 years, 79.01% for SMEs at 5, and 87.51% for SMEs at 10 (MICPME 20140)	The program is in progress. 39 functional companies were created out of 67 business projects 390 direct jobs created

Project / Program	Targets	Expected results	Results obtained
	<p>Graduate and students at the end of the cycle of industrial and agricultural technical schools</p> <p>Start-ups, the MEs, project leaders, the youth are</p>		<p>Number of incubators: 134 out of 328 selected</p>
Decentralized Partnership for Employment	Local authorities (town halls)	<p>Capacity building of local communities</p> <p>Access to ANPE services.</p>	<p>Development of local employment promotion policies (30 municipalities for the pilot phase)</p> <p>Recruitment and training of 82 Municipal Employment Agents or Employment Focal Points for Town Halls.</p>
Programme d'Appui à l'Emploi Indépendant (Independent Employment Support Program)- PAEI	Young people who wish to undertake	Insertion of 17% at the level of salaried employment and 83% for self-employment while 90% of job seekers want a salaried job.	<p>Recruitment of 5 coach to supervise the incubates.</p> <p>7883 beneficiaries between 2006 - 2017.</p>
Renforcement de Capacités des Demandeurs d'Emploi (Capacity Building for Joc Seecker (RCDE)	Anyone who expresses the need for capacity building	Strengthen young people in their activity	No monitoring mechanism for beneficiaries after training. However, it should be noted that 1224 recipients attended capacity building sessions between 2009 and 2017.

Project / Program	Targets	Expected results	Results obtained
Programme d'appui à l'emploi salarial (Wage employment support program) - PAES	First job seeker (women, young university graduates and vocational training center) and Young with experience but cannot find a job.	Train young jobseekers and find them job opportunities	1040 beneficiaries placed in training in 2017 Payment of internship allowance Training of trainees in valorization of the workstation 17911 beneficiaries between 2006 - 2017
Fonds National de Promotion de l'Entreprise et de l'Emploi des Jeunes (National Funds for Promoting of Youth Enterprise and Employment) - FNPEEJ	Young business promoters	Facilitate the access of young people and Small and Medium Enterprises to products and production tools through credit	1000 women were funded * 500 youths were funded under the Youth and SME Support Project 300 youth funded under the PDAVV 400 million invested in the Special Reinsertion Program for Deblocked
Projet de Promotion de l'Entreprenariat Agricole (Agricultural Entrepreneurship Promotion Project) - PPEA	Young people interested in farming	Build capacity of dedicated, committed and motivated youth who are out of school in the agricultural sector is strengthened; Agriculture is less dependent on climate hazards through good control of water; The rural environment becomes attractive and	Creation of nine incubation centers for the training of young agricultural entrepreneurs; Training of 2,200 young agricultural entrepreneurs and their support for the

Project / Program	Targets	Expected results	Results obtained
		the rural exodus is reduced significantly; Improvement of land fertility and extension of varieties and species adapted agricultural technologies and high productivities.	establishment and creation of viable businesses; Supporting entrepreneurs to access national, regional and international factors of production and markets.
Programme Cadre d'Appui à la Diversification Agricole (Support Programme for Agriculture Diversification) - PROCAD	Young people and women (40% of women)	Adoption of improved technologies; Development of production and market infrastructures; Coordination of value chains and facilitation of access to financing private initiatives.	The program is in progress. 40 nursery nurses trained; Training of women on rice parboiling; Immunization and deworming campaign for small ruminants, i.e. 17063 owners of impacted animals, 56% of whom are women; Several companies received material and financial support.
Projet de Développement de l'Agrobusiness au Bénin (Agribusiness Development Project in Benin) - PDAB	Young people aged 18 to 40	1,000 jobs created for youth and small-scale farmers;	Selection of 101 young beneficiaries including 16 women in the field of market gardening, agricultural processing, small livestock and fish farming.

Project / Program	Targets	Expected results	Results obtained
		Support 35 aggregators; Support 90% of young applicants to obtain funding from microfinance institutions	
Public Service Recruitment	Young job seekers in the public sector	Not applicable	Over the period from 2011 to 2016, the number of recruitments in the public services reached 72,285 people

Source: Adegbola et al. (2020)

Appendix 1: Summary of initiatives identified in Ethiopia

No.	Initiative	Geographical coverage	Duration (start-end date)*	Implementing organization	Expected impacts	Outcome	Implementing partners
1	National Youth Policy (NYP)	All over the country	2004 – undefined	The then Ministry of Youth, Sports & Culture (MYSC)	Insure fair participation & benefit of the youth from the developments	No evaluation made	Government, family and civil societies
2	The National Rural Youth Development Package (NWYDP)	Rural and pastoral youth all over the country	2006- undefined	<ol style="list-style-type: none"> 1. The then MYSC 2. Regional youth and culture offices 3. The then Ministry of Agri. & Rural Dev. 4. National saving & credit institutions 5. Other gov't agencies 		No evaluation made	Government
3	Rural Job Opportunity Creation Strategy (RJOCS)	Rural and pastoral youth all over the country	2017- undefined	<ul style="list-style-type: none"> • All federal and regional gov't ministers, agencies and offices • Independent taskforce formed for the purpose 	Job creation for the rural youth		
4	Youth Revolving Fund (YRF)	All over the country	2017 – undefined		Self-employment of youth boosted by making finance access easy for the youth	Job created for 224,297 youth as of 8 Jan. 2019	

Source: Tigabu et al. (2020); Note 1. * The end date of the projects is not defined

Appendix 1: Summary of initiatives identified in Ghana

Name of Programme	Duration	Objectives	Coverage	Specific Districts	Number of Beneficiaries/years	Cost	Sponsors/Funding	Key Implementation Challenges	Implementing Organizations /Agencies
National Youth Employment Agency (YEA)	2006-date	To coordinate various youth employment initiatives and create job opportunities for the youth.	Nationwide	All Metropolitan, Municipal and District Assemblies	>100000	GHC 709m (2016)	Government, World Bank	Inefficient monitoring and evaluation to prevent misappropriation of funds	MOELR/YEA/NYA
National Entrepreneurship and Innovation Programme - (Entrepreneurial development) (NEIP)	2018-date	To provide financial and technical support start-ups and existing SMEs	Nationwide	All Metropolitan, Municipal and District Assemblies	>5300	>\$155m	Government		MBD/MOTI/MOFA
Nation Builders Corp & National Service- (NABCO & NS)	2018-date	To create job opportunity for unemployed graduates	Nationwide	All Metropolitan, Municipal and District Assemblies	100,000 (2018)		Government	Issues of payment of allowance and Frauds in recruitment system	MOTI/MOFA/AGI/COTVET
Ghana Social Opportunity Projects- Agricultural	2010-2018	To make use of excess rural labour particularly in the dry season	Northern of Ghana	All Metropolitan, Municipal and District	>37000	>\$89m	World Bank, Government	Limited number of technical training institutions and material	MLGRD

Labour's Employment Services (GSOP-LIPW)				Assemblies			nt		
Planting for Food and Jobs - Agricultural Labour Employment Services - PFJs	2017-date		Nationwide	All Metropolitan, Municipal and District Assemblies	745000		Government	Diversion and smuggling of inputs	MOFA/NYA
Council for Technical and Vocational Training- Training and Skills Development -COTVET	2006-date	To co-ordinate and oversee all aspects of technical and vocational education and training in the country	Nationwide	All Metropolitan, Municipal and District Assemblies	>100000		Government		MOE/MOTI/NBSSI
Youth in Afforestation Programme (YiAfP)	2018-date	To regenerate depleted forest and lands and creating employment for the youth	Nationwide	All Metropolitan, Municipal and District Assemblies	>50000		Government	Challenges with payment of beneficiaries	MLFR/FC
Youth in Agriculture	2010-date	To encourage the youth to take agricultural production as a	Nationwide	All Metropolitan	>80000	GHC42m	Government	Inadequate supply of inputs and land acquisition	MOFA

Programme (YiAP)		commercial business thereby creating jobs		n, Municipal and District Assemblies		(2018)		challenges by the youth.	
Microfinance and Small Loans Centre (MASLCO)	2006-date	MASLOC provides micro and small loans for start-ups and small businesses with fast, easy and accessible microcredit and small loans to grow and expand their businesses as well as to enhance job and wealth creation.	Nationwide	All Metropolitan, Municipal and District Assemblies	-	-	Government	Non repayment of funds and misappropriation of funds	MOTI/MOF

Source: Ampadu-Ameyaw *et al.* (2020)

Appendix 1: Summary of initiatives identified in Malawi

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
1	Agriculture infrastructure and Youth in Agribusiness project (AIYAP)	Mchinji, Ntchisi and Rumphidistricts	9,050 youth	Total land Care	2013-2015	to sustainably improve the socio-economic status of vulnerable young people, girls and boys, in five countries in continental Africa by engaging them into productive livelihoods through building their capacity in market-relevant skills. Pathways: Introducing Youth to Pathways Options, approval, preparation of transition to their pathway	961 youth trained out of 9050 Lack of funding to complete project 15% (achievement of targets)	Private; Employment services
2	Community Agro-biodiversity Management (CBAM); Entrepreneurship Scheme	Nkhatabay	200	Help a Child Malawi (HAC) National Smallholder Farmers Association of Malawi (NASFAM), NASCOMEX Livingstonia Synod Aids Support Programme	2015-2018	Increase groundnut production entrepreneurial skills, market access-200, sexual reproductive health 500	Improved agricultural productivity and increased incomes from K16,000-K54,000/month/hh; Enhanced youth entrepreneurship; Access to sexual and reproductive health services; Advanced groundnut value chain competitiveness through agro-cooperatives development and strengthened community	Private; Entrepreneurship development and Employment creation (integrated)

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
				(LISAP)			institutional establishments.	
3	Jobs for Youth (J4Y)	Dowa, Ntchisi	247 youth (2473 hh)	TAPP / Network for Youth Development (NFYD)/ADC, VDC	2013-2016	To improve agro-biodiversity based livelihoods and climate resilience of rural communities in Malawi	<p>knowledge and skills in gender and sustainable agriculture activities</p> <p>18 youth groups in Chipuka, Chivala and Mvera EPA;</p> <p>6 youth groups trained as lead farmers.</p> <p>180 (88M, 92M) were introduced and equipped with knowledge in sustainable agriculture practices in 2015</p> <p>Improved the climate resilience of rural communities</p> <p>Promotion of Village Savings and loan groups</p>	Private; Integrated services
4	Malawi Zambia Sustainable Agriculture programme	Kasungu, Dowa, Ntchisi	1,500 (TAPP-461)	TAPP/Find Your Feet Malawi/ Malawi Union of Savings and Credit Cooperatives (MUSCCO)/ Ministry of	2017-2020	To reduce poverty and vulnerability to climate change among rural poor people in Malawi	<p>the project promoted Village Savings and Loan groups.</p> <p>training on use of energy saving technology which reduced deforestation.</p> <p>Training on conservation agriculture which involves use</p>	Public and private; Skills development services, employment creation, entrepreneurship development (integrated services)

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
				Agriculture, Irrigation and Water Development/ADC, VDC			of crop residues instead of burning which pollutes air and kills soil microorganisms. Construction of 1286 energy saving stoves with 75 brick moulders	
5	Malawi Mozambique Rural food security Program	Rumphi, Nkhatabay, Mzimba, Mzuzu Dowa - TAPP	39000 where 10% are youth 4000	Find Your Feet (FYF), Network for Youth Development (NFYD), Mzuzu Agricultural Development Division (MZADD), and Trustees of Agricultural Promotion Programme (TAPP)/MUSCO/AICC	2012-2016	promoting food security through sustainable agricultural development and land-based NRM that are being implemented using the lead farmer approach	-50% of beneficiaries were women. -Increased access to market for small-scale farmers cooperatives that have income generating agreements with commercial entities (shops, supermarkets, process industries) -40 % of target achieved by 2015 Strengthened local institutions and organizations through active VDC and ADC -households achieved food security throughout the year. -Small scale farmers implemented sustainable agriculture (SA) techniques through Lead farmer model	Public and private; Skills development services, employment creation, entrepreneurship development (integrated services)

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
6	Sustainable Agriculture Lead Farmer Programme (SALFP)	Bvumbwe-Thyolo	100	ILO/TEVET	2013-2015	Contribute, towards increased competitiveness and decent work creation capacity of selected sectors. *Reduce importation of horticulture crops through improvement of agriculture technical skills	Curriculum development/course design, training material development, Training of Trainers and Mentors, and training delivery. -100 youths trained. -Reduced importation from 90% to 60%	Private; Skills development services, employment creation (integrated services)
7	Vocational Skills training programme for vulnerable young people (VSTP VYP)	Mzuzu	12	NFYD, DFBA, CEPA	2015-2019	Economic Empowerment	VSL and self-groups 85%	Private; Entrepreneurship services
8	Work integrated learning (Wil)	Mzimba North, Mzimba South, Nkhatabay, Nkhotakota, Dowa/Mvera, Lilongwe	23, 837	TAPP, NFYD, MUSSCO, DF	2011- 2015	Girls economic Empowerment. Inspire girls to have a visionary change through education, entrepreneurship, climate change resilience, youth participation, addressing Gender Based Violence (GBV) and leadership	VSL and self-groups 91%	Private; Skills development services, employment creation, entrepreneurship development (integrated services)

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
		Rural and Machinga districts						
9	YACSMART (Youth Active in Climate Smart Agriculture)	Lilongwe, Mzimba, Nkhata Bay, Dowa and Ntchisi districts	12,000 (50% girls) 100000h	NFYD, DF, MUSSCO, CEPA, TAPP, AICC, MZAD, HEIFER/Find Your Feet	2014- 2018	Youth are economically empowered through sustainable approaches to Agriculture	Training on climate change mitigation and adaptation through youth Lead farmer Approach -Increased food security -Youth engagement in business - piggery, goat production, bee keeping, bakery, selling of agriculture produce 92%	Public and private; Skills development services, employment creation, entrepreneurship development (integrated services)
10	YACSMART (Youth Active in Climate Smart Agriculture)	Nkhatabay, Nkhotakota	5186	Ministry of Agriculture, Irrigation and Water Development	2018-2022	The project has four components namely (i.) Irrigation Infrastructure & Watershed Management, (ii.) Youth Entrepreneurship, market linkages, agro-processing and Value Addition (iii.) Agro-Cooperative Development and Enhancement and (iv) Project Management and Institutions Strengthening.		Public; Skills development services, employment creation, entrepreneurship development (integrated services)
11	Young Women can do it	32 Districts	3600	TEVETA	2011 - 2015	Increased and sustainable access to economic opportunities for young people	2140 (59%) trained through informal and formal approaches	Public; Entrepreneurship development

No	Initiative	Geographic covered	Target Number	Implementing Organisations	Duration	Expected impact on rural youth	Outputs/ Impact	Implementer and category
12	Youth in Action	All districts	17,000 jobs	Ministry of labour, Youth and Manpower Development	2017-2020	to economically empower young women and men, improve employability in decent work, and promote sustainable entrepreneurship in Malawi	No documented impacts yet at time of this report due as implementation had just started	Public; Entrepreneurship development, Employment creation, Employment services, skills development (Integrated)

Source: Gondwe et al. (2020)