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

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Ideas4Work: Youth Employability and Entrepreneurship in Africa
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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, ÁNEJ, 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

<table>
<thead>
<tr>
<th>Industry</th>
<th>All</th>
<th>Dagana</th>
<th>Podor</th>
<th>Saint-Louis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>15</td>
<td>6</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Fishing</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>33</td>
<td>16</td>
<td>1</td>
<td>16</td>
</tr>
<tr>
<td>Construction</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Trade</td>
<td>27</td>
<td>12</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Hotel &amp; Restaurant</td>
<td>9</td>
<td>3</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Transports &amp; Telecommunications</td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Insurance and fin. services</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Other services</td>
<td>31</td>
<td>11</td>
<td>3</td>
<td>17</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>132</td>
<td>54</td>
<td>13</td>
<td>65</td>
</tr>
</tbody>
</table>
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

![Bar chart showing the distribution of jobs among youth in different sectors: Agriculture and fishing, Manufacturing and construction, and Trade and other services. The chart includes data for men and women.]
Jobs of youth 15-30

- Allocation of time

Men
- Working
- Seeking a job
- Training
- Inactivity

Women
- Working
- Seeking a job
- Training
- Inactivity
Youth’s Skills

Skills

<table>
<thead>
<tr>
<th></th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use computer</td>
<td>24.3</td>
</tr>
<tr>
<td>Use tools/machines/vehicles</td>
<td>28.1</td>
</tr>
<tr>
<td>Supervise a team</td>
<td>24.2</td>
</tr>
<tr>
<td>Teamwork</td>
<td>32.6</td>
</tr>
<tr>
<td>Read French</td>
<td>44.6</td>
</tr>
<tr>
<td>Read number and do calculation</td>
<td>48.5</td>
</tr>
<tr>
<td>Is autonomous</td>
<td>17.8</td>
</tr>
<tr>
<td>Is punctual</td>
<td>62.7</td>
</tr>
</tbody>
</table>
Youth’s Skills

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

<table>
<thead>
<tr>
<th>Priorities to improve employability</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ease credit for new businesses</td>
<td>44.0</td>
</tr>
<tr>
<td>Improve initial training</td>
<td>42.2</td>
</tr>
<tr>
<td>Improve vocational training</td>
<td>41.3</td>
</tr>
<tr>
<td>Fight against discriminations in hiring</td>
<td>32.3</td>
</tr>
<tr>
<td>Improve opportunities for trade</td>
<td>28.1</td>
</tr>
<tr>
<td>Propose high-intensity labor works</td>
<td>26.0</td>
</tr>
<tr>
<td>Improve information on available jobs</td>
<td>22.7</td>
</tr>
<tr>
<td>Improve information on earnings in hiring</td>
<td>12.6</td>
</tr>
</tbody>
</table>
## Firms

- Productivity in the agricultural (and fishing) sector

<table>
<thead>
<tr>
<th></th>
<th>Modern firms</th>
<th></th>
<th>Traditional firms (Households)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>P25</td>
<td>Median</td>
<td>P75</td>
</tr>
<tr>
<td>N</td>
<td>18</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firm size</td>
<td>78</td>
<td>4</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>% of household’s members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Output per worker (‘000 CFAF)</td>
<td>2835</td>
<td>127</td>
<td>475</td>
<td>1600</td>
</tr>
<tr>
<td>Product</td>
<td>% of production units cultivating</td>
<td>% of total production</td>
<td>% of total Sales</td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
<td>----------------------------------</td>
<td>-----------------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td>Rice</td>
<td>62.5</td>
<td>50.9</td>
<td>40.3</td>
<td></td>
</tr>
<tr>
<td>Onions</td>
<td>28.1</td>
<td>18.9</td>
<td>25.1</td>
<td></td>
</tr>
<tr>
<td>Niébé</td>
<td>26.9</td>
<td>1.7</td>
<td>1.3</td>
<td></td>
</tr>
<tr>
<td>Fresh tomato</td>
<td>20.6</td>
<td>7.1</td>
<td>9.3</td>
<td></td>
</tr>
<tr>
<td>Mil</td>
<td>17.5</td>
<td>2.9</td>
<td>1.6</td>
<td></td>
</tr>
<tr>
<td>Groundnut</td>
<td>11.9</td>
<td>4.3</td>
<td>4.7</td>
<td></td>
</tr>
<tr>
<td>Watermelon</td>
<td>11.9</td>
<td>1.6</td>
<td>1.2</td>
<td></td>
</tr>
<tr>
<td>Fresh sorrel</td>
<td>10.6</td>
<td>0.3</td>
<td>0.2</td>
<td></td>
</tr>
<tr>
<td>Eggplant</td>
<td>8.1</td>
<td>0.8</td>
<td>1.2</td>
<td></td>
</tr>
<tr>
<td>Cabbage</td>
<td>7.5</td>
<td>1.9</td>
<td>2.4</td>
<td></td>
</tr>
<tr>
<td>Gombo</td>
<td>7.5</td>
<td>0.6</td>
<td>0.5</td>
<td></td>
</tr>
<tr>
<td>Corn</td>
<td>6.3</td>
<td>0.3</td>
<td>0.2</td>
<td></td>
</tr>
<tr>
<td>Sweet potato</td>
<td>6.3</td>
<td>0.5</td>
<td>0.5</td>
<td></td>
</tr>
<tr>
<td>Carrot</td>
<td>6.3</td>
<td>1.0</td>
<td>2.2</td>
<td></td>
</tr>
<tr>
<td>Diakhato</td>
<td>6.3</td>
<td>0.3</td>
<td>0.4</td>
<td></td>
</tr>
<tr>
<td>Turnip</td>
<td>5.6</td>
<td>4.8</td>
<td>7.1</td>
<td></td>
</tr>
<tr>
<td>Spice</td>
<td>4.4</td>
<td>0.3</td>
<td>0.4</td>
<td></td>
</tr>
<tr>
<td>Sorgho</td>
<td>3.8</td>
<td>0.5</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Mango</td>
<td>1.9</td>
<td>0.2</td>
<td>0.2</td>
<td></td>
</tr>
<tr>
<td>Manioc</td>
<td>1.9</td>
<td>0.1</td>
<td>0.1</td>
<td></td>
</tr>
<tr>
<td>Banana</td>
<td>1.9</td>
<td>0.1</td>
<td>0.1</td>
<td></td>
</tr>
<tr>
<td>Pumpkin</td>
<td>1.9</td>
<td>0.0</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Cashews</td>
<td>1.3</td>
<td>0.0</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Sugar cane</td>
<td>0.6</td>
<td>0.4</td>
<td>0.4</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>6.9</td>
<td>0.5</td>
<td>0.5</td>
<td></td>
</tr>
</tbody>
</table>

Average number of products per production unit: 2.6
Number of production units: 160
Firms’ Needs

Tasks required in jobs

- Use more complex mathematics
- Calculate fractions, decimals, percentage
- Use computer
- Read invoices or tables of figures
- Read French
- Estimates weight, size, distance
- Supervise the work of others
- Use tools
- Teamwork
Firms’ Needs

• Hiring criteria

- Being sympathetic
- Being punctual
- Ability to work in team
- Being autonomous
- Knowing how to use tools
- Being young and ready to learn
- Knowing how to use a computer
- Being a man
- Being older and experienced
- Being a woman

0 10 20 30 40 50 60 70 80 90 100
Firms’ Needs

- Characteristics affecting earnings

- Attitude at work
- Innovating, being creative
- Being reliable and organized
- Attitude vis-a-vis others
- Autonomy and ability to supervise
- Technical knowledge learned on the job
- Being a man or a woman
- Being graduated
- Being older
- Appearance
Firms’ Needs

- Recruitment

- Friends / family of employee
- In the press
- Public employment office
- Network of former pupils
- Other
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):

- Training unaffordable
- Adequate internal training
- Costly because workers leave
- Not necessary
- Skilled workers can be hired away
- Skeptical
- Lack of knowledge
- Use a mature technology
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!