

EVENT NAME

Balancing Market Approaches to Better Youth Employment Outcomes Webinar

EVENT DATE: TUESDAY, 28 SEPTEMBER, 2021 - 09:30 AM to 11:00 AM

Posted Questions

[10:01 AM]

Kamweti asked : @Bernard Mueller Can you suggest good indicators or resources to measure good employment creation for a project/program? Thanks!

9 upvotes | 1 answer | 1 reply

Bernd Mueller answered -

Employment-intensity of production/investment; employment growth (obviously); number of employment opportunities created; number of new pro-employment investment policies/programmes; among others.

Also note that there are programme interventions that directly create labour demand, such as public works and employment programmes (they are not suitable to all contexts though, but can be important for combining social protection and employment)

Kamweti replied -

Thanks, very helpful and appreciate your presentation Bernd.

[10:09 AM]

Julia Arnold asked : How do we capture and skill young people who may move from rural to urban settings looking for work or entrepreneurial opps?

5 upvotes | 0 answer | 0 reply

[09:56 AM]

Susan Oranye asked : So what are the SECTORS we should be focusing on in Nigeria (for instance) to build skills so that the demand matches the supply in any employment creation intervention

3 upvotes | 0 answer | 0 reply

[10:37 AM]

MUGUME ROY asked : How best can the tourism & construction sectors be helped ?

Where are the opportunities for young people ?

Given the fact that tourism was badly hit by the covid 19 pandemic

3 upvotes | 0 answer | 0 reply

[09:43 AM]

Teshale Endalamaw Beyene asked : Access to finance has also contribute for demand driven, if the service is for consumers although not recommended. How do you see this argument?

Thanks

2 upvotes | 1 answer | 1 reply

Bernd Mueller answered -

Yes. But it must be very targeted and in sectors where those opportunities exist. This is difficult to do on its own, without other interventions. (otherwise, why wouldn't the market channel that investment 'automatically' or on its own)

Teshale Endalamaw Beyene replied -

Thanks

[10:00 AM]

Brian Ssebunya asked : Comment (ILO presenter): I think 'changing the order of the queue' may not necessarily create jobs in the short term, but can play a good catalytic role for future job creation

2 upvotes | 0 answer | 0 reply

[10:15 AM]

anonymous asked : In cases where the educational sector is in very bad shape leaving teeming population of idle youths from ages 15 to 29, how do you even begin to put an intervention in place to promote employment creation?

2 upvotes | 2 answers | 2 replies

Bernd Mueller answered -

Great question!

You focus on sectors that demand MANUAL skills. You don't need to be an engineer to work in a factory. I think this is very often misunderstood, and we assume that skills a bottleneck, when it not necessarily is (for all sectors). So we need to create jobs for the labour force we have, not the one we wish we had. :-)

anonymous replied -

Thanks can you please give examples of sectors that demand manual skills?

Bernd Mueller answered -

There are many. For example: Textiles, light manufacturting (many sectors and value chains), agro-processing, construction (and construction materials), ...

anonymous replied -

Brilliant! Thanks a lot :-)

[10:23 AM]

Derreck Oliver Ekanem asked : What is an appropriate role for international partners to play in supporting youth employment and the development of resilient and secure food systems in Africa?

2 upvotes | 0 answer | 0 reply

[10:23 AM]

Gebbru Tadesse Janka asked : the demand and supply side vital for youth employment but why we only think of youth employment targeting agriculture only there are other alternative like mining and energy, service area, Tourism, construction area etc in Africa because Africa has untapped natural resource too

2 upvotes | 1 answer | 0 reply

Bernd Mueller answered -

Very true. As long as that investment is labour-intensive (or employment-intensive), and benefits local communities, I agree 100%.

[10:31 AM]

Peter Commandeur asked : I consider the experience with hiring 'self-employed laborers' in my country works better with well-skilled, higher educated staff than for low-skilled staff that can be easily replaced and suffer from a 'race to the bottom' payment level. What is your experience?

2 upvotes | 0 answer | 0 reply

[10:33 AM]

Mesay Yami asked : What is the role of private sector in creating inclusive and decent employment opportunities for unemployed youth in Africa? Within the agricultural sector, there are important sub sectors that could create more jobs like horticulture and poultry.

2 upvotes | 1 answer | 0 reply

Lulama Ndibongo Traub answered -

They definitely have a role to play. And I agree, focusing on investing in sectors that are labor-intensive can generate the employment we're aiming for.

[10:50 AM]

MUGUME ROY asked : What are the ,Àmeasurable indicators,Ãô for projects tackling youth employment?

Shall the focus be based on the outcomes ? If we focus on the outputs we limit the vision. Where are the key focus areas for us to see the impact?

2 upvotes | 0 answer | 0 reply

[09:41 AM]

Susan Oranye asked : Please differentiate between what is a Demand intervention and supply intervention

1 upvote | 0 answer | 0 reply

[09:43 AM]

Matthias Lesego Herr asked : Wouldnt the question of whether or not access to finance interventions lead to more labour demand depend on the analysis of constraints that inhibit job creation?

1 upvote | 1 answer | 0 reply

Bernd Mueller answered -

Yes. That's what I meant. But in most cases, the economies are demand constrained. So supporting businesses does not address that, and we need ADDITIONAL measures to boost their opportunities for job creation.

[09:48 AM]

Matthias Lesego Herr asked : In Eastern Europe we realise that the issue is not so much supply or demand: the real problem is bringing the two together - i.e. channelling workforce into the right economic sectors that have future potential - making sure people have the information they need to make informed choices...

1 upvote | 0 answer | 0 reply

[09:50 AM]

Godfrey Magoma asked : I am wondering as to what rural poverty means. To my understanding in rural areas people / youth don't even look for jobs (employment) because there are no jobs to start with, rather they struggle with self employment to eke a living.

1 upvote | 1 answer | 1 reply

Bernd Mueller answered -

Exactly. That's why we have a roll of changing the system/economy towards job creation. To me, this is THE key development challenge.

Godfrey Magoma replied -

True Mueller, but i think if we are intentional enough, i still see there are plenty of opportunities of employment and self employment in Agrifood systems in Africa rural areas.

[09:50 AM]

Abraham Tura asked : How can we achieve structural transformation since all factors of production are monopolized by state?

1 upvote | 0 answer | 0 reply

[10:08 AM]

BISIMWA KABOMBORO asked : Where no factory...and were national policies and structural constants for youth are critical, how to create jobs? Context of contries differe! Right?

1 upvote | 1 answer | 1 reply

Bernd Mueller answered -

Right. But political vision and clear and targeted economic policy making are key.

Why have Rwanda and Ethiopia arguably been doing a bit better than many other African countries?

BISIMWA KABOMBORO replied -

I need more information about their policies...my be policies but all so political leadership

[10:16 AM]

anonymous asked : Thanks Bernard, How do we tailor demand-driven and supply side approaches to improve youth readiness for employment opportunities and livelihood diversification (existing and future demand of labor in productive sectors in rural areas). .

1 upvote | 1 answer | 0 reply

Bernd Mueller answered -

Agro-processing would be one obvious answer. Note that this is NOT agriculture, but manufacturing of agricultural (primary) products.

But beyond that, I would look at rural industries, services and other sectors that can absorb labour outside agriculture.

There also is a role for commercial agriculture, but it is unlikely to become a "mass employment strategy".

[10:29 AM]

anonymous asked : For Tracy - From your experience, What key sectors/Industries should be the key sectors to attract youth the most in Africa...

1 upvote | 0 answer | 0 reply

[10:29 AM]

Claudia Velasco asked : Involve policy makers has been a potential solution by many, but, actually how do you really engage policy makers?, how can we successfully make sure youth employment is tackled on different state tables, whilst employment in a broad terms is still a current problem?

1 upvote | 0 answer | 0 reply

[10:35 AM]

Genet Alemu asked : I agree with your recommendations on policy and strategy level interventions. What are your key recommendations to support the failing systems to include youth and women in employment?

1 upvote | 0 answer | 0 reply

[10:45 AM]

Robertson Khataza asked : We usually treat entrepreneurship as a job creation strategy, opening more work opportunities. I have however learnt that most people do this out of failure to get employed. This suggests

lack of incentive or commitment to pursue entrepreneurship as a tool for job creation but rather as job-waiting
1 upvote | 1 answer | 0 reply

Jane Lowicki-Zucca answered -
Bernd made a good point that the situation you describe is unfair to young people who are not able to create their own jobs, underscoring the importance of policy action.

[10:58 AM]

Essau asked : On the small and large companies: how much of disruptive innovations do the youth generate as they may not compete with the large companies?
1 upvote | 0 answer | 0 reply

[09:45 AM]

Derreck Oliver Ekanem asked : So, would that be employment in the formal or informal sector?
0 upvote | 1 answer | 0 reply

Bernd Mueller answered -
Both!

[09:52 AM]

Abraham Tura asked : What kind of employment do you suggest? Is it wage employment or Job creation?
0 upvote | 0 answer | 0 reply

[09:54 AM]

Derreck Oliver Ekanem asked : What have been your two biggest challenges and your two biggest successes in terms of youth employment and how does that relates to building a resilient and youth-inclusive food system in Africa?
0 upvote | 0 answer | 0 reply

[09:55 AM]

Abraham Tura asked : Why do you recommend public employment program? I think this creates dependency syndrome.
0 upvote | 1 answer | 0 reply

Bernd Mueller answered -
It serves a purpose especially with regard to helping people in immediate need (they cannot wait for 'structural transformation). They also create income, and thus boost domestic demand and business opportunities.

But you are right, that it is not a long-term solution and must be done in combination with other economic solutions.

[09:56 AM]

martin fowler asked : How good are governments at picking winners, I wonder? You talk of planning identifying key sectors; in my experience this has been very hit and miss in most economies

0 upvote | 1 answer | 0 reply

Bernd Mueller answered -

Very true. This is very social dialogue comes in. It needs to be guided by and closely aligned with the private sector (and workers). One example is the Ethiopian flower sector, which didn't exist before 2003, but the govmt identified it as high potential and with private sector identified the binding constraints for investment. They addressed these in a very targeted fashion, thereby creating many jobs especially for women and now competing with Kenya as Africa's second largest flower producer.

[10:00 AM]

Dick Tinsley asked : How do you define youth? What happens when a youth ages out of the program? Thus you only have a worker for a few years?

0 upvote | 0 answer | 0 reply

[10:08 AM]

anonymous asked : I would argue shifting the focus from a supply-side bias to demand-led structural transformation also changes how we view and programme around youth agendas. What are some of the best practices you suggest for talking about, targeting and prompting inclusion in such interventions?

0 upvote | 1 answer | 0 reply

Bernd Mueller answered -

Look at DYNAMIC comparative advantage. Often, projects/programs look at what is there now, rather than how to stimulate new sectors, new value chains, new comparative advantages. We must move AWAY from the status quo.

[10:11 AM]

anonymous asked : Should 'the youth' in employment programmes be seen as a programme goal, or as lens for inclusion within employment interventions?

0 upvote | 0 answer | 0 reply

[10:12 AM]

Abraham Tura asked : Do you suggest labor intensive agri-food sector growth for Africa?

0 upvote | 0 answer | 0 reply

[10:22 AM]

Abraham Tura asked : how can we turn employees to employers . it needs capital, and it is gradual and can not absorb the demand.

0 upvote | 0 answer | 0 reply

[10:28 AM]

Gebru Tadesse Janka asked : how do we link digitization with employing youth? connect with other world & networking

0 upvote | 0 answer | 0 reply

[10:28 AM]

Derreck Oliver Ekanem asked : Thank you Tracy! Youth normally do not want a hand out, they just want a leg up!

0 upvote | 0 answer | 0 reply

[10:28 AM]

anonymous asked : So should we be teaching more entrepreneurial skills to the youth?

0 upvote | 0 answer | 0 reply

[10:31 AM]

Robert Jjuuko asked : Dr Mueller, It is seems to me that it is so difficult to contribute to structural change to Africa's education, economy and labour markets! Do you agree? Do you have some thoughts on this claim? Robert Jjuuko

0 upvote | 1 answer | 1 reply

Bernd Mueller answered -

Of course I agree. It is incredibly hard. But what is the alternative? I honestly think it is the only possible path to development. (and that path is different in each country!)

Robert Jjuuko replied -

Thanks, the debate continues!

[10:39 AM]

Crompen youth group asked : How can youth get access to different empowerment programs in Africa

0 upvote | 0 answer | 0 reply

[10:41 AM]

anonymous asked : Traditional 'brick and mortar' approaches by Implementing Organisations (IOs) to support youth emp. are stacked toward supply-side intervention models (skills training, grants) What are the urgent capacitation needs IO's need

to balance demand-side interventions and how can they get them?

0 upvote | 0 answer | 0 reply

[10:44 AM]

SISSIMAN ABDOUL KARIM KY asked : What is the common point to address youth employment in rural & urban area?

As you know both context are maeningfully different in term of challange (energy, finances, education...).

0 upvote | 0 answer | 0 reply

[10:51 AM]

Alaa Ben Abdallah asked : (As a business person or a policymaker or an entrepreneur..) Would you still urge for creating more jobs even if they contribute to creating more carbon footprint for people to earn a living? (For all panelists)

0 upvote | 0 answer | 0 reply

[10:51 AM]

Teshale Endalamaw Beyene asked : Youth can play greater role in Food System Resilience, the problem is to access finance and required skill to be a key player. So, what is yoyr suggestion for this?

0 upvote | 0 answer | 0 reply