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**USAID HAMZARI PROJECT**

**Review of Youth Needs and Labor Market Assessment**

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### **List of Abbreviations and Acronyms**

AED	Academy of Educational Development
ANBEF	Association Nigérienne pour le Bien-Être Familial
AREN	Association pour la Ré dynamisation de Elevage au Niger
CARE	Cooperative for Assistance and Relief Everywhere
Demi-E	Développement pour un Mieux-Être
DGR	Département of Guidan Roudji
FMNR	Farmer Managed Natural Regeneration
FORSANI	Forum Santé Niger
Garkuwa	Youth Association in Maradi city (Hausa word meaning ‘shield’)
GFSS	Global Food Security Strategy
GON	Government of Niger
HLS	Household Livelihood Security
IEP	Individual Employment Plan
IGA	Income Generating Activity
INRAN	Institut National de la Recherche Agronomique du Niger
INS	Institut National de la Statistique du Niger
KARKARA	Niger non-governmental organization
MMD	Mata Musa Dubara (women’s national micro credit organization)
NGO	Non-Governmental Organization
OCHA	UN’s Office for the Coordination of Humanitarian Affairs
SKYE	Skills and Knowledge for Youth Empowerment
SIM	Serving in Mission (a Christian missionary group based in Maradi)
TFR	Total Fertility Rate
UNDP	United Nations Development Program
UNHCR	United Nations High Commissioner for Refugees
USAID	United States Agency for International Development
WaterAid	International Non-Governmental Organization
YA	Youth Association

## **USAID Niger Hamzari Project**

### **Review of Youth Needs and Labor Market Assessment**

#### **1. Preamble**

The true litmus test of development is job creation. Therefore, if a national economy is not creating a sufficient number of jobs, a country will not experience positive developmental progress. For a sufficient number of jobs to be created, the conditions for private sector growth must be met. Job creation is paramount in countries with a youthful population structure. Niger is a poor country with a weak private sector and a huge ‘youth bulge.’

In Niger, it is feared that many people among the large disaffected and unemployed youth segment of its population will be tempted to join the growing number of criminal or terrorist groups. The best way to prevent the adherence of young people to such groups is to provide them with a pathway to gainful employment. Therefore, if you want to increase peace, stability and forward progress in Niger, create more jobs for its millions of unemployed young people.

#### **2. Introduction**

This paper is a homebased, desktop review completed in the U.S. over 20 workdays of the Niger – Youth Needs and Labor Market Assessment draft report dated October 2019. This assessment was mainly based on the analysis of data collected in the field in the August 2019 period within three rural communes (Chadakori, Guidan Roundji and Guidan Sori) targeted by the Hamzari Project in Niger’s Maradi Region.<sup>1</sup> As it is possible that all the data collected is not reflected in this draft report, the author of this review attempts to complement this prior initial draft report with his own in-depth knowledge of Niger.

These three communes are considered to be among the most vulnerable of the 55 communes in this region. These communes, and two others, are all located within the boundaries of the Department of Guidan Roundji. Within the three target communes, the project accords a high priority to addressing the pressing problems caused by the unemployment and underemployment of young men and women between the ages of 15 and 35.<sup>2</sup>

USAID’s Food for Peace Office is funding the Hamzari Project under a Development Food Security Agreement. CARE has the lead project implementation role, but it collaborates closely with other partners to implement this complex, multi-component project. Besides Government of Niger (GON) agencies, these partners include: ANBEF, AREN, Demi-E, FORSANI, KARKARA and WaterAid (see list of abbreviations and acronyms for definitions of these organizational names). The overarching goal of the Hamzari Project is to ‘Increase Sustainable,

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<sup>1</sup> Hamzari is a Hausa word for ‘courage.’

<sup>2</sup> This age bracket is cited in the Government of Niger’s 2011 National Youth Policy. This youth age range is also confirmed in Africa Union’s African Youth Charter.

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Equitable, Resilient Food and Nutrition Security for Vulnerable Groups in the Maradi Region.’ The timeframe of this five-year, \$33 million project is 2018 to 2023.

**The main aim of this review is to inform the Hamzari Project of potential avenues forward for acting on improving the economic empowerment status of selected young people residing in the three target communes.** Analyzing the data already collected, this review will endeavor to point the way toward viable employment opportunities for participating youth. Recommendations for activities the project may undertake to support these participants in taking advantage of these opportunities will also be provided. Additional recommendations will also be proposed for further research needed to acquire all the key evidence required to make project implementation decisions with regards to improving the employment status of young people in the project zone. Other relevant information of possible use by project staff is also provided.

### **3. Pertinent Country Background**

Niger has been ranked last or next to last on the UNDP’s Human Development Index (HDI) since its inception in 1990. In the release in December 2019 of this annual report, Niger was again ranked last on the 189 countries listed.<sup>3</sup> A central factor which contributes importantly to Niger’s consistent low ranking on this index is its fast population growth rate of nearly 4% per year. This rate is primarily due to the high average total fertility rate (TFR) of nearly seven children for each Nigerien woman of reproductive age (15 to 49 years). This is the highest country TFR in the world. Obviously, Niger is one of the least developed countries in the world.<sup>4</sup>

Niger’s population has more than doubled over the past 20 years and the structure of its population is extremely youthful. The average age in Niger is about 15 years and 70% of the population is aged below 25 years. It is estimated that in 2019 Niger has a national population of 23.7 million people. It is projected that Niger will have a population of 65.6 million in 2050. Clearly, the demographic challenges facing Niger are daunting.

Niger also has one the highest percentages of people living in rural areas of any country in Africa, with almost 84% of its people classified as rural inhabitants. Most of these rural residents are subsistence farmers eking out a living on increasingly smaller and fragmented farm plots with fragile and low-fertility soils. Even in a good rainfall year, they rarely produce enough food to satisfy their needs until the next annual harvest. Their households live on the precarious edge of survival on the fringes of the Sahara Desert where they can easily be cast into catastrophic situations by crop losses caused by recurrent drought, floods and frequent crop infestations. The specter of conflicts with herders over land use is ever present. Moreover, the recent upsurge in armed violence in the Maradi Region and the displacement of large numbers of people in neighboring areas along the border of northern Nigeria are of grave concern.

Other unfavorable statistics add to the many developmental challenges Niger faces. These include the highest adult illiteracy rate (80%) in the world. Less than 5% of Niger’s population

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<sup>3</sup> Niger: Key Development Indicators and Statistics, Mark G. Wentling, June 3, 2019.

<sup>4</sup> All statistics cited in this report are taken from the most recent of the following sources: UNDP Human Development Indices; World Bank Data and Development Indicators; CIA Factbook; UN Population Statistics; and UNICEF Child Data.

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has completed secondary school. Niger has a general contraceptive prevalence rate of less than 10%, placing it in this regard among the bottom ten countries in the world. It has one of the world's highest nutritional stunting rates (over 40%) for children under five years of age, complicating its heavy disease burden.<sup>5</sup> This high level of nutritional deficiencies has persisted in Niger for decades. It is difficult to build a better future when such a high percentage of the population is permanently limited by profound and prolonged levels of malnutrition.

The deplorable situation of rural women in Niger makes it one of the worst countries in the world to be a girl or a woman.<sup>6</sup> Niger is ranked next to last among world countries on the UN's most recent Gender Inequality Index. Many rural women in Niger have their first baby by the age of 15, and most are married by the age of 18. Niger has the highest child bride rate in the world. One-third of Niger's women are in polygamous marriages. Over 90% of rural Niger women are illiterate.

It is rare to find a single literate woman in a rural village. Niger's traditional patriarchal culture and the conservative practice of the Muslim religion (Niger is over 98% Muslim) places women firmly in a subordinate role in society, thus preventing them from engaging fully in decisions affecting their welfare or that of their household. In addition, the involvement of women in decisions at the community and national level is grossly limited. As long as Niger's women cannot get ahead, Niger will not get ahead.

The litany of obstacles to Niger's developmental progress is long and lamentable. The length and weight of the list of negative factors affecting Niger's progress over many years indicates it is a country which merits special attention to help resolve its protracted development crisis. Reversing Niger's downward spiral into increased poverty requires an exceptional crisis response that is perhaps without precedent. For certain, Niger's position for many years in the lowest development ranks indicates that doing business as usual is no longer acceptable.<sup>7</sup>

### **4. Status of Niger's Youth in an Extremely Impoverished Country**

Obviously, the dire low development level conditions which prevail in Niger affect negatively in the most serious manner the status of young men and women. These conditions severely constrain the options youth have for living a full and productive life. In particular, their access to profit-making commercial or job opportunities is reduced to a bare minimum for the fortunate few among young men and women who have the means, skills, knowledge or connections to enable them to engage in productive, money-making activities.

Jobs are limited in the formal private sector for even the most educated young people. The formal private sector in Niger is mostly limited to industrial mining and a few industries located in the Niger's capital city of Niamey. In terms of value, Niger's major exports are uranium, gold, cattle and onions. Most of its cattle are traded by moving them across the long border with

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<sup>5</sup> The World Health Organization states that a stunting rate of over 20% among under-five children indicates a child nutrition emergency.

<sup>6</sup> Women in the World, "Why Niger is the Worst Place in the World for Girls," November 1, 2016.

<sup>7</sup> The World Bank stated in its Country Partnership Framework for the Republic of Niger for the 2018-2022 period that "business as usual is no longer an option" for Niger.

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Nigeria, Niger's major market for live animals and cereal grains. Nigerians often refer to Niger as Nigeria's ranch. Exporting products from landlocked Niger (the nearest West African seaport is 600 miles distant) is costly and takes time, particularly as Niger does not have any railroads.

The national government, including the military services, is a major employer of educated youth, but the number of people they hire annually is a fraction of the well-educated group young men and women who have completed their studies. There are more graduates from the University of Niger than there are available jobs. This problem has grown to such an extent that the university is frequently referred to as a 'factory for producing the unemployed.'

If there are not sufficient jobs available for educated youth, there are fewer opportunities for uneducated youth. In some instances, educated youth are taking jobs which were formerly occupied by uneducated youth. For example, the fast-growing security service companies require their employees to have a basic education. In the past, these were jobs occupied by uneducated youth. In any event, Niger's low development status results in a job creation crisis.

It needs to be pointed out that a sizable percentage of Niger's young people suffered from nutritional stunting during their childhood and, therefore, their cognitive capacity and physical attributes are permanently reduced. The nutritional deficiencies affecting young people need to be considered when selecting young men and women for entrepreneurship support. In other words, their health status may be a selection factor.

This crisis forces young people to take higher risks in terms of seeking gainful employment. These risks could entail migrating out of their home areas to seek their fortunes. This could mean getting involved with the artisanal mining of gold in the western part of Niger around Tera, or to the newer goldfields located in far desert north near the Djado Plateau. These desperate youth, particular males, could also be attracted to join violent criminal or extremist groups. In this regard, Niger's large and discontented 'youth bulge' represents a fundamental destabilizing element. It could be said that the huge number of unemployed young people represent the biggest threat to peace and stability in Niger.

### **5. Project Zone Context**

The three rural communes targeted by the Hamzari Project are located near the city of Maradi, Niger's third largest urban area (after the capital city of Niamey and the city of Zinder) with an estimated population of 350,000. Maradi is considered the commercial capital of Niger. Its central location in the southern inhabited strip of Niger, which lies along the main East-West national highway, and its proximity to the northern border of Nigeria, which is located 18 miles south of Maradi, places it in a strategic crossroads position for trade within Niger and Nigeria. Adding to the economic favorability of Maradi's geographic location is its nearness (162 miles) by paved road to Nigeria's northern mega-city of Kano (population of four million people).<sup>8</sup>

The same ethnic and familial affiliations prevail on both sides of the border in this Hausa-speaking area of West Africa. Maradi is squarely a part of ancient Hausaland that straddles the Niger-Nigeria border. It is worth noting that 80% of Niger's population live within 120 miles of

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<sup>8</sup> CARE Niger, USAID Hamzari Program Technical Narrative, Fiscal Years 2018-2023, January 16, 2019.



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Niger's 900-mile long artificial and porous border with Nigeria, which has a national population of nearly 200 million people.<sup>9</sup> The high importance of what occurs at every level across the border in Nigeria to the population living on the Niger side of the border is paramount to their lives and livelihoods. This striking fact particularly applies to economic activities.

It is uncontested that Nigeria represents for the project zone its biggest market for goods, services and jobs. It is often said that when Kano catches a cold, Maradi sneezes. **It is therefore important for any activity on the Niger side of the border to monitor closely events on the Nigerian side of the border.** In many respects, the Maradi Region is more economically integrated into northern Nigeria than any part of Niger.

As noted previously, the Hamzari Project targets three rural communes located within the Department of Guidan Roundji (DGR), which is one of six administrative divisions within the Maradi Region.<sup>10</sup> (There are 36 departments and 265 communes in Niger.) DGR has five communes --- the three target rural communes of the project plus two urban communes, Guidan Roundji town and Tibiri. (See Appendix A for a map of the project zone.)

Niger's nine regional administrative regions include the capital city of Niamey, located 330 miles west ... a day's drive ... of Maradi. Niamey is Niger's largest city with an estimated population of 1.5 million. Niamey is located along the Niger River and lies within the traditional territory of the Niger's second most populous ethnic group, the Djerma-Songhai, consisting of 20% of Niger's population. The Hausa people who inhabit the Maradi Region are members of Niger's largest ethnic group, accounting for over 53% of Niger's total population. The Hausa language is the first or second language for most Nigeriens, and a major lingua franca and trade language across West Africa.

Besides being a major transportation hub, the Maradi Region is reputed to be a 'breadbasket' for Niger in terms of food production, especially the main food grain staples, millet and sorghum. However, a rapidly growing population has contributed to smaller farm sizes and over-cultivated land with falling levels of soil fertility. In some areas of the region, population densities have reached a level where there is not sufficient cultivatable land available for all who need it.

A new 'landless' class is causing increased competition for land and making access to productive farmland almost impossible. This 'land crisis' is making poor people poorer and exacerbates faulty land tenure practices. Most rural inhabitants of the region live well below the international poverty level of \$1.90 per day. In this regard, the residents of the Maradi Region are considered to be among Niger's poorest people.

The southern boundary of DGR is located about 36 miles west of Maradi city ... a 30-minute drive ... on the main east-west paved national highway. The southwest boundary of DGR abuts against the border with Nigeria. The surface area covered by DGR is 4,664 square kilometers (1,800 square miles, about two-thirds the size of the U.S. State of Rhode Island). The entire

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<sup>9</sup> The Government of Nigeria closed its borders to prevent the entry of smuggled goods in August 2019. The closing of the border has profound ramifications for the Maradi Region.

<sup>10</sup> Profile of Maradi Region in Niger: Demographics, Agriculture, Access to Water and Sanitation, West Africa Water Supply, Sanitation and Hygiene Program (USAID WA-Wash) 2010.

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surface area of the Maradi Region is 41,796 square kilometers (16,133 square miles), almost two-thirds the size of the U.S. State of West Virginia. Therefore, DGR covers 11.3% of the geographical area covered by the Maradi Region.

DGR has a relatively high population density of 112 people per square kilometer (44 people per square mile). The 2012 census undertaken by Niger’s Institute National de la Statistique (INS) reported the existence of 798 villages and 44,076 households in DGR. The main road to the central town of DGR is all-weather. The roads leading to other areas within DGR are unimproved. Following heavy seasonal rains, some areas of DGR are inaccessible. (Note. The relatively short rainy, crop-growing season occurs during the June to September period.) The 2012 census of Guidan Roudji town cited a population of 17,525, making it an urban center. (The GON defines as urban any town with more than 10,000 inhabitants.)

In 2012, Niger’s census reported a total DGR population of 523,717. Extrapolating this population at a 3.59% annual growth rate as used by the 2012 census yields a 2019 population of 670,379. This means that by the end of the project in 2023 there will be nearly 800,000 people in DGR. This estimated total number of people at the end of 2023 is about 150,000 more than when the project was designed in 2018.<sup>11</sup>

Niger’s 2012 census reported the population of the Maradi Region at 3,402,094. Today, it is estimated that the region has a population of 4.5 million, or 19% of Niger’s 2019 national population of nearly 24 million. The same 2012 census reported the population of Maradi city at 267,249, which would translate to over 350,000 people today, or about 8% of the population of the Maradi Region.

The Hamzari Project estimates it will reach 202,816 people over the five years of the project’s life. This number of people represents 38.7% of the total 2012 population of DGR, and 6% of the 2012 population of the Maradi Region. It is roughly calculated that nearly half of these 202,816 people are young men and women, about evenly divided between the two sexes.

At odds with these estimates of the number of young people is the Hamzari Project’s report on the number of youth (men and women) in the project zone who are between 15 and 30 years of age (versus the age bracket of 15 to 35 years). The project estimated there are a total of 90,539 young people in the project zone between the ages in the 15 to 30-year age bracket. The project’s estimate of the number of young people in each of its three communes is summarized below.

Table 1. Census of Young People Ages 15 to 30 in the Project Zone

Commune	Men	Percentage	Women	Percentage	Total
Chadakori	15,520	45.5	18,577	54.5	34,097
Guidan Roudji	13,484	46.5	15,544	53.5	29,098
Guidan Sori	12,946	47.2	14,468	52.8	27,414
Total	41,950	46.3	48,589	53.7	90,539

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<sup>11</sup> Given that it is suspected the TFR is higher in the Maradi Region than the national average, these population numbers could be higher.

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Source: Project Hamzari Report, November 20, 2019

No matter what the exact number of young people in the project zone, **a major consideration for the project will be to decide how many of these over 90,000 young people it can reach**, and what kind of support it can provide to selected participants in terms of assisting them to achieve their remunerative employment aspirations. The number of young people the project is able to assist will hinge on the resources it has available to apply to this project component. A first step would be a definition of these resources. Certainly, the percentage of young people the project can assist will be a small fraction of the total number of young people in the project zone.

## 6. Field Survey Results

During the August 18 to 26, 2019 period, Hamzari Project teams undertook a series of comprehensive interviews and surveys in DGR and Maradi with five distinct group categories composed of local private enterprises, training centers, community leaders, youth associations and consumers. Individual questionnaires were administered to members of each of these groups. For example, 264 individual questionnaires (140 men and 124 women) were administered to members of local enterprises. In addition, 283 individual questionnaires (151 men and 132 women) were administered to consumers. The responses of the representatives of these five groups provided much of the basis for preparing in October 2019 of the over 40-page draft report referred to as the “Maradi Youth Needs and Labor Market Study.”

The October 2019 draft report also used information generated during this same time period by the engagement of project teams with a large number of community members and young people in focus group discussions. Participating in these discussions were 539 community members (295 men and 244 women), representing 53 separate focus groups. There were also 46 youth focus groups composed of a total of 509 participants (264 men and 245 women).

Unfortunately, survey interviews with training centers, community leaders and youth associations were not fully tabulated or disaggregated by sex. **The information provided by the surveys of consumers and local enterprises is of little use in the analysis of youth employment opportunities** because they dwell upon the marketing and trade of obvious major food staples (e.g. maize, millet and sorghum). The survey of local enterprises does indicate a high percentage (69.8%) of enterprises which cannot meet consumer demand. Also, a majority of enterprises consulted claimed they would like to expand their businesses over the next year.

The survey also indicated 80% of the local enterprises interviewed are interested in hiring additional employees. There is no mention of the wage an enterprise is willing to pay these new employees. Obtaining a livable wage on a regular basis in Niger is more the exception than the rule. **Any future surveys should ask what a local enterprise is willing to pay as a monthly salary.** There are too many cases of employees being paid too little, if they are paid at all. Sometimes employees work for free or at the pleasure of their employer.

These surveys focus on providing information on the unmet local demand of certain food staples (e.g. maize, millet and rice). This information and the insufficient availability of these food staples in local markets may be of interest to the food security objectives of the Hamzari Project.

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This information may also be of interest to the establishment of new youth businesses which focus on the purchase and sale of these products. Overall, these surveys provide limited information on the livelihoods of young people in the project zone.

Some information on the aspirations of young women can be gleaned from these surveys, but this aspect should be explored and analyzed in more depth. (Appendices B and C attempt to summarize youth aspirations for self-employment opportunities in their local communities.) In general, the surveys indicate that young people in the project zone ranked the highest the most times the following self-employment opportunities: sewing (clothes-making). Ranked in second place was 'taxi-moto' (the use of a motorcycle to transport paying customers).

In the survey on this subject, there follows a cluster of five other perceived opportunities for self-employment: wood and metal carpentry; repair of motorcycles and bicycles; sale of agricultural products; application of henna; and, restoration of gardening plots. It is assumed that sewing and henna application concern mostly women. It is notable that 22 out of 51 young people interviewed in one survey stated that sewing was the best self-employment option for them.

Key GON officials working in positions related to youth education, employment and skills training were also interviewed. The information gained by these interviews and other relevant contacts are reflected in the October 2019 draft report. The major findings of this review are based on an analysis of all the information collected.

### **7. Major Findings**

**The major constraints identified in this report for youth to gain access to productive employment can be summed up under the headings of the lack of means and skill competency.** In other words, most young people contacted said they did not have the resources to create their own IGAs, or the experience and skills required to obtain any available jobs or take advantage of self-employment opportunities. Many youth interviewees also lamented it was mostly only young people who had connections with well-placed people who were successful in landing one of the scarce employment opportunities. These comments indicate that it may be more important who you know than what you know.

It is widely acknowledged that the vast majority of youth, particularly women, in the project zone are illiterate; therefore, they are not eligible for any skills training programs. While many of the youth respondents possessed a number of suggestions regarding the types of jobs available in the private sector, most of these jobs would require a specified level of literacy. Moreover, literacy is required for entry into the types of skills training programs needed to gain access to many of these jobs. **Except for unusual cases, it is not recommended that the project engage in training activities which require conducting literacy and numeracy courses.**

The reasons for this recommendation are generally based on knowledge of the time, funds and operational capacity it takes to conduct a rigorous basic literacy and numeracy training programs to qualify young people for higher level skills training programs. In many cases, the minority of participants who graduate successfully from such basic programs cannot compete for entry with those candidates who have completed their education at a recognized formal education school.

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In the past, youth training programs in Niger supported by CARE, other NGOs and donor agencies, focused on those young men and women who had successfully completed primary school for assistance into recognized vocational training programs. After successfully completing these latter training programs, CARE and other agencies would assist the youth in finding appropriate employment or starting their own businesses. The latter often involved the loaning of equipment or funds which were seldom repaid as initially agreed.

These past youth training programs also focused on young men and women with primary school diplomas as a way of limiting the number of candidates to a manageable number. Even with this limitation, the number of applicants was overwhelming. Even with this primary education, only a very small percentage of the thousands of applicants were accepted for assistance. Sorting through thousands of applicants was an exhausting and painful experience. Perhaps a focus on unschooled illiterate youth in their home villages can reduce the emotional heaviness of this selection experience.

This important observation clearly points the way to a narrow set of job creation options for young people. Primary among these options is self-employment. This option covers a variety of on-farm, non-farm and off-farm productive youth employment opportunities. **Consequently, it is recommended that the Hamzari Project assist selected youth to engage in self-employment activities in their home areas.** This option is fully supported by the evidence collected in August 2019.

In the August 2019 interviews and surveys, respondents indicated 26 different self-employment opportunities. (A list of these 26 self-employment opportunities is provided in Appendix B.) **The most often cited opportunities were in four areas: petty commerce, agriculture, livestock and sewing/knitting/weaving. It is recommended that the project focus on assisting selected young people gain productive self-employment in these four areas.** Obviously, the number of young people interested in working in these four areas will be many more than the project can support. Therefore, as noted above, the project and collaborating youth associations need to devise selection criteria which identify the most promising candidates.

In the exceptional case where the Hamzari Project identifies an educated youth with the skills and qualifications required to gain entry into a recognized vocational training program, it should provide all the support it can to help this young man or woman learn the skills needed to gain employment in the private sector. The type of support provided by the Hamzari Project to these exceptional young people could include arranging for mentorship of someone already employed in the desired job and/or linkages with funding with financing institutions.

In most cases, the involvement of the project will entail providing financial and technical support. **The nature of this support will be defined in Individual Employment Plans (IEPs) elaborated for each participant selected for project support.** A core part of the IEP is a simple business plan which clearly indicates what is required to take advantage of a self-employment opportunity and what is required for this opportunity to be profitable.

The IEPs will also certify there is a profitable local market for the goods and services to be provided by the self-employment activities to be supported by the project. This means there are a

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sufficient number of clients available with the purchasing power needed to buy what is provided by self-employed youth's new entrepreneurial activities. The viability of each self-employment activity depends on the generation of sufficient profit margin to pay off any initial investments.

It is obvious that one of the major constraints to self-employment is obtaining the funds to invest in the start-up of the new youth enterprise. **Therefore, the project needs to give much thought to how it can help provide the funds needed for the start-up of a self-employment activity.**

One idea would be to create a rotating credit and savings fund at the level of selected youth associations. This could be a scheme similar to the one utilized for years by the tens of thousands of the women involved with the famous Mata Masu Dubara (MMD) national movement supported by CARE. (Mata Masa Dubara are Hausa words which mean in English something like 'Women on the Move.')

Maybe this scheme could be called a Youth Employment Fund or something that resonates well in the Hausa language. Maybe links can be forged with MMD groups active in the project zone.

Each selected participant's respect of this agreed upon business plan is necessary to the sustained success of their entrepreneurial endeavor. The Hamzari Project must be fully committed to accompanying reliably at every step of the way each IEP with the required resources and support. The project will also have to be prepared to be engaged for the length of time needed to see each IEP through to its completion.

### 8. Program Options

**Obviously, the large pool of potential youth participants needs to be pared down to a manageable size.** Project managers need to determine what is practical given the resources and timeframe available to the overall Hamzari Project. Perhaps the first step is to decide in which villages among the 530 villages in the three rural communes targeted by the project that it wishes to implement its youth component. Once these villages are selected, the project can then determine the selection of households with young people susceptible to being assisted successfully by the project. Criteria for the selection of villages and households will need to be drafted according to pre-determined requirements that are developed in collaboration with community and youth association leaders.

In order to make this youth selection process less contentious and messy, it may be best to associate the project with high performing youth associations active in targeted communities. **The first step would, therefore, be to undertake an in-depth inventory of youth associations in the project zone, noting, inter alia, the date of its establishment, its location, number of active female and male members, and the status of its performance to date.** Each youth association will need to be carefully evaluated by association leaders and concerned project staff. These evaluations will indicate association capacity deficiencies and possible measures for their correction, particularly as concerns assisting its members to obtain gainful employment.

The project reports there are 293 youth associations in the three target communes. Therefore, it will be quite a chore to narrow down the number of associations to a manageable number. The total membership of these associations is reported at 90,539. The membership of these associations is about evenly divided between the sexes with 46.3% being men and 53.7% being

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women. **This split between young men and women may prompt the question as to why there are globally more female than male members.**

The breakdown of existing youth associations in the project zone is as follows: Chadakori – 112, Guidan Roumdji – 103, and Guidan Sori – 78. The project may want to select viable associations that are active in villages where it is executing other components of the Hamzari Project. **Ideally, there should be synergies among the project’s youth activities and its other components.**

It is to be noted that of the 530 villages in the three target communes, 293 of these villages have youth associations. **It may be useful to know why almost 59% (311) of the villages in the project zone do not have a youth association. It may also be of interest to know why some villages (54) have more than one youth association.** As an example, in the commune of Guidan Roumdji, the village of Korin Djado has seven youth associations and the village of Massaourari has six. Incidentally, the number (530) of villages in the project zone represent 66% of the total number (798) of villages in DGR.<sup>12</sup>

The following table summarizes the number of youth associations in the villages of the project’s three target rural communes as reported by the project. Unfortunately, the number of members of each youth association was not provided. Moreover, the disaggregation by sex of the membership of each association is not yet known. **The project will need to do a more robust survey to gain more information on the status and performance level of each association.**

Table 2. Inventory of Village Youth Associations (YAs) in the Project Zone

Commune	No. of YAs	No. of Villages without YAs	% of Villages with YAs	% of Villages without YAs	Total Villages
Chadakori	112	101	46.0	54.0	187
Guidan Roumdji	103	101	41.3	58.7	172
Guidan Sori	78	109	36.3	63.7	171
Total	293	311	41.3	58.7	530

Source: CARE Hamzari Project

The project will need to identify those associations which are performing at an acceptable level. This reduced list of associations will need farther streamlining to produce a manageable number of associations. A determination will then have to be made on how many (if any) young people, men and women, the project can fully support from each of the selected youth associations.

One option would be to hammer out with each participating association the criteria to be applied in the selection of their most talented members who are eligible for support by the project. These criteria should include not only objective factors but subjective ones as well. Suggested factors include the following:

- Age, sex, marital/family status, education (if any), availability, employment interests (on-farm, non-farm, off-farm, self-employment) current activities (if any)

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<sup>12</sup> It is believed the numbers of villages and the number of youth associations in the project zone are subject to minor statistical errors which do not change significantly the results of this analysis.

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- Reputation for willingness to work hard, discipline, honesty, motivation, good health, commitment to improving economic status and willingness to sacrifice
- Skills and competencies
- Financial status (level of poverty) and possession of physical assets (e.g., cell phone, motorbike, radio)
- Possible supportive links with other components of the Hamzari Project, especially its food security and nutrition improvement activities
- Previous employment endeavors (if any)
- Identification of constraints to fulfilling employment aspirations

In the view of the low social status ascribed to young women and the obstacles they face in exercising the freedom needed to participate in the project's employment creation activities, perhaps the project should consider giving all eligible young women top priority in terms of selection for assistance. Certainly, young women should be treated as equals to young men and favored by the project to help offset their lack of participation in the past. **If project resources are constrained, an all-women approach may be considered.** In any event, constraints on the participation of young women need to be carefully examined, noting how they differ from the constraints to the participation of young men.<sup>13</sup>

The most practical approach is to ask each youth association to provide the names of each of its most talented and motivated members for consideration for project support, using criteria like those suggested above. Each name recommended by the youth associations will need to be vetted by the project through a rigorous interview process. Those names accepted will need to note clearly their employment aspirations. The association and project staff will then work with each selected participant to confirm the viability of their employment aspirations and determine what they need to succeed in their chosen employment endeavor.

Any approach selected to assist young people find gainful employment needs to be reduced to its simplest and most essential elements. Given the average profile of a young person in the project zone indicates he or she is illiterate, and without the means or skills needed to start their involvement with a new employment opportunity, it is proposed, as noted earlier, to focus on self-employment opportunities. **This would therefore eliminate from consideration any employment in the formal sector which requires some level of education and training.** However, in the rare instances where a youth association recommends one of its members who has the requisite qualifications for entry into the formal sector, exceptions should be made. In this regard, a high degree of flexibility should be maintained in the implementation of the youth component of the Hamzari Project.

For each young person accepted into the project's employment program, a thorough selection process will be undertaken by the respective youth association in collaboration with concerned project staff. A key part of this process will be to formulate a tailor-made IEP. The IEP will identify what each individual needs to achieve her or his employment objective, laying out a budget and timetable for the execution of each plan. IEPs will also describe the external

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<sup>13</sup> It should be noted that idle young men are usually the ones recruited to be the foot soldiers of extremist groups.



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resources required to implement the plan as scheduled. At this stage, the project will commit its technical and financial support for the duration of the plan. The participant, the youth association leader and a designated project staff member will note their agreement with an IEP by signing a contract which clearly defines the responsibilities of each party.

Each IEP will take into account the key findings of the field surveys undertaken by the project in the August 2019 period. These IEPs will also consider the agricultural calendar and other traditional customs which occupy the concerns and time of young people. In particular, consideration needs to be given to the customary annual practice of ‘exode.’ This is a period of the year when most young men are absent from their village. This traditional practice causes young men to leave their village during the annual dry season (October to April) in search of IGAs. This ‘exode’ of young men also reduces pressures on scarce household food availability during the long dry season.

Usually, if a young man does not leave the village at this time, it is because of poor health or he has an alternate employment which is useful to the welfare of his respective household. It is worth noting that during this time when most of the menfolk are absent, the women in the village have a greater degree of control over the operations of their households. **It is also worthy to take note of the increased ‘exode’ of youth from rural areas to urban areas and the risks inherent in such migration.**

Perhaps the project should become more aware of the number of rural young people who have left their villages to seek their fortunes in urban areas like Maradi city. This migration to urban areas in Niger, or in other countries, often involves a number of risks. **The project should work to gain a better understanding of youth rural-urban migration, especially the reasons behind such migration.**

It is also believed this rural-urban migration increases the probability of young people joining extremist groups. **One of the objectives of the project should be to mitigate the risks of migration** by showing young people there are employment opportunities in their home areas. **Achieving this objective, will require a deep comprehension of the grievances expressed by youth in the project zone.**

### **9. Past Relevant Lessons Learned**

Before developing the youth employment component of the Hamzari Project, it is recommended that the experiences of previous youth training projects in the Maradi Region be reviewed. These experiences include USAID-funded projects implemented by the following U.S.-based entities: CARE, Mercy Corps and the Academy for Educational Development (AED). **A review of the implementation experiences of these three projects is instructive.** Much of the work achieved under these projects is applicable to Hamzari’s efforts to support increased productive employment opportunities for young people in its project zone.

CARE led the implementation of a youth training center project in Maradi city from 1994 to 2000. This successful project ended when no more funding could be sourced for this high performing project. This multi-year project had been successful in training and supporting

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dozens of young people, men and women, in the areas of mechanics, carpentry, tailoring and small business development. CARE's Maradi Youth Training Center also contributed to the creation of the Garkuwa Youth Association in Maradi city.

In the 2006-2008 period, Mercy Corps implemented its Skills and Knowledge for Youth Empowerment (SKYE) project in the Agadez and Maradi Regions. Mercy Corps worked closely with CARE and Garkuwa in the implementation of this project. The main goal of this project was to select and train 172 young people so they could gain employable skills or realize IGAs.

It should be noted that Mercy Corps faced in Maradi severe challenges with involving a sufficient number of young women in its training program. In one cohort of 36 youth trainees in Maradi, the project was only able to recruit one woman. **This difficulty in Maradi of involving young women needs to be considered by the Hamzari Project when it attempts to develop approaches which address the special circumstances of young women.**

AED was engaged by USAID in 2008 under the umbrella of its regional Trans-Sahara Counterterrorism Partnership Program to undertake a three-year program of youth training and employment. The aim of this national program was to provide formal and informal instruction in IGAs and vocational skills. The goal of this urban-focused program was to provide relevant support to 4,000 youth. **The lessons learned by this project and the others mentioned above can well serve the Hamzari Project as it develops its youth employment component.**<sup>14</sup>

Besides taking into consideration lessons learned by past USAID-funded projects in the Maradi Region, **the Hamzari Project should also consider what other donor agencies are doing, or plan to do, in areas related to the development and promotion of youth.** The youth component of the Hamzari Project should not duplicate what other donors are doing to assist youth improve their future employment and livelihood prospects. If possible, the Hamzari Project should seek to complement what other donors are doing to improve the status of youth in the Maradi Region.

In addition, if not done already, it is advised that project managers consult the comprehensive Household Livelihood Security (HLS) surveys compiled by CARE years ago on the Maradi Region. CARE completed an HLS on every region in Niger. These HLS' provide a deep understanding of poverty and describe how village inhabitants in Niger define poverty. In the past, no donor agency or Non-Governmental Organization (NGO) would design a new project without using the information provided in these detailed HLS documents.

### 10. Additional Ideas

No mention is made in the October draft report of two items which have progressively transformed the environment of rural zones of the Maradi Region over the past two or three decades. These items are related to Farmer Managed Natural Regeneration (FMNR) and the moringa tree. FMNR basically means allowing trees to grow in farmers' field instead of

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<sup>14</sup> The author was personally involved in Niger with all three of these youth development projects and has in his possession some documents related to these projects. **Also, many of the projects and references cited at the end of this report should be available in CARE/Niger's files or document library.**

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eliminating them by scraping the fields clean as was the previous age-old field preparation practice. Thanks to FMNR there are now more trees in the Maradi and Zinder Regions than ever before. It is estimated that over five million hectares of degraded farmland in these two regions have been revitalized by the practice of FMNR.<sup>15</sup> (In Hausa, FMNR is called *Sassabin Zamani*.)

FMNR is a low-cost land restoration technique used to combat poverty and hunger among poor subsistence farmers. FMNR increases crop yields by improving soil fertility and moisture retention; therefore, its practice reduces hunger. It also increases the availability of firewood, fodder production, resilience to climate change, as well as preventing further encroachment of the Sahara Desert. The widespread practice of FMNR has salvaged thousands of farms in the Maradi Region, giving the region the added time needed to stave off a greater environmental crisis situation.

Much credit is owed to the years of work of Christian missionaries based with Serving in Mission (SIM) in Maradi to promote FMNR. Niger's national agricultural research institute (INRAN) station in Maradi also deserves credit for promoting FMNR and moringa. Credit is also due to the work of many NGOs and Peace Corps Volunteers. **Perhaps, FMNR in Niger has had a larger impact than any other assistance effort in Africa.**

It took many years of efforts by many actors to gain widespread adoption of the use of the highly nutritional leaves and seeds of the fast-growing, drought-resistant moringa oleifera tree which can thrive in poor soils. The nutritional dense products of this tree are now commonly used as a food or food supplement, thus improving the nutritional profile of all who consume moringa. It is not uncommon to see in the Maradi Region women selling moringa enriched flat cakes alongside the road and in traditional markets. (In Hausa, these cakes are called *Ta-makka*. The moringa tree is named *Zogala Ngandi* in Hausa.)<sup>16</sup>

### 11. Employment Options for Women

**FMNR and moringa are mentioned in this review because of the potential youth employment opportunities they offer, especially for young women.** For example, the practice of FMNR results in the increased production of wood, creating markets for firewood that are often operated by women. FMNR increases the production of tree leaves and pods which can be used to fatten livestock ... cattle, goats and sheep ... for sale at local open markets. These animal fattening activities are often conducted by rural women.

The cultivation, production and marketing of moringa has become a big business in Niger. Much of this business is controlled by women who are active in the moringa trade and the preparation of food products which use moringa ingredients. **The youth employment opportunities offered by FMNR and moringa should be explored by the project.** It is likely that involvement in these two areas can be linked to other objectives of the Hamzari Project.

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<sup>15</sup> Ecology and Society, "Rebuilding Resilience in the Sahel: Regreening in the Maradi and Zinder Regions of Niger" by Jan Sendzimir, Chris P. Reij and Piotr Magnuszewski, 2011.

<sup>16</sup> Discussion Paper: Elements of an Assistance Strategy for Niger. "Niger on the Edge of Survival: Searching for a Better Way Forward by Transforming Rural Livelihoods," Mark G. Wentling, June 24, 2006.

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The introduction and adoption of FMNR and moringa took many years and changed the definition of poverty used by rural village inhabitants in the Maradi Region. Previously, rural villagers would say that the poorest of people were those who did not possess any livestock ... not even a chicken. These poorest of the poor were placed in the lowest vulnerability category, which in Hausa is referred to as *mai rashi*. Now, with many more trees in the region, poverty is often measured by the number of trees you possess, or by the level of access to the products of trees. **Therefore, any youth employment opportunities which involve trees, or their products, should be pursued as important pathways out of extreme poverty.**

It is of special note that trees and their products should offer more employment opportunities for young women. The project should make a concerted effort to identify potential employment opportunities and the existing constraints on taking advantage of these opportunities. One additional opportunity to be explored is the creation of cereals banks managed by young women, as well as related storage methods that reduce post-harvest losses of the main food staple crops.

It is surprising there is also no mention of cowpeas (*vigna unguiculata*) in the draft October 2019 report. Cowpeas (black-eyed peas) are a major cash crop in Niger. The market demand for cowpeas (*kawa* in Hausa and *niébé* in French) is high, particularly in nearby Nigeria. Besides the highly nutritional content of the beans, the vines of the cowpeas are valued as off-season animal fodder. The nitrogen-fixing qualities of cowpeas also make an important contribution to the enrichment of soils where it is cultivated. Women are often involved with the marketing and transformation of cowpeas. **Therefore, the project should seek to support young women who wish to get involved with the cowpea value chain.**<sup>17</sup>

Women also tend to be dominant in the raising of chickens and small ruminants (goats and sheep). **There should be much scope in assisting young women raise and market chickens and their eggs. There should also be scope for women animal fattening activities.**

Involvement in such activities would be supportive of the objectives of the Hamzari Project.<sup>18</sup>

### 12. Land Access, Assets and Innovation

Any employment options which involve the use of land must require assurances that the young person proposing this option has secure access to suitable land. Given the high competition for land and uncertain land tenure practices, it is extremely difficult for a young person, particularly women, to have clear access to land. **If there is no guaranteed access to the land needed for the success of a proposed employment option, the project should not approve this option.**

One option involving land the project should consider is the recovery of land which has fallen into disuse because of hard panning. Past experience has shown that these uncultivable stretches of land can be recovered by young men breaking the hard surface with picks and shovels and then planting trees. The use of rain catchment techniques and permanent planting stations (*zai* holes) are also helpful to making abandoned farmland productive again.<sup>19</sup> **There**

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<sup>17</sup> The author of the paper has been informed that the wider Hamzari Project is involved with cowpeas and this was underscored in the project's 'Value Chain and Market System Analysis Report.'

<sup>18</sup> USAID, Feed the Future, Global Food Security Strategy (GFSS), Niger Country Plan, July 31, 2018.

<sup>19</sup> Thomas Reuters Foundation, "Could Restoring Degraded Lands Cut Down on Labour Migration?" Oct. 16, 2017.

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**should still be a thriving business in land reclamation schemes in the Maradi Region.** The demand by paying customers for these services to recover uncultivable land should be high. Supporting the recovery of unusable farmland should fit well with the project's objectives.

**There is also no mention in the draft October 2019 report about the assets already possessed by young people.** For example, do any of the young people interviewed have a radio or a motorbike? It is assumed they have access to a radio because the report mentions receiving information about job offerings via the radio. The point regarding motorbikes is raised because a number of respondents proposed starting a 'moto-taxi' business. This kind of proposal assumes there are a sufficient number of paying customers to make this expensive investment viable.

Another key asset not mentioned is the possession of a workable cell phone by those young people interviewed. This relates to the issue of being connected to the outside world. It would be of interest to know if young people in the project zone have access to cell phones and the internet. It would also be useful to know how mobile and digitally connected rural young people are. **The promotion, as possible, of affordable digital technologies for productive use by young people should be an activity of any youth employment project component.**

The Hamzari Project should seek ways to erode the digital divide with regard to equipping as needed and possible young people with the latest technologies. Innovations offered by young people should be strongly considered. **One innovation that may be suggested as appropriate is the provision of appropriate solar energy sources to their respective villages.** Small solar panels can be used to power radios and TVs. Solar cookers may also be a possibility. The marketing and sale of solar lamps could be one commercial avenue for young people.

### **13. Unanticipated Consequences and Risks**

As noted earlier, **a high level of flexibility will need to be exercised in the implementation of IEPs, allowing for adjustments when unanticipated events occur.** For example, the occurrence of drought or other natural calamities which result in severe crop losses will probably require the modification of IEPs. Also, the introduction of instability caused by violent conflict can upset the best formulated plans.

In 2019, a new emergency in the Maradi Region was caused by the influx of refugees fleeing armed conflict in nearby northern Nigeria. An estimated 40,000 of these refugees arrived in DGR in the May-September 2019 period.<sup>20</sup> This mass influx of refugees has had unsettling effects on the project zone, especially as many households are harboring these refugees. The unexpected arrival of such a large number of refugees adds greatly to the burdens of this impoverished department. Currently, there are no signs the causes of this population displacement will subside soon because security forces from both countries continue to skirmish with armed groups along Niger's border with Nigeria.<sup>21</sup>

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<sup>20</sup> UNHCR, "Plan de Response a l'Afflux de Refugies en Provenance du Nigeria dans la Region de Maradi," Juin 2019.

<sup>21</sup> OCHA Niger, Situation Report, September 26, 2019.

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The Governor of the Maradi Region reported in September 2019 that in the first seven months of the year 92 people were abducted and 31 killed in 81 attacks by armed bandits.<sup>22</sup> On November 20, 2019, the Government of the United Kingdom issued an alert in its foreign travel bulletin advising against all but essential travel in the area occupied by the Hamzari Project as well as elsewhere in the Maradi Region. The run up to national Niger legislative and presidential elections currently scheduled for February 2021 could also introduce some instability.<sup>23</sup>

The closing by the Government of Nigeria of its borders on August 20, 2019 represents something of a catastrophe for the Maradi Region because it is mostly dependent on trade with Nigeria.<sup>24</sup> This growing instability in the Maradi Region is of serious concern. Certainly, any increase in destabilizing events could seriously derail the best laid project plans. **Regular reviews of security conditions in the project zone should be part of the project's implementation routine.**

### **14. Suggested Future Research Agenda**

The above provides ample suggestions of useful future research and information gathering actions. An attempt is made to summarize some follow-up actions which the project may wish to pursue to collect additional information on possible viable options for youth employment

- Survey and report on the constraints to rural young women gaining access to employment
- Define employment options which would be available if young people were literate
- Determine the availability and requirements of apprenticeships
- Examine the viability of the sale and marketing of solar energy items at the village level
- Explore if there are employment options for young women in the areas of FMNR, moringa, animal fattening, chicken raising, crop storage and processing
- Investigate the digital constraints to greater cell phone and internet connections
- Assess market for additional motorbikes for use as 'taxi-motos' in the project zone
- Confirm if land recovery work is an employment option for young men

### **15. Summary of Future Priority Project Actions**

- Determine how many young people the project can support
- Select youth associations in the project zone for collaboration
- Work with selected youth associations to find promising youth
- Develop IEPs with youth associations and their selected members
- Support viable IEPs with funding and technical assistance
- Establish sustainable funding mechanism for IEPs
- Follow up and monitor progress of each IEP
- Evaluate the status of each IEP and results achieved
- Document and disseminate lessons learned

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<sup>22</sup> PANA News, September 6, 2019.

<sup>23</sup> Economist Intelligence Unit, Country Report, Niger, November 18, 2019.

<sup>24</sup> Agence France Presse, "Southern Niger Reels after Nigeria Closes Borders" by B. Hama, October 23, 2019.

## **16. Summary of Recommendations**

Scattered throughout this paper are a number of recommendations. Also, many of the more important points made in this paper are highlighted in bold type. The following attempts to summarize key recommendations. All these recommendations apply to the project zone.

- Monitor closely the impacts on the project zone of critical events occurring on the Nigeria side of the border
- Attempt to know more about what small enterprises pay their employees
- Determine if there are sufficient vendors of the main food staples
- Do not engage in literacy and numeracy courses
- Focus on self-employment activities for young people, especially in the areas of petty commerce, agriculture, livestock and sewing/knitting/weaving
- Undertake a detailed inventory of the capacity of youth associations
- Collaborate closely with selected youth associations to determine which of their members to support in engaging in employment activities
- Do more to understand youth migration and the grievances of young people
- Collect the information needed to address the special circumstances of young people, especially women
- Investigate the employment opportunities offered young people by FMNR, moringa, cowpeas and land recovery
- Do not support youth in developing agricultural activities if they do not have secure access to the land needed to ensure the success of their proposed activity
- Note physical assets and previous work experience of each young person selected

## **17. Final Remarks**

It is obvious that the Hamzari Project will need to assign important resources for use in the implementation of its youth self-employment component. These resources include full-time staff who are able to manage in a timely and constructive fashion this challenging component. Supporting the employment of project zone youth should be a high priority for the project.

One finding in the draft October 2019 report is confusing. In the report, it is asserted that a number of young people interviewed expressed pessimism about their short-term prospects but optimism for improvement in their status over the long run. It would be of interest to know why so many of the young people interviewed believe their lives will improve over the longer term.

One way for Niger to alleviate its development woes is to find gainful employment for its young people. The Hamzari Project is in a position to contribute to employing young men and women and, thereby, to demonstrate to the GON and the donor community what can be done to put young people productively to work. In this manner, the experience of the Hamzari Project could serve as a model for other agencies to replicate. Such replication of the project's efforts in this challenging area could be its greatest and most long-lasting result.

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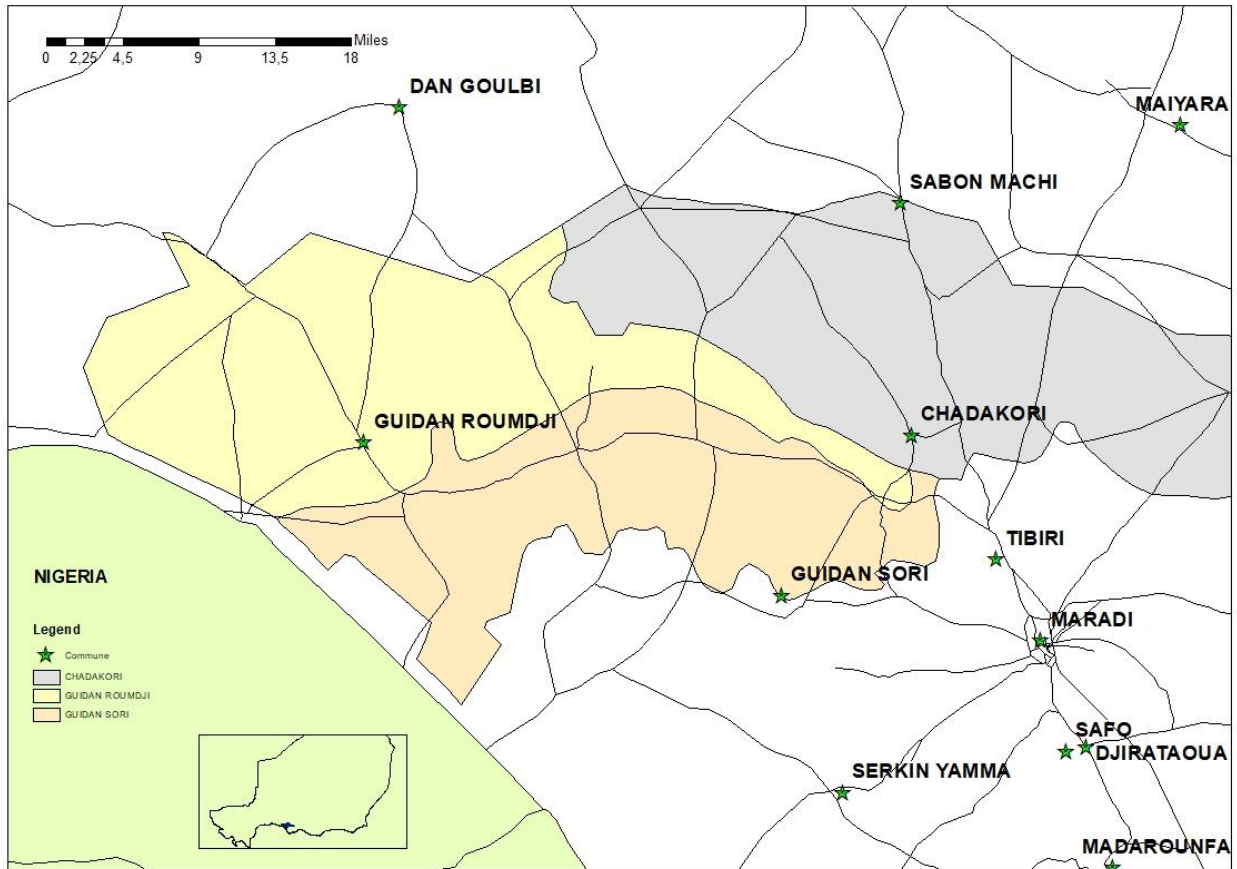
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**Appendix B****List of Promising Self-Employment Opportunities Cited by Young People**

In the interviews conducted with 153 young people (men and women) in the project zone the following types of 26 work opportunities were cited as the most promising in their local communities. These opportunities are listed in the order of the numbers of young people who cited them as the most promising ways for them to generate income.

<b>Type of Self-Employment</b>	<b>Number of Responses</b>	<b>Percent of Total Respondents</b>
1. Small Commerce*	25	59.5
2. Agriculture	22	52.4
3. Livestock	20	47.6
4. Sewing/Knitting*	14	33.3
5. Oil Extraction*	7	16.7
6. Masonry	5	11.9
7. Animal Fattening*	5	11.9
8. Restaurant/Food Selling*	5	11.9
9. Agriculture Activities	5	11.9
10. Wood/Metal Carpentry	5	11.9
11. Ag Product Transformation*	5	11.9
12. Making soap/perfume*	5	11.9
13. Livestock Trade	4	9.5
14. Gardening Products*	3	7.1
15. Grinding Mill	3	7.1
16. Hair Braiding/Henna*	3	7.1
17. Motorcycle Taxi	3	7.1
18. Welding	2	4.8
19. Selling Fuel	2	4.8
20. Blacksmithing	2	4.8
21. Motorcycle/Car Repair	2	4.8
22. Weaving of Mats & Ropes*	2	4.8
23. Artisanal Work	1	2.4
24. Seasonal Migration	1	2.4
25. Cellphone Repair	1	2.4
26. Cutting/Selling Wood*	1	2.4
Total Respondents	153	-

Notes. Those types of employment marked with an asterisk are often associated with women's activities. The survey is not disaggregated for men and women respondents. The original draft survey report listed 27 employment types, but there are 26 types listed. Obviously, each employment type cited above will have to be examined closely in terms of what investment, skills, market potential, etc. are required to be considered a worthwhile, profit-making endeavor.

**Appendix C****List of Most Promising Work Opportunities Cited by Youth Leaders**

A separate survey in August 2019 of 60 youth leaders in the project zone revealed some other employment opportunities but, in general, the main opportunities presented in the previous Appendix B remained in this survey. The different employment opportunities cited in this survey are bicycle repair; electrician; buying/selling small ruminants; the harvest of souchet (tiger nuts); teaching at a Koranic School; and teaching literacy. The 15 employment types cited by these 60 youth leaders are listed in the table below in order of priority in terms of the number of youth leaders expressing interest in an employment type.

<b>Type of Employment</b>	<b>Number of Respondents</b>	<b>Percent of Total Respondents</b>
1.Sewing/Clothes making*	22	78.6
2.Motorcycle Taxi	5	17.9
3.Wood/Metal Carpentry	4	14.3
4. Motorcycle/Cellphone Repair	4	14.3
5. Sale of Ag Products	4	14.3
6. Henna Application*	4	14.3
7. Restore Garden Plots	4	14.3
8. Bicycle Repair	2	7.1
9. Electrician	2	7.1
10. Hair Braiding/Weaving*	2	7.1
11. Buy/Sale Small Ruminants*	2	7.1
12. Harvest of Souchet/Tiger Nuts*	2	7.1
13. Soap Making*	1	3.6
14. Koranic School Teaching	1	3.6
15. Teaching Literacy	1	3.6
Total Respondents	60	-

Notes: Again, this survey of youth leaders was not disaggregated by sex. Those types of employment usually associated with women are marked by an asterisk. As noted in the above appendix, all these types of employment will have to be examined closely to determine their economic viability and start-up requirements.