

National Human Development Report 2014

A Summary Presentation of the Key Messages

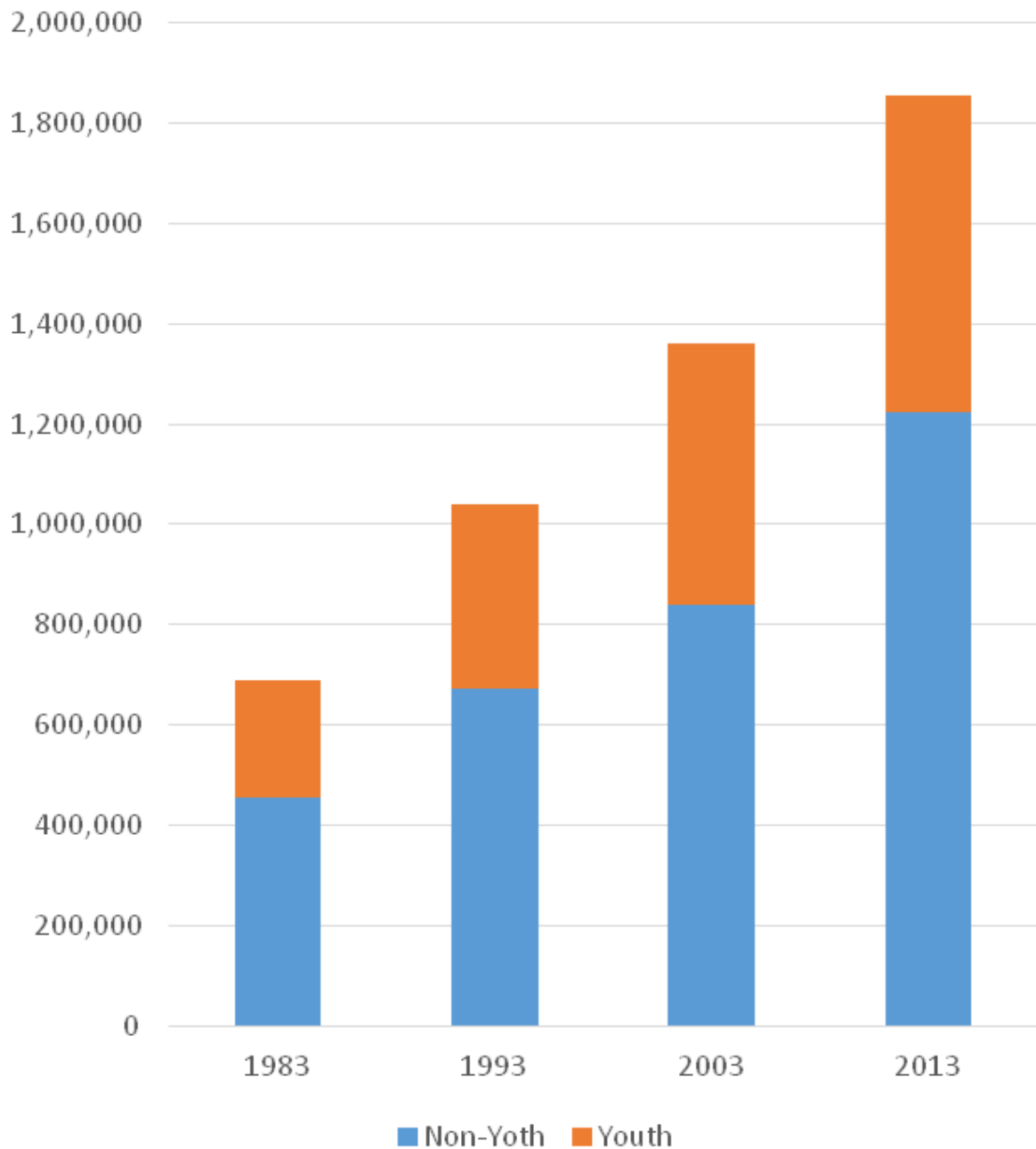
14 December 2014

Introduction:

- The first National Human Development Report (NDHR) was produced in 1997.
- NHDRs present independent and objective analysis, statistics and other relevant data, applying the human development perspective to priority national concerns, emerging challenges and vision.
- These reports are powerful instruments for monitoring progress and setbacks.
- As tools for policy development, NHDRs contribute to the tracking of development gaps and their impact on constituent groups

Why NHDR on Youth Employment?

- The GoTG accorded employment an important status in its Vision 2020 and PAGE.
- Youth make up the largest proportion of the Gambian population of 1.9 million (36.7% are aged 13-30 years-Census 2013); and
- Youth face the highest rates of unemployment (38% - LFS 2012) vs 28.9% adults.



Objectives of this NHDR

- To provide government and other stakeholders with information on youth employment, unemployment and related indicators for informed decision-making in policy and programme formulation on youth employment.

- To help inform the design of the successor plan to the PAGE, the National Youth Policy and the National Employment Policy.
- To facilitate targeting of programmes that will be beneficial to the youth of the country and serve as great contribution to PAGE implementation and ultimately the realization of the National Vision 2020.

NHDR Process

Guided by: National Steering committee

Members:

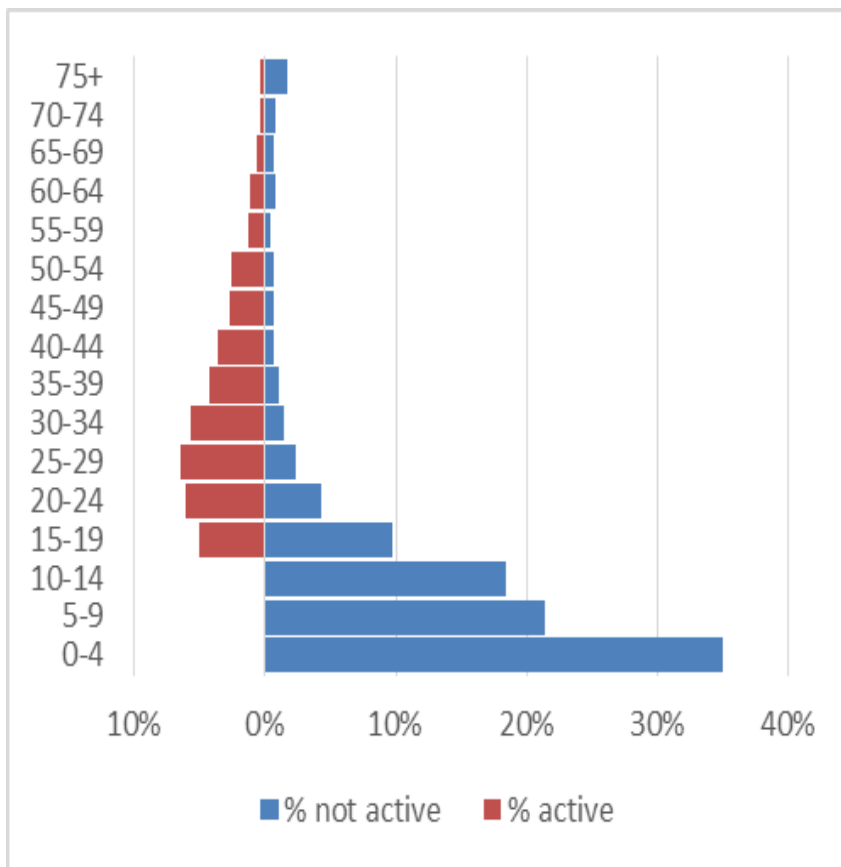
- MoYS, MoTIRE
- MoFEA, OVP
- NYSS, NYC
- NGO, GCCI
- UoG, GBoS
- UNDP

6 Principles:

- National ownership;
- Independence of analysis; quality of analysis;
- Participatory and inclusive preparation;
- Flexibility and creativity in presentation; and
- Sustained follow-up that underpin the NHDR process

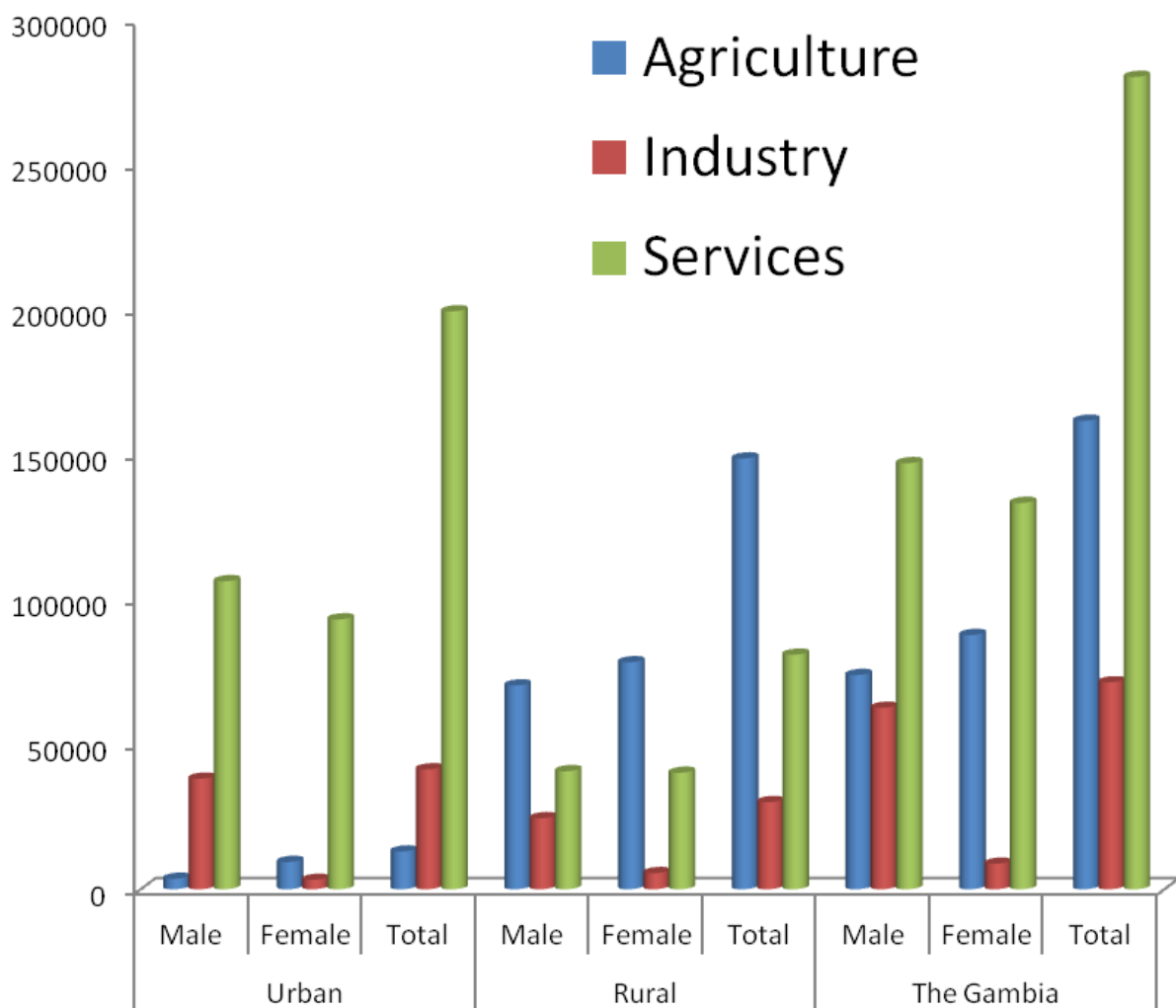
Employment Trends in The Gambia

- The labour force consists of the employed and unemployed, that is, the economically active individuals in the population.
- Close to 40% of the population is economically active while 60% is economically inactive.
- Majority of active labour force is youth with a peak age of 25-29 corresponding to the completion of school and job search.
- Youth unemployment rate (13-30 years) stands at 38%, of which female 44.7% and male 29.5%.



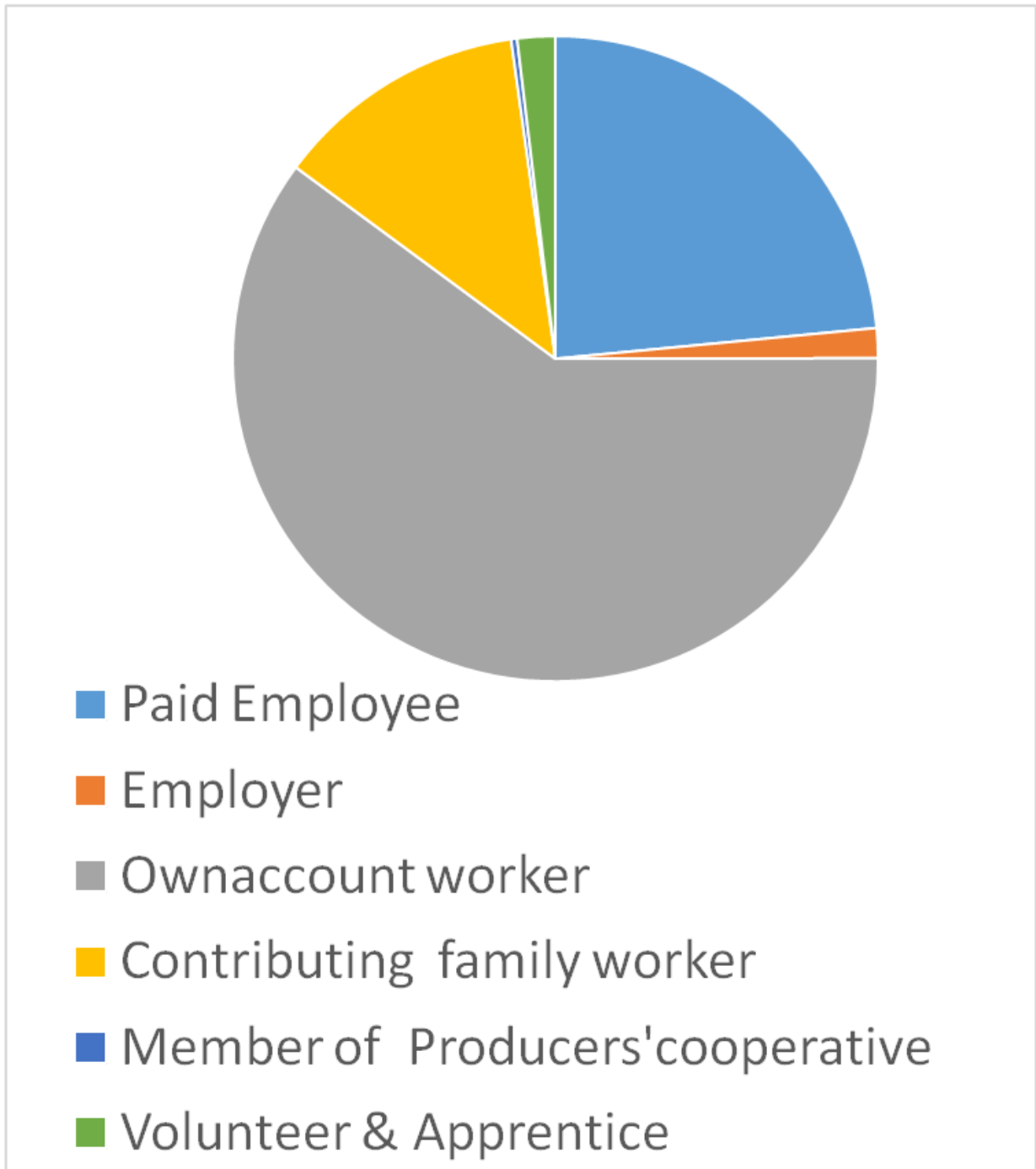
Employment trends Cont'd

- Services sector in urban areas; and agriculture in rural areas major employers of the population.
- It was observed that the more educated the youth are the more they tend to turn their back on agriculture.
- Agriculture sector faces many challenges including high dependence on erratic rainfall and low productivity.



Employment trends Cont'd

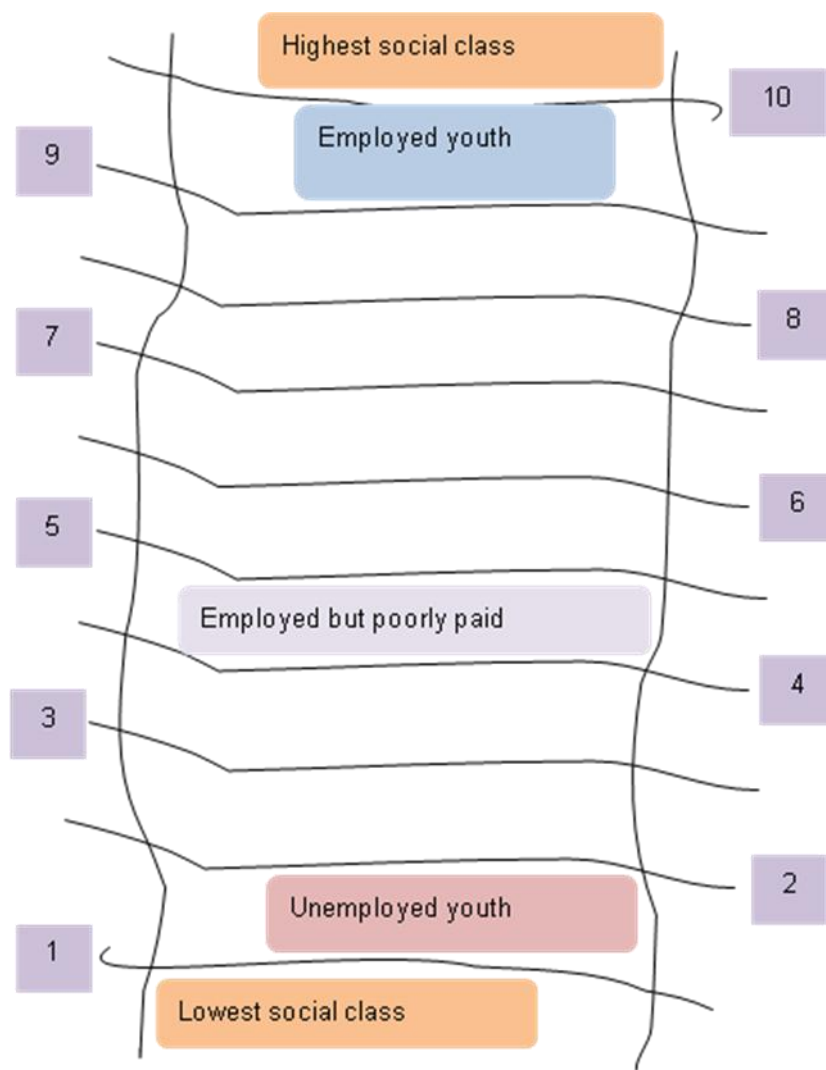
- Most of the employed population is working in the informal sector with 62.8 per cent of the population working as self-employed.
- Women are disproportionately represented in the informal sector with 73.8 per cent compared to males 55.3 per cent.
- Those who participate in the informal sector have little or no education – 59 per cent.



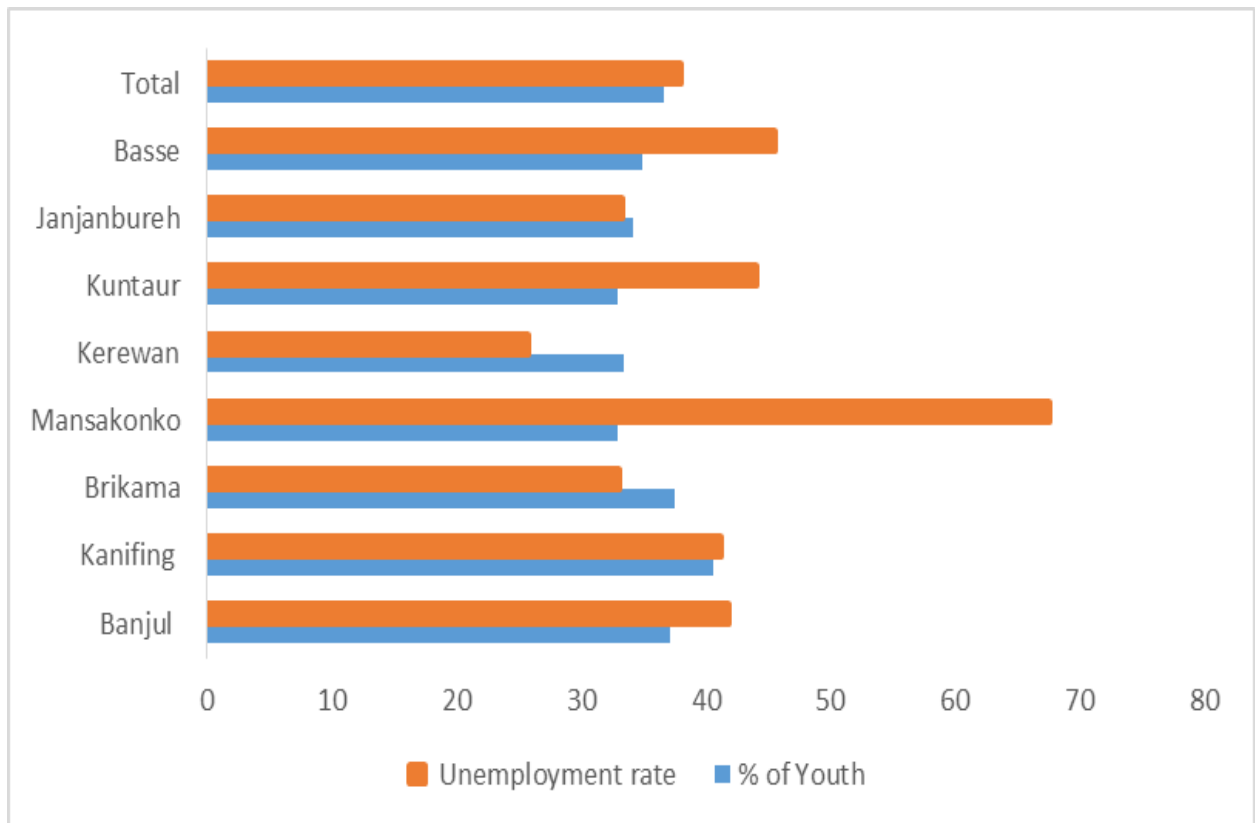
Youth Challenges

- Employment is highly valued because the employment status of a youth determines their social standing in society.

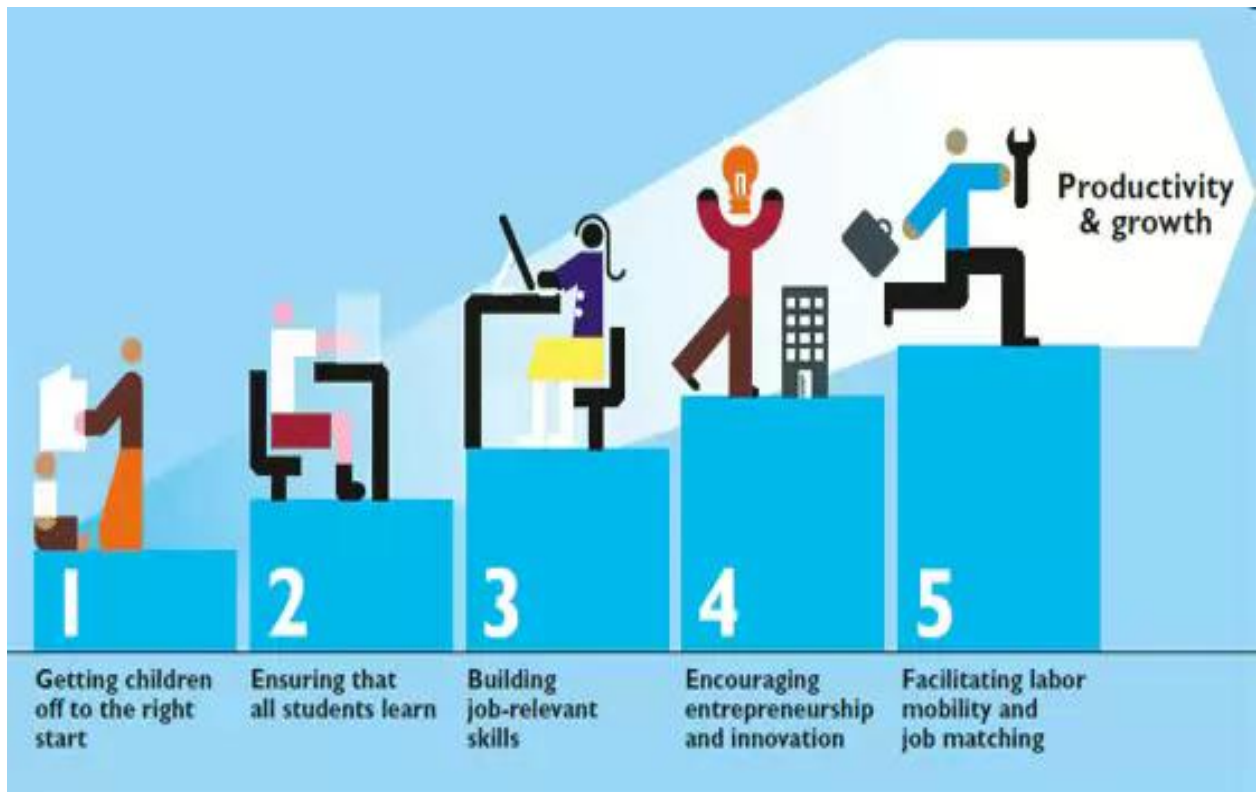
- The majority of youths (42.6%), particularly those living in rural areas (46.5%) and females (48.3%), are concerned that they cannot find jobs because they are inadequately trained.
- Yet, Sound education is most valued achievements.
- Private enterprise faces a number of constraints which limit their ability to expand and generate significant employment for the youth.
- Informal sector is the largest employer, receives limited or no direct support from government.



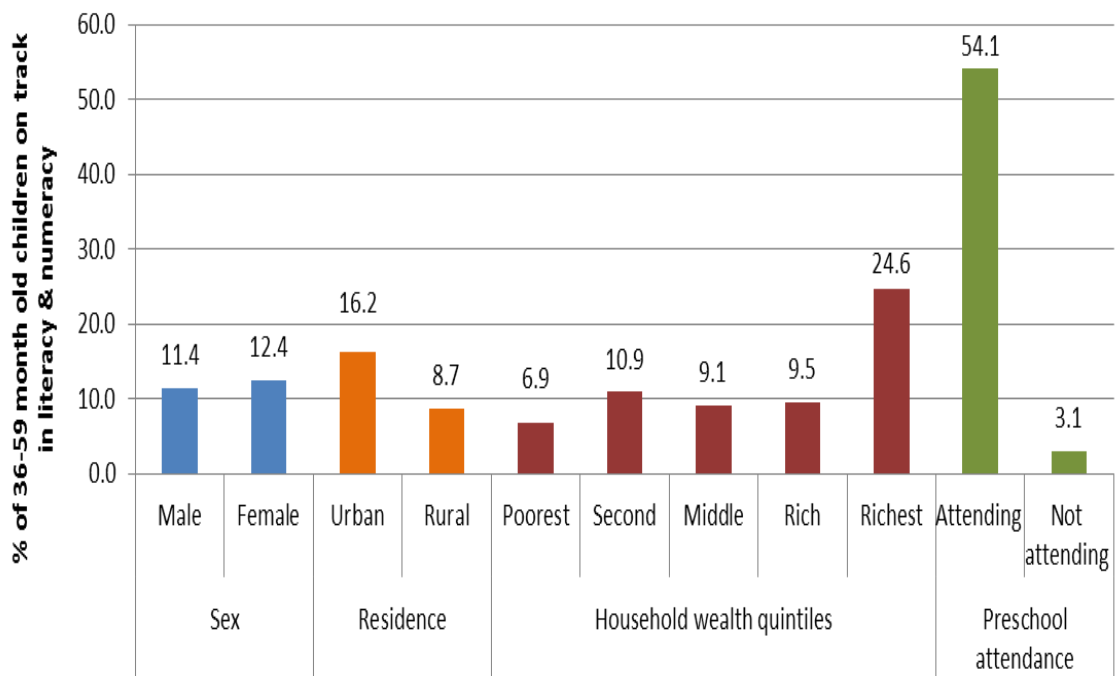
Youth Challenges Cont'd: Youth unemployment by LG



The STEP Framework to address Youth challenge

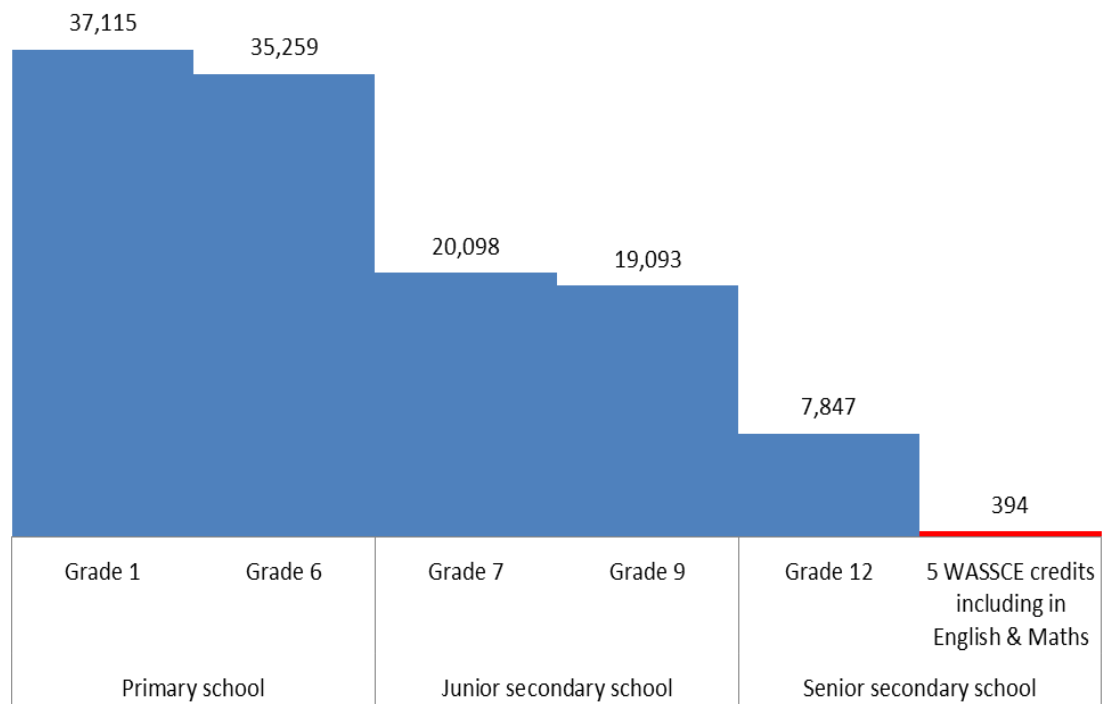


Key Message 1: Children with access to preschool are likely to be developmentally on track in the literacy and numeracy and hence have better future

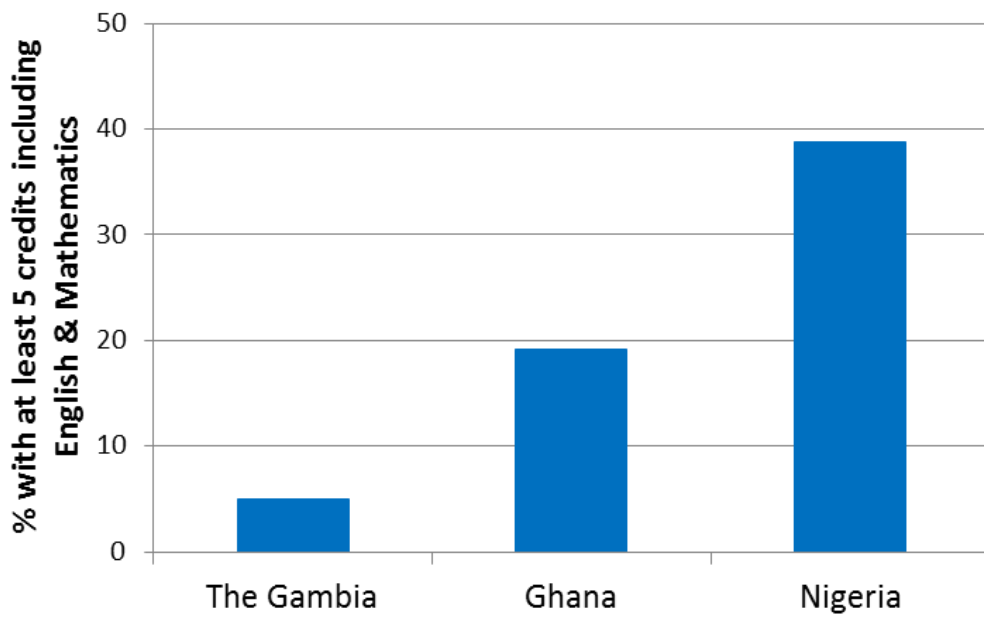


Percentage of 36-59 month olds that is developmentally on track in the literacy and numeracy domain in The Gambia disaggregated by sex, residence, wealth and preschool attendance 2010 Majority of these children are from rich family and are living in urban areas

Key Message 2: The Gambian Education system is facing high level of inefficiency

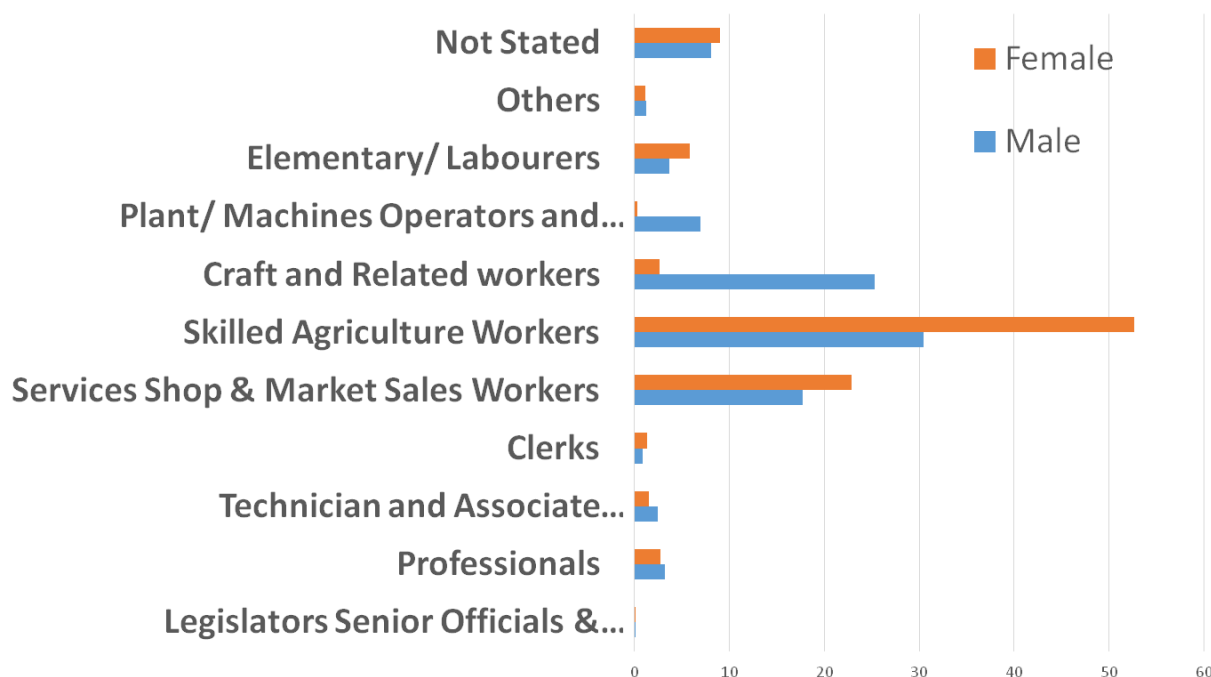


Key Message 3: Gambian Youth are performing lower than their peers in neighboring countries



Percentage of candidates with at least 5 credits including English and Mathematics at the 2012 West African Senior Secondary Certificate Examination in The Gambia, Ghana and Nigeria

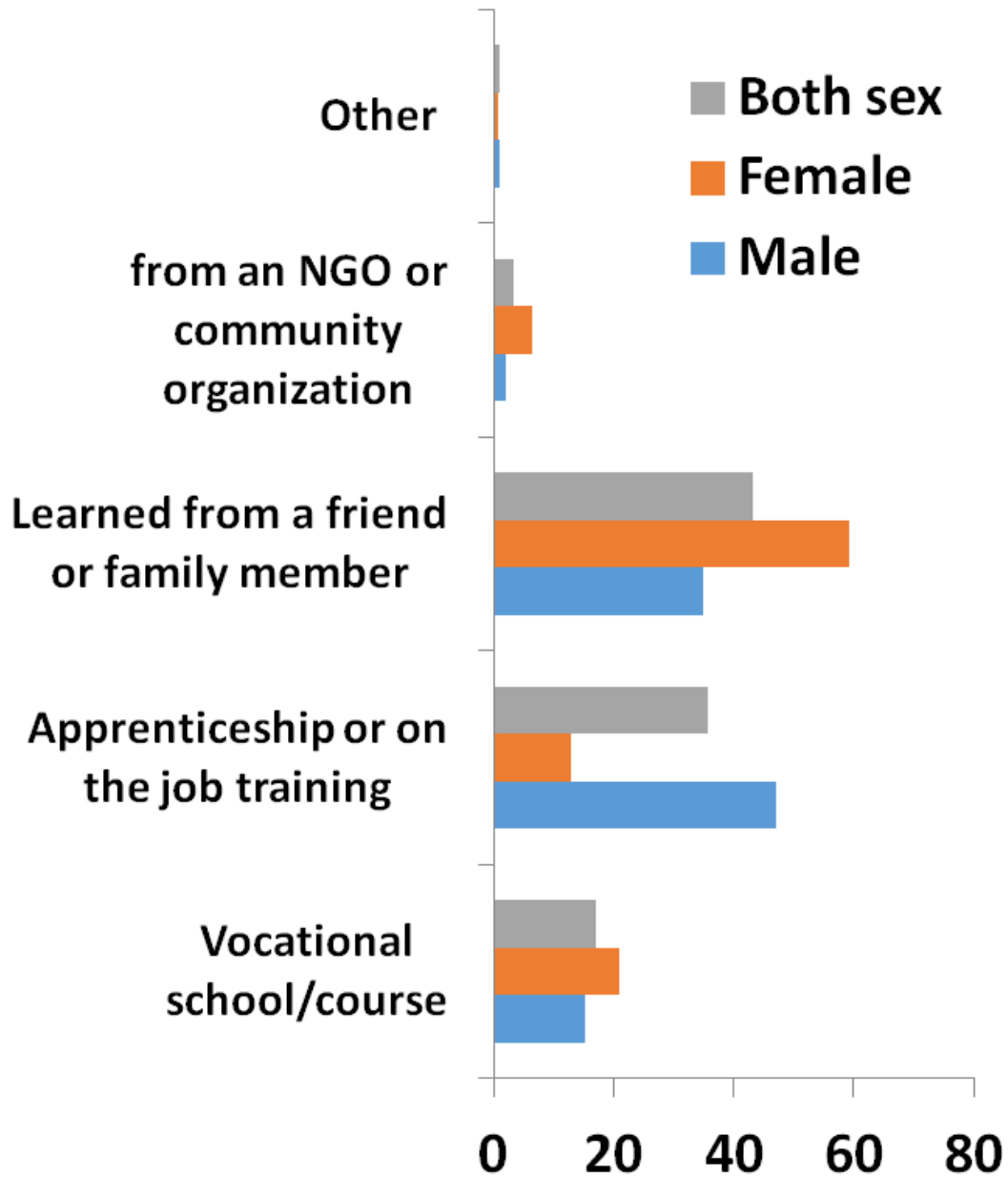
Key Message 4: Youth are employed in low paying high vulnerable jobs



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Economic activity	Median Income	% of Youth Engaged in the sector
Agriculture, hunting, forestry & fishing	1000	41.45
Wholesale & retail trade, repair and Hote	1550	15.45
Manufacturing	2500	8.21
Construction	2500	4.47
Other community, social & personal servi	1500	15.07
Transport, storage & communications	2000	4.43
Finance/insurance	3500	0.67
Electricity, gas and water supply	2879	0.42
Mining	600	0.15
Other	1500	9.72
	1953	100

Key Message 5: The majority of Gambian Youth are receiving skills training from friends or family

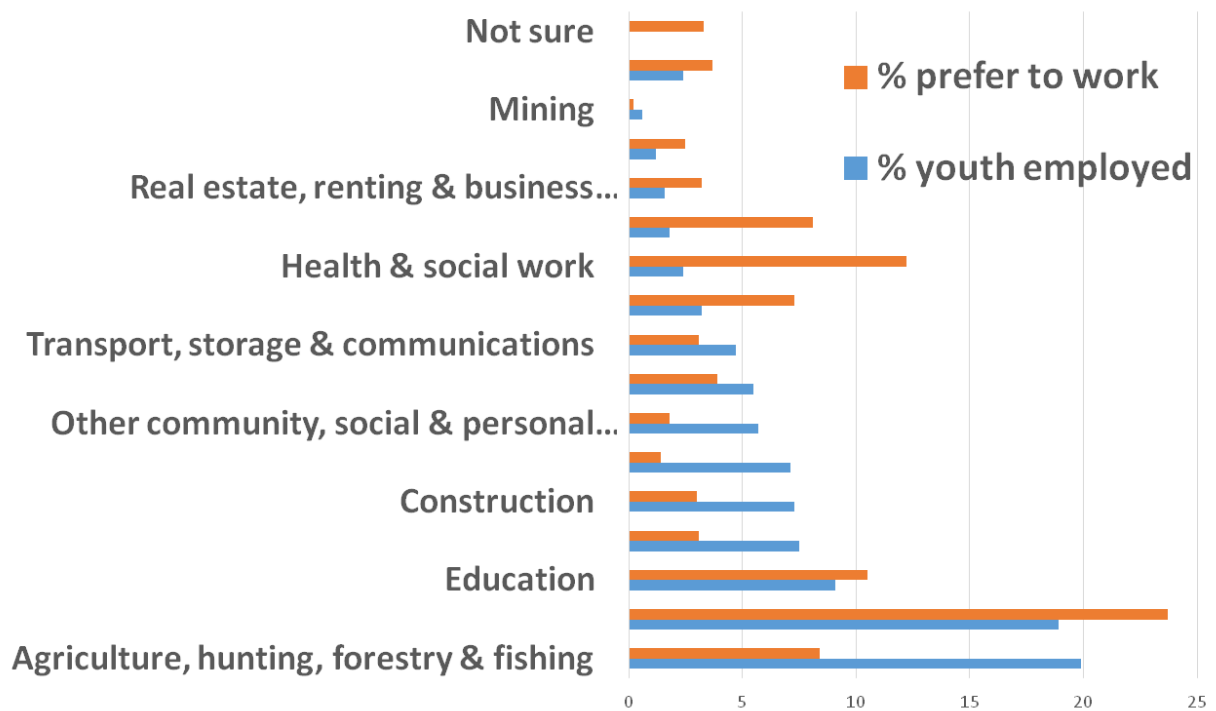


- Only 10.9% received TVET training in 2012; of which 22.8% are Youth
- Informal systems such as friends and family are the major providers of skills in The Gambia- 43.1 per cent
- Apprenticeship and on-the-job training is only contributing to 35.6 per cent of the trainees.

- No quality assurance for skills development.
- The informal system for skill development is characterized by high level of informality, lack cutting-edge technology and innovations, no quality assurance and no regulations.

In terms of access, the Labor Force Survey 2012 indicates that over 106,241 (10.9 per cent) of the overall population with 15 years and above have received vocational training in 2012. Roughly, around 22.8 per cent of these vocational trainees were youth; followed by 35-54 year olds forming 11.3 per cent. The most commonly acquired skills during the training were tailoring & sewing, masonry and carpentry, accounting 21.4 per cent, 9.8 per cent, and 8.7 per cent, respectively

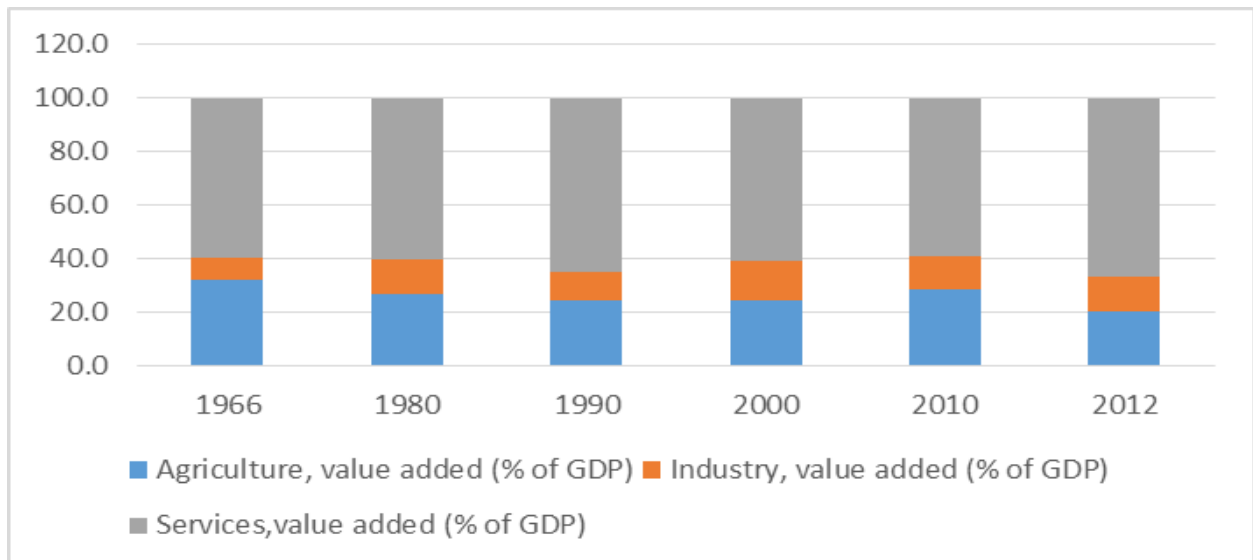
Key Message 6: Youth prefer to work in high productive sector



Youth prefer to work in high paying, high productivity sectors such as education, health and Finance.

How do we make the Youth the future of The Gambia?

Key Message 7: Limited structural transformation leading to static gain and dynamic loss in productivity in The Gambia



There is a need to reverse this trend- Guided Structural transformation to high productivity sectors

The economic structure of The Gambia, where services are the dominant sector is atypical in the sense that the base (agriculture and industry) is not sufficiently developed to support and ensure a beneficial services sector. The services sector remains largely informal, predominantly low value distributive trade with low skilled workers and low paying jobs.

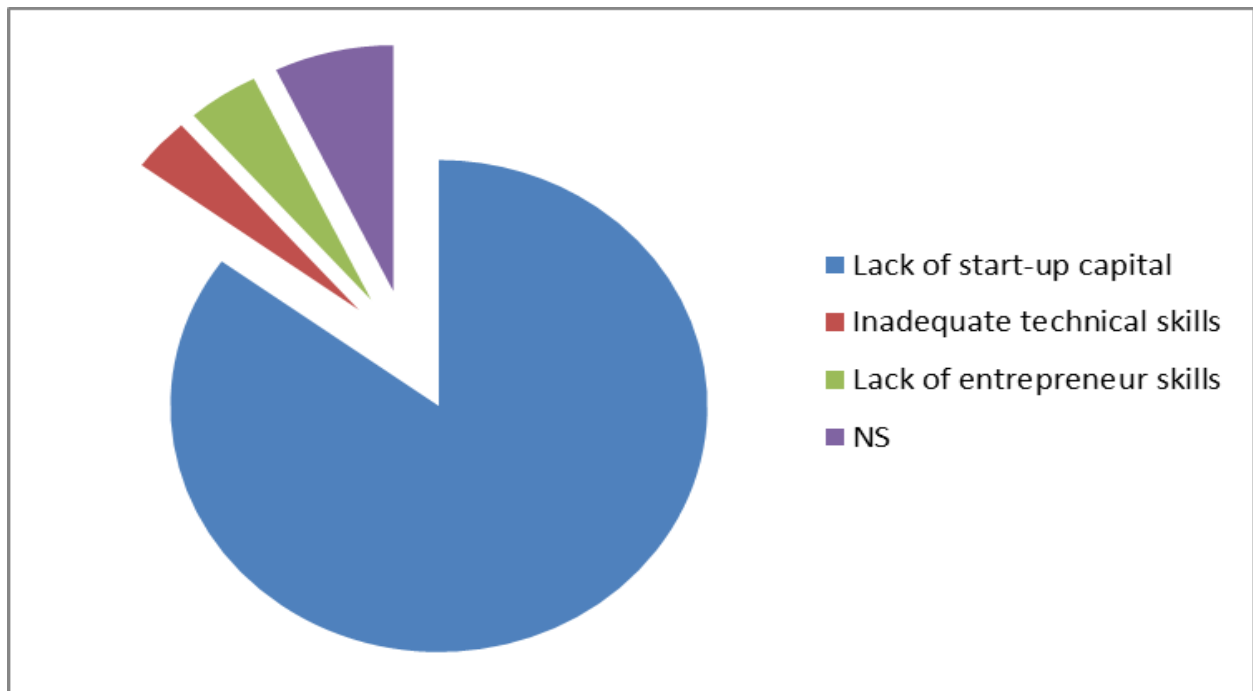
Expand the current low levels of irrigation to reduce farmers' dependence on erratic rainfall as well as increased mechanisation to reduce the drudgery involved in farming.

Provide appropriate incentives for an expanded private sector role in agriculture production including the provision and supply of inputs and fertilisers.

Reform the land tenure system to facilitate access to land and encouraging smallholder farmers to form cooperatives to increase plot sizes to benefit from economies of scale.

Provide appropriate incentive scheme including capital grants, subsidised loans, business advisory services, entrepreneurship training and mentorship for the youth that take up agriculture to help them better establish and grow their business.

Key Message 8: Youth need more than skills development support



Ensure Comprehensive support: High Quality skills development support with complementary services such as access to finance and entrepreneurship development

Conduct a detailed assessment of the skills requirement of Vision 2020 and labour market.

Properly resource and equip education and training institutions to address capacity-related constraints that prevent them from effectively delivering on their mandates.

Build effective labour market institutions and systems including strengthening the Department of Labour, for information dissemination and job-matching.

Prioritizing expansion of access to early childhood development programmes while exploring and incorporating innovative technology-supported approaches to learning.

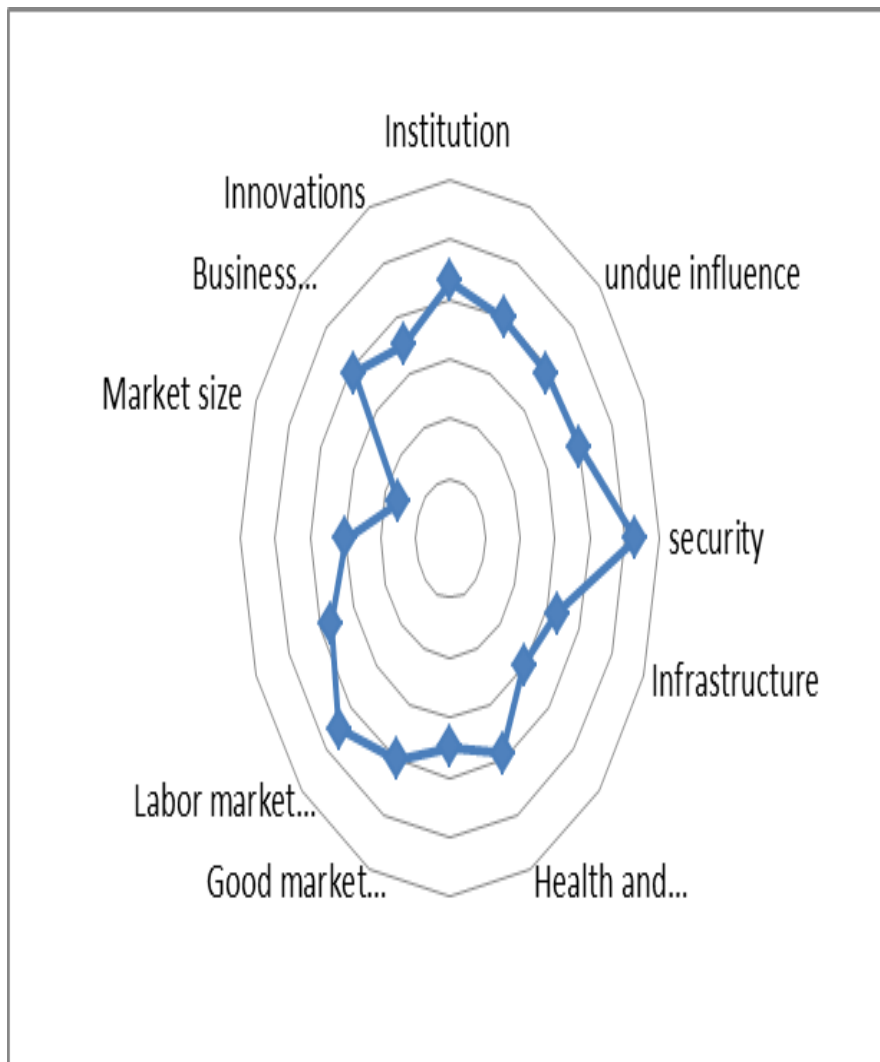
Introducing an incentive scheme to entice and deploy new graduates of the tertiary institutions to primary and secondary schools for one year to enhance the availability of teachers and quality of instruction.

Exploring and incorporating the use of information and communication technology in content formulation and delivery to aid teaching and learning.

Reinforcing non-formal adult literacy programmes to build the capacity of the workforce given the high illiteracy rates among the labour force.

Key Message 9: Private sector holds significant opportunities for Youth employment - Tackle business enabling environment issues





Other Recommendations on policy Harmonization and Interventions

- Ministry of Youth and Sports and civil society organizations should intensify advocacy youth development.
- Ministry of Youth and Sports should revise the definition of youth in the National Youth Policy to include individuals aged 15-35 years and to adjust youth programmes and interventions accordingly.
- All government agencies and partners working in The Gambia should consistently adopt this unified definition in their work programmes.
- Improve Coordination between the MoYS and the MoTIRE to ensure a harmonized policy formulation and implementation and better employment outcomes for the youth.

Concluding Remarks

- While it is the Government's responsibility to accept and implement these and many other recommendations contained in this Report, the UN System and other development partners must stand ready to give their full support.