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الاستثمار في السكان الريفيين

خطة عمل الشباب الريفي

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خطة عمل الشباب الريفي

أولاً- موجز تنفيذي

ألف- لماذا الشباب الريفي وخطة عمل الشباب الريفي؟

- 1- عدد الشباب في العالم اليوم، وفقا للتعريف الرسمي للأمم المتحدة لأولئك الذين تتراوح أعمارهم بين 15 و 24 عاما، هو 1.2 مليار نسمة. وهم يمثلون أكبر مجموعة وأكثرها تعلماً على الإطلاق. ومعظم هؤلاء الشباب - 88 في المائة منهم - يعيشون في البلدان النامية. وداخل هذه البلدان، تعيش الأغلبية منهم في المناطق الريفية. ويعيش ثلثهم في بلدان عانت من نزاع عنيف. وخمسة وسبعون مليوناً منهم عاطلون عن العمل. وهم ممثلون تمثيلاً ناقصاً سياسياً. وفي ذات الوقت، وفي جميع البلدان النامية، يزداد متوسط عمر المزارعين، غالباً بأسرع بكثير مما هو متوقع. وعلى الرغم من أن الزراعة ما تزال أكبر مُشغَل للشباب الريفيين، إلا أنها ليست جذابة بالنسبة لهم. وتعتبر العوائد المحدودة، والعمل الشاق، والأعمال المنزلية، وغياب الاعتراف الاجتماعي أكثر العوامل "الدافعة شيوعاً، والتي تؤدي إلى اتجاه متزايد للهجرة. وقد شهدت حالة التغذية والصحة لدى المراهقين والشباب تحسناً محدوداً على مدى الخمسين عاماً الماضية. وتؤثر التحديات بوجه خاص على قطاعات محددة من السكان الشباب التي تعاني من تهمة إضافية، مثل الشابات، وشباب السكان الأصليين. ولكن هذا ليس كل شيء. فالشباب يبحثون أيضاً عن هدف في حياتهم. وهم على استعداد للمساهمة في معالجة القضايا العالمية التي تؤثر عليهم أكثر من غيرهم، ويريدون أن يُصغى إليهم. وهم يتطلعون إلى وظائف مستقرة، والوصول إلى الخدمات الاجتماعية، ومرافق الترفيه التي عادة ما تكون غائبة في المناطق الريفية.
- 2- تعميم مشاركة الشباب هو فرصة هامة تضع الصندوق في موقع فريد للقيام بدور محوري في الجهود الرامية إلى تحويل المناطق الريفية في البلدان النامية، والمساهمة بشكل كبير في تحقيق أهداف التنمية المستدامة. ولا يُعد تعميم قضايا الشباب أولوية رئيسية للصندوق وجزءاً من الإطار الاستراتيجي فحسب، بل يعتبر أيضاً ممارسة إنمائية جيدة، لأن الاستثمار في الشباب يولد عوائد اجتماعية واقتصادية كبيرة، مما يجعله هدفاً فعالاً ومجدياً للتعاون الإنمائي. وتكمن الميزة النسبية للصندوق تماماً في استهدافه القوي للسكان الذين يعانون من الفقر المدقع، والتهمة، وانعدام الأمن الغذائي في المناطق الريفية النائية، وفي خبرته المحددة فيما يتعلق باقتراح وتنفيذ حلول مكيّفة تقنياً، وتدخلات إقليمية وقطرية تم اختبارها جيداً.
- 3- ويمكن تخصيص الصندوق الطويل الأمد في المناطق الريفية من تكميل جهود الشركاء الإنمائيين الآخرين لمساعدة الشباب في المناطق الحضرية، مع دعم الشركاء في زيادة تعميم أثر التحول الريفي مع الأنشطة الرامية إلى توسيع نطاق التعاون التقني فيما بين بلدان الجنوب. ومن خلال تحويل المناطق الريفية، يساهم الصندوق في إيجاد بيئة تمكينية حيث يمكن للشباب أن يزدهروا فيها، بدلاً من إجبارهم على الانتقال إلى المدن المزدهمة بالفعل أو اللجوء إلى الهجرة الدولية. وبشكل حجم الصندوق الصغير، ومرونة أدواته الإقراضية ميزة مفيدة لاختبار الأفكار والنهج الابتكارية في مجال التنمية الريفية، والتي يمكن الاستفادة منها في الانخراط القطري طويل الأجل من خلال البرامج المملوكة للحكومات التي يمولها الصندوق كنقاط دخول. وأخيراً تتمتع خطة عمل الشباب الريفي بتركيز قوي على عمالة الشباب، كما ينعكس ذلك في ورقة

مهام فريق العمل في الصندوق - حياة أفضل للشباب الريفي (2017)، الذي يؤكد على حقيقة أن "الفشل في توفير عمل لائق للشباب يؤثر على الاقتصادات الوطنية، ويشكل تهديدا للاستقرار السياسي، ويغذي التطرف، ويؤدي إلى الهجرة المدمرة اجتماعيا واقتصاديا."

باء- عملية إعداد خطة عمل الشباب الريفي

4- كانت عملية إعداد خطة عمل الشباب الريفي شمولية وتشاركية، مما يسر الاستفادة من الخبرات الداخلية والخارجية - وتحفيز الملكية الداخلية بالفعل. وبدأت الرحلة في يناير/كانون الثاني 2018 بسلسلة من المشاورات الداخلية مع موظفين مختارين لديهم معرفة عميقة في العمل على قضايا الشباب. وعلاوة على ذلك، أجريت ثلاثة مسوح مختلفة لتشكيل مضمون خطة عمل الشباب الريفي، بما في ذلك: (1) مسح لجمع وجهات النظر والاقتراحات من مدراء البرامج القطرية، وموظفي البرامج القطرية، وموظفي البرامج في الشعب الإقليمية الخمس للصندوق؛ (2) مسح لجمع الخبرات العملية لمدراء المشروعات، ومنسقي العمليات الميدانية الممولة من قروض ومنح الصندوق في الشعب الإقليمية؛ (3) مسح قياسي مع مجموعة من الشركاء الإنمائيين شملت: منظمة الأغذية والزراعة، منظمة العمل الدولية؛ ووكالات التعاون المتعددة الأطراف والثنائية (مثل منظمة التعاون والتنمية في الميدان الاقتصادي، وألمانيا، وهولندا، والدانمرك)؛ والمنظمات غير الحكومية (مثل أوكسفام، وصندوق إنقاذ الطفولة)؛ ومصرف التنمية الآسيوي.

5- كما استفادت العملية من مدخلات من منظمات الشباب التي تتواءم مع مهمة الصندوق. وعُقدت حلقة عمل تشبثية في 19 يونيو/حزيران 2018، شارك فيها 55 مشاركا من 11 منظمة دولية/إقليمية/قطرية. وجرت مناقشة غير رسمية للمجلس التنفيذي في 6 يوليو/تموز 2018، بمشاركة 14 بلدا و 17 مشاركا. وتم تلقي مدخلات مفيدة من كلا الحدثين وإدماجها تبعا لذلك.

جيم- نظرية التغيير الأساسية وإطار النتائج

6- يدرك الصندوق أن عدم إشراك الشباب، ولا سيما في الزراعة، سيعيق زيادات الإنتاجية اللازمة لتحقيق أهداف التنمية المستدامة.¹ وترتكز نظرية تغيير خطة عمل الشباب الريفي إلى التزام الصندوق بتقديم مساهمات كبيرة، وفعالة، وكفؤة لأهداف التنمية المستدامة 1، و2، و8، ولخطة التنمية المستدامة 2030 الأوسع نطاقا في المناطق الريفية. والتحديات الموضحة في الشكل 1 شائعة بين جميع السكان الريفيين الفقراء. غير أن الشباب هم شريحة السكان الريفيين التي تعاني منها على وجه الخصوص. وعند تقييم التحديات التي يواجهها أصحاب الحيازات الصغيرة في البلدان التي يعمل فيها الصندوق، من الضروري التوليف قصدا، وتسليط الضوء بوضوح على كيفية كون هذه التحديات قاسية بشكل خاص وتؤثر بشكل خاص على الشباب والشابات الذين يعيشون في المناطق الريفية. وغالبا ما تتجلى الآثار على الشباب في البطالة، وانعدام ملكية الأراضي، والاستبعاد المالي، والهجرة الخارجية، وعمالة الأطفال في الزراعة، من بين جملة قضايا أخرى ذات صلة. وبالتالي، يلتزم الصندوق باتخاذ خطوات لإحداث تغييرات في المناطق

¹ الصندوق، "عدم ترك أي أحد يتخلف عن الركب: دور الصندوق في خطة عام 2030" تقرير هيئة المشاورات الخاصة بالتجديد الحادي عشر لموارد الصندوق. روما، فبراير/شباط 2018.

الريفية لتحسين حياة الشباب الريفي (الحلول) بالعمل من خلال مجالات العمل الخمسة لخطة عمل الشباب الريفي.

7- وتشمل الإجراءات نطاقا واسعا من المخرجات التي ستدعم إدماج الشباب وتعزيز المهارات، وخلق فرص العمل، وتعزيز الانخراط في السياسات المناصرة للشباب، مع المساهمة في الوقت ذاته في تحقيق فوائد إيجابية غير مباشرة. فعلى سبيل المثال، وجدت قضية الطاقة المتجددة بالفعل مكانا لها في تركيز الصندوق على البيئة والمناخ، وتفتح الطريق أمام فرص عمل للشباب. كما أنها تساهم في التركيز العام على تطوير الأعمال في استثمارات الصندوق، وهو ما يلزم لتيسير عمليات التحول الريفي. ومن خلال إدماج الشباب بشكل منتظم في عملية التحول الريفي، سيحقق الصندوق أهدافه الاستراتيجية - وبذلك سيساهم بشكل كبير في تحقيق أهداف التنمية المستدامة ذات الصلة.

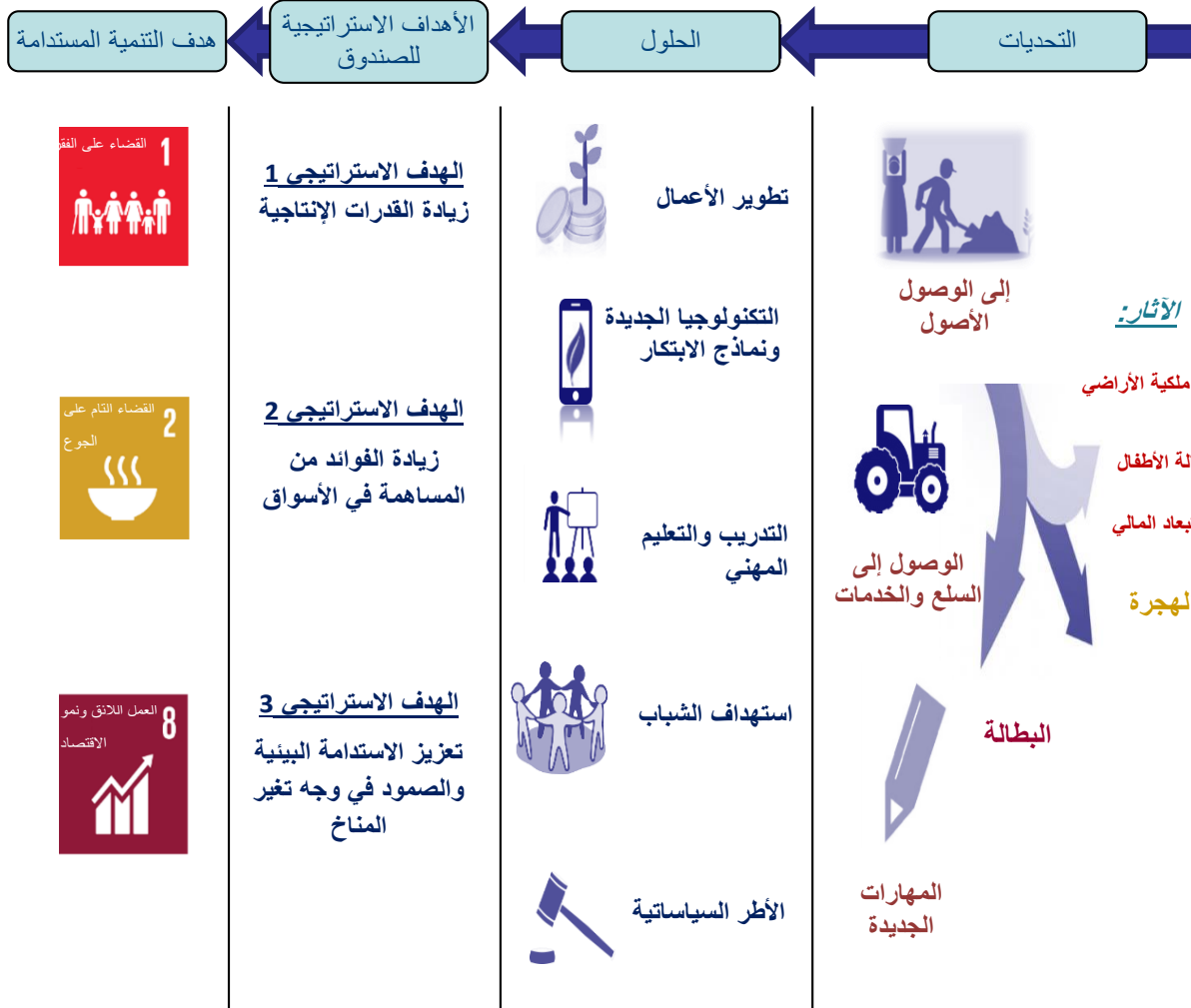
8- لقد وُضعت خطة عمل الشباب الريفي باستخدام خطة عمل قوية تستند إلى النتائج. وبفضل خطة العمل هذه التي تشكل ركيزتها الأساسية، تدعم خطة عمل الشباب الريفي الغاية النهائية: تعزيز أثر استثمار الصندوق على أهداف التنمية المستدامة بتمكين شباب وشابات الريف اجتماعيا واقتصاديا. ويدعم هدفها الإنمائي - وهو ضمان التعميم الفعال لقضايا الشباب في عمليات الصندوق - مخرجات ونواتج مجالات العمل الأربعة: (1) التنفيذ القطري؛ (2) بناء القدرات؛ (3) إدارة المعرفة؛ (4) السياسات، واستقطاب التأيد، والشراكات. ولضمان الإبلاغ عن هذه النتائج بشكل جيد، سيتم تتبعها مقابل مؤشر كل مُخرج وناتج، مع الاستفادة عند الاقتضاء من أدوات الإبلاغ المؤسسية مثل استعراضات الحوافز الإقليمية، وتقرير الفعالية الإنمائية للصندوق. وبالإضافة إلى ذلك، ومن أجل ضمان رصد خط الإبلاغ المؤسسي، سيتم قياسها بالتزامن مع المؤشرات المتعلقة بالشباب المبينة في إطار إدارة النتائج لفترة التجديد الحادي عشر لموارد الصندوق.

9- ما بعد فترة التجديد الحادي عشر لموارد الصندوق. في حين أن خطة العمل هذه تغطي الفترة من عام 2019 إلى عام 2021، من المهم التأكيد على أن "تعميم قضايا الشباب" سيستمر إلى ما بعد فترة التجديد الحادي عشر للموارد. ومن المنتظر في الواقع أن يستمر تعميم قضايا الشباب كممارسة إنمائية جيدة في إثراء البرمجة القطرية ضمن دورتي التجديد الثاني عشر والثالث عشر لموارد الصندوق بما يتماشى مع الإطار الاستراتيجي للصندوق للفترة 2016-2025. وبالتالي، فإنه من المتوقع فيما بعد عام 2021 أن تزداد المشروعات الحساسة لقضايا الشباب إلى أكثر من نسبة الـ 50 في المائة من المخرجات المستهدفة المخطط لها (أي 60 في المائة من المشروعات في فترة التجديد الثاني عشر، و 70 في المائة من المشروعات في فترة التجديد الثالث عشر). وبالمثل، ومن أجل ضمان الاستمرارية، ستستمر تنمية العمليات المتصلة بكلٍ من مجالات العمل الأربعة إلى ما هو أبعد من المخرجات الحالية الواردة في خطة عمل الشباب الريفي هذه.

الشكل 1

نظرية التغيير

الغاية: تعزيز أثر استثمارات الصندوق على أهداف التنمية المستدامة
عن طريق تمكين شباب وشابات الريف اجتماعيا واقتصاديا



دال- القضايا المواضيعية التي يتمتع فيها الصندوق بميزة نسبية

- 10- كعنصر رئيسي في نموذج التشغيل، تُصمَّم جميع المشروعات الاستثمارية التي يدعمها الصندوق على أساس التقييمات الخاصة بالسياق، مع الأخذ بعين الاعتبار التعريفات الوطنية لمن هم "الشباب". وتتماشى ركائز نهج الصندوق مع أولويات الحكومات، وتحديد الشركاء المنفذين المناسبين، والمشاورات مع أصحاب المصلحة الرئيسيين. ومن ثم تختلف المشروعات من حيث النطاق، والتركيز المواضيعي، والاستراتيجية. وعلى الرغم من هذا التنوع، يوجد عدد من المواضيع المحددة فيما يتعلق بالانخراط مع المزارعين أصحاب الحيازات الصغيرة التي يتمتع الصندوق بميزة نسبية قوية فيها، بما في ذلك: (1) عمالة وريادة أعمال الشباب؛ (2) الوصول إلى الأراضي والموارد الطبيعية؛ (3) الوصول إلى التمويل الريفي؛ (4) الوصول إلى التكنولوجيات والممارسات المنتجة الذكية مناخياً، والنماذج التنظيمية المربحة لأصحاب الحيازات الصغيرة.
- 11- يدرك الصندوق الحاجة إلى السعي وراء خلق فرص عمل للشباب على طول سلسلة القيمة. والعديد من مشروعات الصندوق تبادر جزئياً إلى مواجهة تحديات البطالة التي تؤثر على أصحاب الحيازات الصغيرة الريفيين، عن طريق دعم تطوير الأعمال من خلال زيادة الوصول إلى التدريب على ريادة الأعمال، مما يعزز القدرات التنظيمية للوصول إلى السلع والخدمات المنتجة، بالإضافة إلى الخدمات المالية. ولذلك فإنه من المهم جدا تحري فرص العمل للشباب في جميع قطاعات ومسارات عمل سلاسل السلع، مثل: الإنتاج على مستوى المزرعة؛ والتجهيز في مرحلة ما بعد الحصاد؛ وإمدادات السلع والخدمات؛ وأسواق المخرجات. وسيضمن النهج الديناميكي والمتنوع بحسب السياق لخطة عمل الشباب الريفي أن التطلعات والمهارات المتنوعة التي يتمتع بها الشباب و/أو التي سيحصل عليها ستؤثر على نقاط الدخول استناداً إلى الفرص المتاحة. فعلى سبيل المثال، وفر مشروع التدريب المهني لشباب الريف، ودعم العمالة وريادة الأعمال الذي يموله الصندوق في مالي مجموعة من خيارات التدريب المهني وما قبل المهني، ويترك اختيار نوع الأعمال أو مسار تنظيم الأعمال الريادية للشباب الذين يدعمهم.
- 12- وبالإضافة إلى ذلك، يبقى الوصول إلى التمويل عقبة كبيرة أخرى أمام الشباب الريفي. وفي مولدوفا، عالج الصندوق القضية من خلال مشروع تنمية الخدمات المالية الريفية والأعمال الزراعية الذي يقدم قروضا استثمارية لرواد الأعمال الشباب، والمساعدة التقنية، والتدريب، وبناء القدرات المرتبطة بها لكل من المقترضين والمؤسسات المالية المشاركة. وسيضطلع الصندوق الرأسمالي للأعمال الزراعية الجديد التابع للصندوق بدور رئيسي في هذا المسعى من خلال توفير وسيلة للتمويل المختلط لمنظمات المنتجين من أصحاب الحيازات الصغيرة، ومشاريع الأغذية الزراعية الصغيرة والمتوسطة، مع التركيز على سبل العيش الريفية وفرص عمل الشباب الريفي.
- 13- كما يدرك الصندوق جيداً أن الوصول إلى الموارد الطبيعية (مثل الأراضي والمياه الزراعية) هو مسألة ذات صلة بالنسبة للشباب. ففي السنغال، على سبيل المثال، عمل مشروع دعم سلاسل القيمة الزراعية مع رابطات الشباب، مثل الرابطات الرياضية والثقافية، للتفاوض بشأن الحصول على الأراضي مع أسرهم. ومن المتوقع أن يساهم الصندوق، من خلال خطة عمل الشباب الريفي في توليد معلومات وتحليلات محددة حول نماذج/آليات وفرص ناجحة لحصول الشباب على الأراضي لإدراجها في تصميم وتنفيذ المشروعات كأدلة لمتابعة الحوار والتفاوض من أجل حقوق حيازة الموارد الطبيعية من جانب الشباب الريفي.

14- لدى الصندوق خبرة طويلة في تنظيم السكان الريفيين لتمكينهم من الوصول إلى السلع والخدمات المنتجة، بما في ذلك أسواق المخرجات، وإدارة الأصول المشتركة (مثل أراضي الرعي ومشروعات الري الصغيرة)، وإسماح أصواتهم على المستويات المحلية والوطنية. وعلى سبيل المثال، تم إنشاء رابطات للخدمات المالية في سيراليون من خلال مشروع التمويل الريفي والنهوض بالمجتمعات المحلية لدعم الحلول المالية للشباب وتمكينهم من الوصول إلى السلع والخدمات المنتجة من أجل بدء وإدارة مشاريع مريحة قائمة على الزراعة. وسيواصل الصندوق بالبناء على خبرته تنظيم منظمات المنتجين من أصحاب الحيازات الصغيرة بنجاح وتشجيعهم على توفير فرص مصممة خصيصا لتلبية تطلعات الشباب.

15- يبحث الصندوق حاليا بعناية في قضية توسيع فرص الوصول إلى الطاقة المتجددة بأسعار معقولة ومتاحة بسهولة من أجل زيادة الفرص لتطوير الأعمال والعمالة الريفية، والاستفادة من الأدوار المتعددة والحاسمة التي يمكن أن يلعبها الشباب من حيث استيعاب التكنولوجيا ودعم النماذج الابتكارية.

هاء- استقطاب الشراكات لمعالجة المواضيع الناشئة

16- هناك مواضيع ناشئة أدرك الصندوق أهميتها. والقصد هو تحري الخيارات المتاحة للتعامل معها من أجل تعزيز إجراءات المواضيع الرئيسية المذكورة أعلاه والتي سيتم من خلالها السعي وراء إشراك الشباب. وتشمل هذه المواضيع الناشئة ما يلي: (1) العمل اللائق؛ (2) عمالة الأطفال في الزراعة؛ (3) القضايا التي تؤثر على المراهقات، والشباب من السكان الأصليين، والشباب من ذوي الإعاقة. وفي حين يعتبر الصندوق أن هذه المواضيع الناشئة مهمة للغاية، إلا أنها تتجاوز خبرة الصندوق المحددة بعض الشيء، ومن ثم سيعزز الصندوق شراكاته الاستراتيجية والتشغيلية مع الوكالات الرائدة بالفعل في هذه المواضيع. وسيستلزم تعزيز هذه الشراكات القائمة الاستفادة من المبادرات التعاونية الجارية بالفعل. على سبيل المثال، في حالة عمالة الأطفال، سوف يرسخ الصندوق شراكته الجارية مع الشراكة الدولية للتعاون في مجال عمالة الأطفال في الزراعة². وفيما يتعلق بالعمل اللائق، فإن كلا من منظمة الأغذية والزراعة، ومنظمة العمل الدولية يتعاونان بالفعل مع الصندوق، من خلال مشروعين ممولين بمنح، وأنشطة الشراكة التي تفتح المجال أمام توسيع نطاق الدروس والممارسات.

واو- مجالات العمل التي يدعمها نهج دينامي ومتباين

17- سيتم تنفيذ خطة عمل الشباب الريفي من خلال سلسلة من الأنشطة المجمعة في أربعة مجالات عمل، تستند إلى نموذج العمل الجديد للصندوق: (1) تنفيذ البرامج القطرية الحساسة لقضايا الشباب؛ (2) تعزيز القدرة على التنفيذ؛ (3) إدارة المعرفة المستندة إلى الأدلة؛ (4) الانخراط في السياسات والشراكات.

² الشراكة الدولية للتعاون في مجال عمالة الأطفال في الزراعة. شارك الصندوق في التعاون مع الكيانات التابعة للأمم المتحدة وغير التابعة للأمم المتحدة للدعوة إلى مكافحة عمل الأطفال في الزراعة، وساهم في إعداد موجز سياساتي بعنوان "كسر دورة الفقر الريفي: إخراج الفتيات والفتيان من العمل وإدخالهم المدرسة". وشارك الصندوق في نوفمبر/تشرين الثاني الماضي في المؤتمر العالمي الرابع المعني بالقضاء المستدام على عمل الأطفال. وكمتابعة للحدث، شارك الصندوق ومنظمة الأغذية والزراعة في تنظيم ندوة للدعوة والتوعية حول قضايا عمالة الأطفال في الزراعة.

18- ومن المتوقع أن يضمن التخطيط والتنفيذ المشتركين بين إدارات وشُعب متعددة في الصندوق مشاركة الشباب في جميع مبادرات الصندوق. وفي القيام بذلك، ستعتمد عملية التنفيذ نهجا ديناميا ومتباينا. وبالنظر إلى التعقيدات في الاستهداف، والحاجة الملحة للاستجابة لاحتياجات الشباب الريفي، من الضروري لتنفيذ خطة العمل هذه استخدام نهج متباين ومحدد السياق. وهذا يعني تجاوز سير العمل كالمعتاد لدمج استراتيجيات، وأدوات، وأنشطة شمولية، ودينامية، وابتكارية. ولذا سيصمم الصندوق النهج ليتلاءم مع البرامج الحساسة لقضايا الشباب، مع تقديم حلول متباينة تتناسب مع السياق. وسيضمن ذلك دمج البعد الشبابي بشكل منهجي في كل خطوة من خطوات عملية الانخراط: من تحديد المشكلة إلى تحديد الحلول المحتملة؛ وفي منهجية وآليات تنفيذ المشروعات؛ وفي تحليل أصحاب المصلحة واختيار الشركاء؛ وفي تحديد أهداف الاستثمار (ونواتجه) ومخرجاته (وأنشطته)؛ وفي تشكيل فرق الإدارة والتنفيذ؛ وفي مخصصات الميزانية؛ وفي عمليات الرصد والتقييم؛ وفي الانخراط في السياسات.

19- سوف يمكّن هذا النهج الصندوق من الاستجابة للحاجة الملحة للانخراط مع الشباب الريفي في البلدان التي: (1) تثبت إمكانات لتسريع الانخراط مع الشباب الريفيين (مثل تواجد توجه تجاري واضح في الزراعة، وإمكانات الجدوى التجارية لزراعة أصحاب الحيازات الصغيرة)، والاستعداد لتقاسم التكاليف وتقاسم المخاطر في اختبار أفكار جديدة تعود بالفائدة على الشباب، وحافز تيسير والانخراط في روابط وشراكات التعاون بين بلدان الجنوب والتعاون الثلاثي؛ (2) تتوفر فيها البيئات السياسية لتيسير التصميم السريع وتخصيص الموارد لتنفيذ المشروعات الحساسة لقضايا الشباب. ويمكن لهذه الظروف المقترحة أن تساعد على تحديد بلدان التحرك المبكر، لكي يكون الصندوق أكثر فعالية في أدائه القطري. وسيتم التركيز على المجالات المواضيعية التي يحظى فيها الصندوق بميزة نسبية وخبرة: العمالة، وريادة الأعمال، والتدريب المهني، وما إلى ذلك، والتي يحتمل أن يكون لها عوائد سريعة. وسيتم تعزيز الشراكات مع المنظمات ذات الصلة للتعامل مع القضايا المتعلقة بالمواضيع الناشئة (مثل عمالة الأطفال، والعمل اللائق) - على سبيل المثال، من خلال ترتيبات التعاون مع الوكالات التي توجد مقارها في روما، والآليات التشغيلية مع جهات أخرى، مثل منظمة العمل الدولية.

20- يندرج النهج الشامل ضمن إطار التكامل الجديد لشعبة البيئة، والمناخ، والقضايا الجنسانية، والإدماج الاجتماعي الذي يتم وضعه لدمج الجهود عبر مواضيع التعميم (القضايا الجنسانية، والشباب، والتغذية، والبيئة، والمناخ). وفي ظل هذا الإطار المتكامل، سوف يستعير تعميم قضايا الشباب من نموذج الصندوق الناجح للغاية لتعميم القضايا الجنسانية. وسيشمل ذلك عوامل من جانبي الطلب والعرض، مع تكييف آليات تكاملية سيتم دمجها من أجل تحقيق أفضل أداء.

21- كما تقترح خطة عمل الشباب الريفي مجموعة من مبادئ الانخراط التي ينبغي تطبيقها في العمل مع الشباب الريفي:

(أ) ينبغي أن تعترف جميع العمليات والاستراتيجيات بعدم تجانس الشباب، ولا سيما فيما يتعلق بنوع الجنس، والسن، والتعليم، والعرق، والفئة الاجتماعية-الاقتصادية، لضمان عدم ترك أي فرد يتخلف عن الركب؛

- (ب) يتعين النظر في الاستراتيجية والسياسة المتعلقة بالشباب في بلد التدخل عند تصميم نهج وأنشطة محددة، بما في ذلك تعريف الفئات العمرية، والمجالات المواضيعية؛
- (ج) سيتم استخدام نهج دورة الحياة ليشمل جميع الأعمار، وجميع الاحتياجات، ويضمن الانتقال الفعال للشباب الذين يعيشون في المناطق الريفية من مرحلة الطفولة إلى مرحلة البلوغ؛
- (د) بما يتجاوز مبدأ الملكية، يجب أيضا تطبيق مبدأ التأليف، وضمان أن المبادرات التي يقودها الشباب يتم إنشاؤها وامتلاكها الكامل من قبل الشباب؛
- (هـ) بغية الاستفادة من المزايا النسبية للشباب، سيؤدي التركيز المستمر على الابتكارات إلى جذب اهتمامهم وتعزيز مشاركتهم الفعالة.

22- **الشباب والمنظور الجنساني.** يعتبر المنظور الجنساني سمة مهمة يجب أخذها بعين الاعتبار في نهج خطة عمل الشباب الريفي، نظرا إلى أن هذا الجانب غالبا ما يفاقم المشاكل التي يواجهها الشباب. وتواجه الشابات بوجه خاص تحديات إضافية تتعلق بالقواعد المتحيزة جنسانيا، والحمل المبكر، والحركة المحدودة، مما يزيد من تفاقم المشكلة ويؤدي إلى فجوة بين الجنسين، حتى في سياق الشباب. ومن ثم، وبما يتماشى مع سياستها الجنسانية، ستأخذ خطة عمل الشباب الريفي في الاعتبار البعد الجنساني بشكل صريح، وسيتم ربط البرامج الحساسة للقضايا الجنسانية وتضمينها بشكل جوهري كجزء من نهج تعميم قضايا الشباب. وسيتم أيضا تكرار ذلك في وضع سياسة الاستهداف المنفحة.

23- **إدماج الشباب والتسيير.** ينطوي تمكين الشباب على إدراج ودمج دور لهم في هياكل التسيير وعمليات صنع القرار. وسيعمل الصندوق على نحو وثيق مع المجلس الاستشاري للشباب، الذي سينشأ ليكون بمثابة مساهم في تعزيز إدماج الشباب، لإجراء المزيد من المشاورات المنظمة والحوار الاستراتيجي بين الصندوق وممثلي الشباب الريفي المشاركين بالفعل في حافظة الصندوق. وبالإضافة إلى ذلك، سيتم إعداد مذكرة توجيهية بشأن انخراط الشباب للاستفادة من الوسائل المستخدمة لإدماج الشباب في دورات المشروعات على مستوى القواعد الشعبية/المشروعات، بهدف تعزيز مشاركة الشباب في عمليات التنمية الريفية. وعلى المستوى الوطني، فإن الابتكار المؤسسي لخطة عمل الشباب الريفي ستعزز المشاركة الجيدة للقادة الشباب في هياكل التسيير القائمة وعمليات صنع القرار.

24- فيما يلي مجالات العمل والمخرجات الإرشادية المتوقعة على مدار فترة التجديد الحادي عشر لموارد الصندوق (2019 إلى 2021). وستشمل الإجراءات المستهدفة خلال السنوات الثلاث المقبلة الأنشطة الموضحة أدناه.

مجال العمل 1: تنفيذ برنامج قطري حساس لقضايا الشباب

25- سترتب على تعميم قضايا الشباب في عمليات الصندوق عددا من الأنشطة، تتراوح بين تنقيح سياسة الاستهداف في الصندوق وإعداد برامج الفرص الاستراتيجية القطرية وتصاميم المشروعات الحساسة لقضايا الشباب الريفي. وستركز البرمجة الحساسة لقضايا الشباب على الفرص التي تشمل: (1) الآليات المبتكرة للوصول إلى الأصول المنتجة (مثل الأراضي والموارد الطبيعية)؛ (2) تنمية المهارات في مجال ريادة الأعمال وتطوير الأعمال، لتعزيز الزراعة كعمل تجاري، وتطوير المشاريع الزراعية من خلال التدريب المهني/التقني؛ (3) التمويل الائتماني/الرأسمالي للمشاريع المملوكة للشباب، والمشاريع الناشئة؛ (4)

الاستثمارات في الميكنة واستخدام التكنولوجيات الحديثة، بما في ذلك تكنولوجيا المعلومات والاتصالات للوصول إلى معارف الإنتاج التقني حول "كيفية العمل"، والروابط بأسواق المدخلات والمخرجات؛ (5) الاستخدام المنتج لتحويلات المهاجرين المالية لتحفيز الاستثمار في التنمية الريفية؛ (6) إدارة مخاطر الزراعة؛ (7) الأنشطة الرامية إلى إشراك الشباب كأصحاب مصلحة رئيسيين في هياكل تسيير منظمات المزارعين ورباطات أعمال الشباب، والشركات المساهمة المحتملة التي يملكها الشباب. وسوف ييسر الصندوق الرأسمالي للأعمال الزراعية في الصندوق التمويل المتوسط إلى طويل الأجل لرواد الأعمال الزراعية، ويشجع - في البرامج القطرية التي يعمل فيها الصندوق الرأسمالي للأعمال الزراعية - رواد أعمال زراعية مستهدفين من الشباب على الاستفادة من هذا الصندوق. كما سيتم تعزيز التعاون بين بلدان الجنوب والتعاون الثلاثي كطريقة لبناء قدرات الشباب الريفيين في مجال ريادة الأعمال وتبادل أفضل الممارسات بشأن المبادرات الحساسة لقضايا الشباب.

26- ونتيجة مجال العمل هذا - ضمان تركيز برامج الفرص الاستراتيجية القطرية، ومذكرات الاستراتيجيات القطرية، والعمليات الممولة بالقروض والمنح بشكل منهجي على الشباب الريفي - ستتخذ عن المخرجات التالية:

سياسة الأهداف المنقحة في الصندوق	50 في المائة من جميع المشروعات حساسة لقضايا الشباب
100 في المائة من برامج الفرص الاستراتيجية القطرية، ومذكرات الاستراتيجيات القطرية تعكس نهجا حساسا لقضايا الشباب	تعبئة الموارد لتجربة نهج/تكنولوجيات مبتكرة خاصة بالشباب

مجال العمل 2: تعزيز القدرة على التنفيذ

27- سيتطلب تعميم قضايا الشباب الريفي ضمن العمليات الميدانية بذل جهود لتعزيز القدرة على التنفيذ على مختلف المستويات. وسيتم تنفيذ تنمية القدرات على مستويين مترابطين: (1) على مستوى الصندوق، قدرات جميع الجهات الفاعلة (موظفو المشروعات، ومقدمو الخدمات الآخرون، والشركاء المنفذون) الذين يعملون مع الشباب الريفي ومن أجله، في الصندوق أو بالشراكة معه؛ كما سيتم تعبئة مستشار مجموعة لمواصلة تحسين قدرات التنفيذ؛ (2) على مستوى القواعد الشعبية، سيتم بناء قدرات الشباب من خلال أنشطة محددة لتعزيز المهارات مدمجة في عمليات الصندوق، وكذلك من خلال الانخراط المباشر مع الصندوق على المستوى المؤسسي في المجلس الاستشاري للشباب. كما ستفيد القدرات المحسنة على مستوى الصندوق قدرات الشباب ضمن فرق المشروعات والشركاء المنفذين، وبالتالي ستصل إلى الشباب ومنظماتهم (بما يتماشى مع مخرجات وأنشطة التعميم المتوقعة لمجال العمل 1). وخلال السنوات الثلاث القادمة، سيقوم فريق الشباب التابع للصندوق في المقر، بالتشاور مع موظفي الاندماج الاجتماعي الإقليمي، بتصميم وحدات تعليمية مختارة ليتم تسليمها لموظفيه خلال فعاليات أكاديمية العمليات في الصندوق، والتدريب على المستوى الإقليمي/القطري.

28- سيتم إجراء تقييم أولي لمنتجات المعرفة الداخلية المتاحة وتلك الخاصة بالشركاء الخارجيين ذات الصلة. وسيتم توسيع أدوات التعلم القائمة، والمستخدمة حاليا من أجل القضايا الجنسانية، لتشمل قضايا الشباب

الريفي: (1) نظام تعلّم العمل بشأن القضايا الجنسانية؛ (2) مؤشر تمكين المرأة في الزراعة. وسيتم تطوير هذه الأدوات ونشرها استناداً إلى تقييم سريع للقدرات، ومعالجة المستويات الوظيفية الثلاثة لكل من: (1) موظفي الصندوق؛ (2) وكلاء تقديم الخدمات على المستوى القطري؛ (3) منظمات المستخدمين على مستوى القاعدة الشعبية، ولا سيما المنظمات التي تعتمد على الشباب. وبالإضافة إلى ذلك، ستنظم المراكز الإقليمية جوائز سنوية لأفضل المشروعات أداء فيما يتعلق بمشاركة الشباب الريفي. ولن توفر هذه المسابقات فرصاً للتعلم وحسب، بل ستكون فعالة أيضاً في توفير المناصرة والحوافز من أجل التغيير في الأقاليم الفرعية، وأداة مباشرة لمواكبة تدخلات الصندوق الناجحة الحساسة لقضايا الشباب الريفي على الخارطة العالمية.

29- تتمثل النتيجة في زيادة قدرات موظفي الصندوق، وموظفي المشروعات، والشباب الريفي، والشركاء المنفذين على إشراك الشباب الريفي بنجاح. وسوف تقدم المخرجات التالية:

خطة واحدة لبناء القدرات	جوائز سنوية لأفضل المشروعات على المستوى الإقليمي
ست وحدات تدريبية، بما في ذلك خيارات تدريب المدربين لموظفي الصندوق ومقدمي الخدمات	تعبئة مجموعة من مقدمي الخدمات ذوي الخبرة لدعم تصميم وتنفيذ مبادرات الشباب الريفي في المشروعات
إلى جانب مواضيع القضايا الجنسانية، والتغذية، والبيئة وتغير المناخ، تنفيذ ثلاث دورات تدريبية في أكاديمية العمليات في إطار الركيزة 2 بشأن تكامل مواضيع التعميم	مشاركة 50 في المائة كحد أدنى من جميع الشباب ضمن المجموعة المستهدفة لمشروعات الصندوق في التدريب على تنمية المهارات

3: إدارة المعرفة والاتصالات الاستراتيجية المستندة إلى الأدلة

30- من أجل المساهمة على نحو أفضل في الانخراط في السياسات والتحسين المستمر للمشروعات، مع زيادة بروز الصندوق في السعي إلى تعزيز جدول أعمال الشباب، من الأهمية بمكان أن تقوم خطة عمل الشباب الريفي ببناء استراتيجياتها الخاصة بإدارة المعرفة والاتصالات المستندة إلى الأدلة.

31- ولذلك، سيقوم الصندوق ببناء قاعدة من الأدلة من خلال: (1) الأنشطة الفعالة للرصد والتقييم؛ (2) توثيق الممارسات الجيدة؛ (3) التقاسم الاستراتيجي للمعرفة. وسوف يسمح إدماج مؤشرات إلزامية مصنفة بحسب العمر في نظام إدارة النتائج والأثر للصندوق بالرصد الفعال للنتائج المحققة للشباب الريفي في حافظته واستخلاص الدروس. وسيتم تطوير منتجات معرفية من خلال الاستفادة من الخبرة، والتي ستستهدف المشتغلين الرئيسيين العاملين في التنمية الريفية: أصحاب المصلحة على المستوى القطري (الحكومة، ومقدمي الخدمات العامة والخاصة، والمنظمات غير الحكومية، ومنظمات الشباب، والقادة المحليين)، والشباب، باستخدام النهج التشاركية لرصد احتياجات الشباب. وسيتم تنفيذ أحد المخرجات المعرفية الرئيسية في السنة الأولى في إصدار المطبوعة الرائدة للصندوق، تقرير التنمية الريفية، يركز على الشباب الريفي. وبالإضافة إلى ذلك، سيستفيد الصندوق من الأولوية المتجددة للتعاون بين بلدان الجنوب والتعاون الثلاثي كوسيلة للتوسط في إقامة علاقات معرفية واستقطاب استثمارات محتملة بين أصحاب المصلحة المتعددين.

- 32- سيتم نشر المعلومات من خلال مجموعة متنوعة من المنصات الرقمية، والأدوات والتقنيات التقليدية التي تستهدف مختلف الفئات التي يخاطبها الصندوق، بما في ذلك من خلال شبكات التواصل الاجتماعي، والموقع المؤسسي للصندوق على شبكة الإنترنت. كما سيجري نشر وتبادل المعلومات في مناسبات خاصة مثل حلقات عمل التنفيذ الإقليمية، واستعراضات الحوافز القطرية، والمعارض المعرفية.
- 33- وتتمثل نتيجة مجال العمل هذا في تحسين توليد واستخدام الاتصالات الاستراتيجية، والمعرفة المستندة إلى الأدلة حول نماذج التنمية الناجحة التي تركز على الشباب؛ وسوف تقدم المخرجات التالية:

خمس دراسات حالة خاصة بالصندوق كمساهمة في تقرير التنمية الريفية لعام 2019، تركز على الشباب الريفي	خطة لتوليد ونشر المعرفة خاصة بالشباب في الصندوق
نشر المعرفة: دمجها في خمسة استعراضات حوافز إقليمية وأحداث خاصة بالتعاون بين بلدان الجنوب والتعاون الثلاثي	توزيع ستة منتجات معرفية متعددة الوسائط تركز على الشباب (قصص ومدونات) من خلال شبكات الاتصال الاجتماعي وموقع الصندوق على شبكة الإنترنت
	تحديث استراتيجية الاتصالات في شعبة الاتصالات لتشمل التركيز على تعميم المنتجات المعرفية، بما في ذلك تلك المتعلقة بالشباب الريفي

مجال العمل 4: السياسات، واستقطاب التأييد، والشراكات

- 34- يتطلب الانخراط الفعال في السياسات وأنشطة استقطاب التأييد من قبل الصندوق القيام بإجراءات على المستوى القطري، والإقليمي، والعالمية. وبالنسبة إلى مجال العمل 3، سيقوم الصندوق بما يلي: (1) الانخراط في الأنشطة على أساس الأدلة بشأن ما يصلح وما لا يصلح بالنسبة للشباب الريفي؛ (2) الانخراط في السياسات ليس فقط بشكل مباشر، ولكن أيضا من خلال أصحاب المصلحة والشركاء المحليين، مما ييسر الحوار القطري ويؤثر على السياسات الوطنية المتعلقة بجدول أعمال الشباب الريفي. ومن الضروري بنفس القدر للصندوق تعزيز وتقوية الشراكات، ولا سيما بين المنظمات التي تتمتع بمزايا نسبية بشأن مختلف القضايا التي تؤثر على الشباب على المستوى القطري.
- 35- كما سيدعم الصندوق المشاركة المباشرة للمنظمات التي يقودها الشباب في عملية وضع السياسات على جميع المستويات، فضلا عن إقامة الشراكات بين رابطات وشبكات الشباب الريفي من خلال إنشاء المجلس الاستشاري للشباب. وسيقوم هذا الأخير، بالتعاون الوثيق مع شعبة البيئة، والمناخ، والقضايا الجنسانية، والإدماج الاجتماعي، بتحديد وتنفيذ مذكرة لمشاركة الشباب على المستوى الميداني، بالبناء على المتغيرات القائمة.
- 36- وتتمثل نتيجة هذا المجال في نجاح الانخراط في السياسات، واستقطاب التأييد مع الشركاء الاستراتيجيين على المستويات القطرية، والإقليمية، والعالمية. ومخرجاتها الرئيسية هي:

مواجيز سياساتية لتيسير عمليات الانخراط في السياسات على المستوى القطري	انعكاس جدول أعمال الشباب الريفي في السياسات والتشريعات الوطنية
أنشطة استقطاب التأييد الإقليمية/العالمية بشأن العمل اللائق وعمالة الأطفال	إعداد مجموعة أدوات خاصة بمشاركة الشباب

العضوية النشطة في الأمم المتحدة شبكة النهوض بالشباب المشتركة بين الوكالات	سفير للنوايا الحسنة في مجال الشباب الريفي لدى الصندوق
المشاركة في منتدى الشباب التابع للمجلس الاقتصادي والاجتماعي للأمم المتحدة	
إنشاء مجلس استشاري للشباب	

زاي - تنفيذ خطة عمل الشباب الريفي

الاستباقية من أجل تيسير التنفيذ

37- الاستباقية من أجل تيسير الاستهلال السريع. استجابة للحاجة الملحة إلى الانخراط مع الشباب الريفي، سيولي الصندوق الأولوية لبلدان التحرك المبكر. وقد بدأ العمل التحضيري بالفعل في عام 2018 لبدء تنفيذ خطة عمل الشباب الريفي: (1) تحديد مشروعات جارية لاختبار نهج خطة عمل الشباب الريفي؛ (2) قوائم جرد لمنظمات الشباب، وموارد المعرفة الداخلية القائمة؛ (3) تقييم الاحتياجات من القدرات للموظفين الميدانيين للصندوق. وقد تم إعداد جدول زمني للأنشطة (انظر الذيل، الملحق الأول، الجدول 8) يشرح بالتفصيل زخم التنفيذ، وتسلسل الأنشطة، والأطر الزمنية لكل سنة. وسيتم تعزيز الشراكات، وسيستمر تقدير الإنجازات التي تحققت في مشاركة الشباب من خلال تقديم جوائز إقليمية سنوية للمشروعات الخمسة الأفضل أداء (واحدة لكل إقليم). ويوضح الجدول أدناه بعض المعالم الرئيسية على مدى ثلاث سنوات.

المعالم الرئيسية لخطة عمل الشباب الريفي

الأشطة التحضيرية (2018)	تحديد بلدان التحرك المبكر واستكمال قوائم جرد منظمات الشباب تحديد المنتجات المعرفية الداخلية ذات الممارسة الجيدة (النُهُج/التقنيات) تقييم الاحتياجات التدريبية لموظفي الصندوق (لتحسين التركيز على الشباب في تصميم وتنفيذ المشروعات) حشد مجموعة من مقدمي الخدمات والخبراء الاستشاريين ذوي الخبرة
السنة الأولى (2019)	تحديث سياسة الاستهداف لتشمل خيارات خاصة بالشباب؛ واستكمال مسح خط الأساس بشأن الحساسية لقضايا الشباب وضع خطة تدريب لموظفي الصندوق وشركاء التنفيذ في الفصل الأول إعداد ست وحدات تدريبية، وتدريب 60 موظفاً من موظفي الصندوق 30 في المائة من جميع برامج الفرص الاستراتيجية القطرية حساسة لقضايا الشباب؛ و16 مشروعاً جديداً في ذخيرة المشروعات للفترة 2019-2021 حساسة لقضايا الشباب إنشاء لجنة توجيهية للمجلس الاستشاري للشباب وممارستها لعملها
السنة الثانية (2020)	تدريب 55 من موظفي الصندوق وشركاء التنفيذ 30 في المائة من جميع برامج الفرص الاستراتيجية القطرية حساسة لقضايا الشباب؛ و18 مشروعاً جديداً في ذخيرة المشروعات للفترة 2019-2021 حساسة لقضايا الشباب إنشاء خمس شراكات على المستوى الإقليمي واثنين على المستوى الدولي خمس جوائز إقليمية لأفضل المشروعات أداء (واحدة لكل إقليم)

<p>جميع برامج الفرص الاستراتيجية القطرية و50 في المائة من المشروعات التي صممت خلال فترة التجديد الحادي عشر لموارد الصندوق حساسة لقضايا الشباب خمس جوائز إقليمية لأفضل المشروعات أداء (واحدة لكل إقليم)</p>	<p>السنة الثالثة (2021)</p>
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38- **مسؤوليات التنفيذ.** سيتم تنفيذ خطة عمل الشباب الريفي بما يتواءم مع الهيكل التنظيمي اللامركزي للصندوق. وستقوم شعبة البيئة، والمناخ، والقضايا الجنسانية، والإدماج الاجتماعي بدمج خطة عمل الشباب الريفي في خطة الإدارة الخاصة بها، وستدرج عملية التنفيذ إلى المكاتب شبه الإقليمية والقطرية. وستتولى قيادة فريق الشباب، الذي يوجد داخل شعبة البيئة، والمناخ، والقضايا الجنسانية، والإدماج الاجتماعي، اختصاصي تقني رئيسي سيكون مسؤولاً عن تنفيذ خطة عمل الشباب الريفي، بالتنسيق الوثيق مع دائرة إدارة البرامج، والمراكز شبه الإقليمية، والمكاتب القطرية للصندوق. وسيقوم خمسة محللين للقضايا الجنسانية والإدماج الاجتماعي موزعين على الأقاليم، تدعمهم مجموعة من الاستشاريين ذوي الخبرة، بتيسير التنفيذ على المستوى الميداني، وستدعمهم جهات الاتصال المعنية بالشباب في جميع الشعب الإقليمية. كما ستدعم شعبة البحوث وتقييم الأثر، وشعبة الاتصالات، ومكتب الشراكات وتعبئة الموارد تنفيذ أنشطة خطة عمل الشباب الريفي، وخصوصاً في مجالي العمل 3 و4.

39- **الإبلاغ.** سيتم رصد تنفيذ خطة العمل والإبلاغ عنها بشكل مستمر استناداً إلى المخرجات والنتائج المبينة في إطار نتائج خطة عمل الشباب الريفي (انظر النيل، الملحق الأول، الجدول 7). على مستوى المشروعات، سيبلغ نظام إدارة النتائج والأثر في الصندوق عن البيانات المصنفة بحسب العمر المتعلقة بالتدخلات القطرية. وعلى المستوى المؤسسي، سيتم قياس الأداء العام مقابل إطار إدارة النتائج لفترة التجديد الحادي عشر للموارد فيما يتعلق بتعميم قضايا الشباب، بالبناء على عمليات الإبلاغ المؤسسية في الصندوق، مثل تقرير الفعالية الإنمائية للصندوق. علاوة على ذلك، سيتم تطوير نظام رصد مالي لتتبع الاستثمارات المالية المتعلقة بتعميم قضايا الشباب ضمن دورات المشروع، والذي سيؤدي إلى تعزيز الإبلاغ المؤسسي عن الأموال المستثمرة في الشباب الريفي.

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Abbreviations and Acronyms

ADB	Asian Development Bank
AFS	Agency for Food Security
APR	Asia and the Pacific Region
ARPU	Average Revenue Per User
ASAP	Adaptation for Smallholder Agriculture Programme
ASC	Association Sportive et Culturelle
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CLEP	Country-Level Policy Engagement
COM	Communication Division
CONPES	Consejo Nacional Política Económica y Social
COSOP	Country Strategic Opportunities Programme
CPM	Country Programme Manager
CPO	Country Programme Officer
CRP	Community Resource Person
CSN	Country Strategy Note
DVGT	Directrices Voluntarias sobre la Gobernanza Responsable de la Tenencia la Tierra
EAP	East Asia and Pacific
ECG	Environment, Climate, Gender and Social Inclusion Division
ECOSOC	Economic and Social Council
ESA	East and Southern Africa
FAO	Food and Agricultural Organisation of the United Nations
FSP	Financial Service Providers
GALS	Gender Action Learning System
GEF	Global Environment Facility
GCF	Green Climate Fund
GOV	Governmental
GSMA	Global Mobile Industry Association
GYIC	Global Youth Indigenous Caucus
HQ	Head Quarter
IFAD	International Fund for Agricultural Development
ICA	Integrated Country Approach
ICT	Information and communication technologies
IFI	International Financial Institution
ILO	International Labour Organization

ITU	International Telecommunication Union
IPCCLA	International Partnership for Cooperation on Child Labour in Agriculture
IUCN	International Union for Conservation of Nature
KM	Knowledge Management
LAC	Latin America and Caribbean
LDC	Least Developed Countries
LMIC	Low and Middle-Income Countries
MDB	Multilateral Development Bank
MDP	Global Association of Masters in Development Practice
M&E	Monitoring and Evaluation
MNR	Management of Natural Resources
MTR	Mid-Term Review
NDC	Nationally Determined Contributions
NEET	Neither working nor Engaged in Education or Training
NEN	Near East, North Africa, Europe and Central Asia
NGO	Non-Governmental Organization
OECD	Organisation for Economic Co-operation and Development
ORMS	Operational Results Management System
OSH	Occupational Safety and Health
PAFA	Projet d'Appui aux Filières Agricoles
PMU	Project Management Unit
PCU	Project Coordination Unit
PRM	Partnership and Resource Mobilization
RDR	Rural Development Report
RIA	Research and Impact Assessment
RIDE	Report on IFADs Development Effectiveness
RIMS	Results and Impact Measuring System
RYAP	Rural Youth Action Plan
SA	South Africa
STC	Save the Children
SDSN	Youth Sustainable Development Solutions Network
SDG	Sustainable Development Goals
SF/SFYN	Slow Food/ Slow Food Youth Network
SIF	Smallholder and Small and Medium-Sized Enterprise Investment Finance
SSA	Sub-Saharan Africa
SSTC	South- South Triangular Cooperation
SWAP	System-Wide Action Plan

UCC	Urban Climate Change
UCC	Unrestricted Complementary Contributions
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs.
UN- IANYD	UN Inter-Agency Network on Youth Development
UNICEF	United Nations International Children's Emergency Fund.
UNFPA	United Nations Population Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
WCA	West and Central Africa Region
WEAI	Women's Empowerment in Agriculture Index
WHO	World Health Organization
YAC	Youth Advisory Council
RYAP	Rural Youths Action Plan
YPARD	Young Professionals for Agricultural Development

I. Executive Summary

i. Why Rural Youth and the Rural Youth Action Plan (RYAP)?

1. Today's world youth population, following the official UN's definition of 15-24 age range, of 1.2 billion people represents the largest and most educated cohort ever. The bulk of these young people, 88%, live in developing countries; within these countries, the majority live in rural areas. One third of them live in countries that have suffered a violent conflict, 75 million are unemployed, and politically underrepresented. At the same time, in all developing countries farmers' average age is increasing, often much faster than expected. Although agriculture remains the largest employer for rural young people, it is not attractive to them. Limited remuneration, hard work and drudgery, lack of social recognition, are the most common push factors, leading to increasing migration trends. The nutrition and health condition of adolescents and young people has seen limited improvement over the past 50 years. Challenges are particularly felt by specific segments of the youth population who suffer from further marginalization such as young women and indigenous youth. But it is not all. Young people are also looking for a sense of purpose in their life and are willing to contribute to address global issues that affect them more than others and want to be listened to. Their aspirations reveal that they seek stable jobs, have access to the social services and recreation facilities that are normally absent in rural areas.
2. Mainstreaming youth engagement is an important prospect that uniquely positions IFAD to play a central role in efforts towards transforming rural areas in developing countries and to significantly contribute to achievement of SDGs. Mainstreaming youth is not only a key IFAD11 priority and part of the Strategic Framework but good development practice since investing in young people generates significant social and economic returns, making it an effective and meaningful target for development cooperation. IFAD's comparative advantage lies precisely in its strong targeting of *extremely poor, marginalized, and food-insecure people in the most remote rural areas* and in its specific expertise in terms of proposing and delivering technically adapted solutions and well tested regional and country-specific interventions.
3. IFADs long-standing specialization in rural areas enables it to complement other development partners' efforts to aid urban youth while also supporting partners in further deepening the impact of rural transformation with scaling-up and south-south technical cooperation activities. By transforming rural areas, IFAD contributes to an enabling environment where young people can thrive, instead of being forced to move to already overcrowded cities, or resort to international migration. IFAD's small size and flexibility in its lending instruments constitutes an advantage to test innovative ideas and approaches of rural development which can be then leveraged into a longer-term country engagement through the IFAD-financed government-owned programmes as entry points. Finally, RYAP has a strong focus on youth employment as reflected in the Report on the Eleventh Replenishment of IFAD Resources which underlines the fact that..."*failure to deliver decent work to young people affects national economies, poses a threat to political stability, nurtures extremism, and causes socially and economically disruptive migration*".

ii. RYAP preparation process

4. The process of preparing the RYAP has been inclusive and participatory which facilitated the capture of internal and external experiences and indeed, galvanized in-house ownership. The journey started in

January 2018 with a series of in-house consultations with selected staff who have in-depth knowledge working on youth issues. Further to this three different surveys were carried out to shape the content of the RYAP including: (i) a survey to gather viewpoints and suggestions from Country Program Managers, Country Program Officers and Program Officers of the five IFAD Regional Divisions; (ii) a survey to collect practical experiences of Project Directors and Coordinators of IFAD loan/grant-funded field operations in the Regional Divisions; and (iii) a benchmarking survey with a set of development partners including FAO, ILO, multilateral and bilateral cooperation agencies (such as OECD, Germany, Netherland and Denmark), NGOs (such as Oxfam and Save the Children Fund) and the Asian Development Bank.

5. The process has also benefited with inputs from youth organizations that are aligned with IFADs mandate. A validation workshop was held on 19 June 2018 in which fifty five participants from eleven international/regional/country organizations participating. An Executive Board (EB) informal discussion took place on 6 July, 2018 with participation of fourteen countries and seventeen participants. Useful inputs were received from the two events which have been incorporated accordingly.

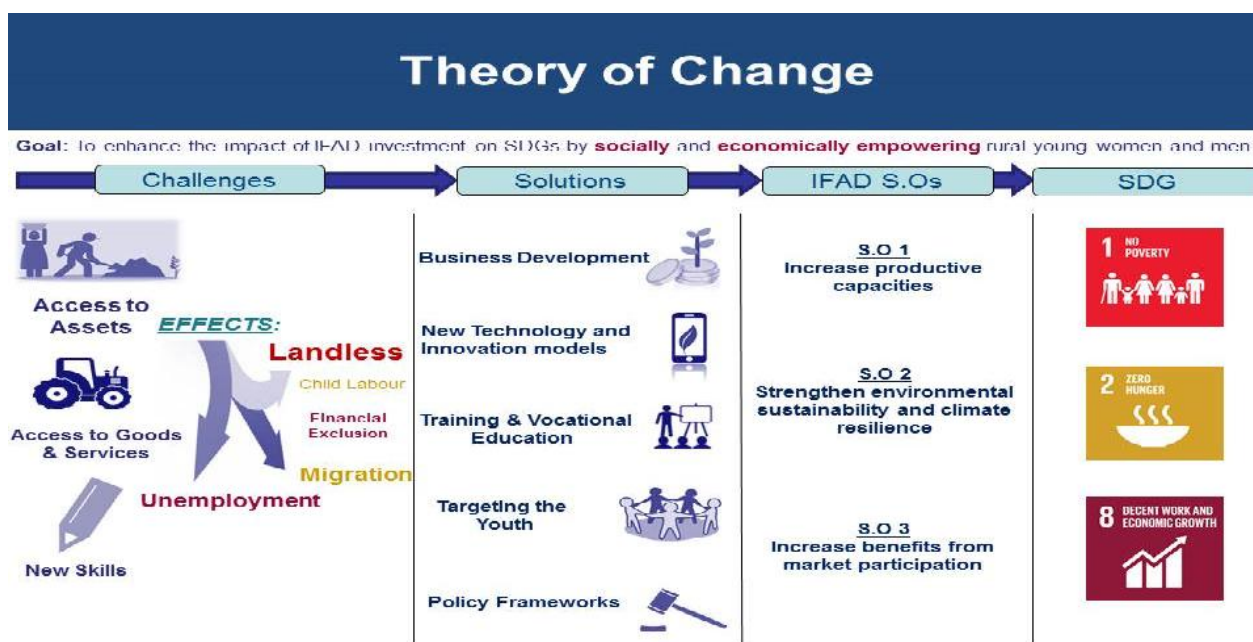
iii. Underlying Theory of Change and Results Framework

6. IFAD recognizes that failing to engage youth, particularly in agriculture, will stifle the productivity increases needed to achieve the SDGs¹. The RYAP *Theory of Change* is founded on IFAD's commitment to making significant, effective and efficient contributions to Sustainable Development Goals (SDGs) 1, 2 and 8; and to the broader 2030 Agenda for Sustainable Development in rural areas. The **challenges** illustrated in Figure 1, are common to all poor rural people, however youth is a segment of the rural population that particularly suffers from them. In assessing the challenges faced by smallholders in the countries where IFAD works, it is critical to deliberately synthesize and clearly highlight how these challenges are particularly harsh and demonstrate how they affect young women and men living in rural areas. The **effects** on young people often materialize into unemployment, landlessness, financial exclusion, out-migration, child labour in agriculture amongst other pertinent issues. Hence, IFAD commits to taking steps to make changes in rural areas to improve the lives of rural youth ("**Solutions**") by acting through the RYAP five Action Areas.
7. The actions encompass a broader scope of deliverables which will support **youth inclusion, skills enhancement, create employment opportunities and promote pro-youth policy engagement** while also contributing to positive spill over benefits. For example, the issue of renewable energy has already found scope in IFAD's environment and climate focus and opens an avenue of job opportunities for youth but also contributes to the overall **business development focus** of IFAD investments which is needed to facilitate rural transformation processes. By systematically including young people in the rural transformation process, IFAD will achieve its strategic objectives and by doing so, significantly **contribute to the relevant SDGs**.
8. The RYAP has been crafted on a robust results-based plan of action. Seeded at the very foundation, the RYAP underpins the ultimate **Goal: to enhance the impact of IFAD investment on the SDGs by socially and economically empowering rural young women and men**. Its **development objective - to ensure an effective mainstreaming of youth in IFAD operations** – is supported by the outputs and outcomes of four Action Areas including: (i) Country delivery, (ii) capacity building, (iii) knowledge

¹ IFAD, Leaving no one behind: IFAD's role in the 2030 Agenda. Report of the Consultation on the Eleventh Replenishment of IFAD's Resources. Rome, February 2018

management and; (iv) Policy, Advocacy and Partnerships. In order to ensure these results are well reported, they will be tracked against each output and outcome indicator making use of corporate reporting tools such as Regional Portfolio Reviews and the Report on IFADs Development Effectiveness (RIDE) when applicable. Further, to ensure a line of corporate reporting is also captured, they will be measured in tandem against youth-related indicators outlined in IFAD11s Result Management Framework.

Figure 1 - Theory of Change



iv. Thematic issues where IFAD has a strong comparative advantage

- As a core element of its operational model, all IFAD-supported investment projects are designed on the basis of context specific assessments and taking into account national definitions of who is 'youth'. Alignment with Governments' priorities, identification of suitable implementing partners, and consultations with key stakeholders are the pillars of IFAD's approach. Hence, projects vary by scope, thematic focus and strategies. Notwithstanding this diversity, there are a number of specific themes relative to engaging smallholder farmers for which IFAD has a strong comparative advantage including: (i) youth employment and entrepreneurship; (ii) access to land and natural resources; (iii) access to rural finance; and (iv) access to climate-smart productive technologies, practices and profitable smallholder organizational models.
- IFAD recognizes the need to pursue job creation for young people across the value chain. Many IFAD projects are in part taking the initiative to address **unemployment** challenges affecting rural smallholders by supporting business development through increasing access to entrepreneurship training, enhancing organizational capabilities to access productive goods and services as well as financial services. It is therefore critical that employment opportunities for young people are explored in all segments and work-streams of the commodity chains such as: on-farm production, post-harvest processing, supply of goods and services and output markets. RYAP's dynamic and diversified

context-specific approach will ensure that young people's varied aspirations and skills they have and/or obtain will influence the entry points based on opportunities available. For example, the IFAD-funded Rural Youth Vocational Training, Employment and Entrepreneurship Support Project (FIER) in Mali offers a range of professional and pre-professional training options, and leaves the choice to the young people it supports to choose the business or the entrepreneurial path.

11. In addition, **accessing finance** remains another huge obstacle for rural youth. In Moldova, IFAD has been tackling the issue through the Rural Financial Services and Agribusiness Development Project (RFSADP) provides investment loans to young entrepreneurs and the associated technical assistance, training and capacity building to both borrowers and participating financial institutions. IFAD's new *Agribusiness Capital Fund (ABC Fund)* will play a central role in this endeavour by providing a vehicle for blended financing for smallholder producer organizations and agro-food SMEs with a focus on rural livelihoods and rural youth employment.
12. IFAD is also well aware that **access to land** is a pertinent issue for young people. In Senegal, for example, IFAD's value chain project (PAFA) worked with youth associations (Association Sportive et Culturelle, ASC) to negotiate access to land with their respective families. It is expected that through the Rural Youth Action Plan, IFAD will contribute to generating specific information and analysis on successful youth land access models/mechanisms, and opportunities and to include them project design and implementation as evidence to pursue dialogue and negotiation of the rights of tenure to natural resource by rural youth.
13. IFAD has longstanding expertise in organizing rural people to enable them **access goods and productive and services including out-put markets**, manage common goods and have their voices heard and local and national levels. For example in Sierra Leone, through the Rural Finance and Community Improvement project (RFCIP) projects have created Financial Service Associations (FSAs) to support financial solutions for youth. IFAD will continue to build on its expertise to successfully organize rural smallholder producers organizations and inspire them to provide opportunities tailored to attracting young peoples' aspirations.
14. IFAD is currently carefully looking at the issue of opening up access to affordable and **readily available renewable energy** to increase opportunities for business development and rural employment tapping into the manifold and crucial roles that young people can play in terms of technology uptake and support to innovative models.

v. Leveraging partnership to address additional issues.

15. In addition, there are **emerging themes** that IFAD has recognized as important and will explore options to dealing with them to augment the actions of the key themes through which youth engagement will be pursued. These emerging themes include (i) *decent employment*; (ii) *child labour in agriculture*; and (iii) *issues affecting adolescent girls, indigenous youth and youth with disabilities*. While IFAD considers these emerging themes as extremely important, they are somewhat beyond IFAD's specific experience, hence the Fund will strengthen its strategic and operational partnerships with agencies that are already spearheading these themes. Bolstering these existing partnerships will

entail taking advantage of already ongoing collaborative initiatives. For example, in the case of Child labour, IFAD will cement its ongoing partnership with the IPCCLA². With respect to Decent Employment, both FAO and ILO are already in collaboration with IFAD through two grant projects and partnership activities that open scope for scaling lessons and practices.

vi. Action areas underpinned by a dynamic and differentiated approach

16. The RYAP will be implemented through a series of activities grouped into four action areas, underpinned by the IFAD new Business Model: (i) youth-sensitive country program delivery; (ii) strengthening implementation capacity; (iii) evidence-based knowledge management; and (iv) policy engagement and partnerships.
17. It is foreseen that joint planning and delivery with different IFAD departments and Divisions will ensure youth engagement across all of the Fund's initiatives. In doing so, the delivery process will adopt a **dynamic and differentiated approach**. Given the complexities in targeting and the urgency in responding to the needs of rural youth, it is imperative for the delivery of this action plan to employ a context-specific differentiated approach. This implies moving beyond *business as usual* to incorporate holistic, dynamic and innovative strategies, tools and activities. Thus IFAD will tailor the approach to **youth-sensitive programming** while delivering context-specific differentiated solutions. This will ensure the youth dimension is systematically integrated into every step of the engagement process, from defining the problem, to identifying potential solutions, in the methodology and mechanisms to implementing projects, in stakeholders analysis and the choice of partners, in defining the investment objectives (and outcomes) and outputs (and activities), in the composition of the management and implementation teams, in budget allocations, in the monitoring and evaluation (M&E) processes, and in policy engagement.
18. The approach will enable IFAD to respond to the urgent need to engage with rural youth in countries that demonstrate: (i) potential to accelerate engagement with rural young people; and (ii) existing policy environments to facilitate rapid design and allocation of resources to implement youth-sensitive projects - which can be *early movers* for the Fund to be most effective in its country delivery. Emphasis will be given to thematic areas, in which IFAD has comparative advantage and expertise – i.e employment, entrepreneurship, vocational training etc.. which have a likelihood of quick returns. Partnerships will be fostered with relevant organizations in dealing with issues related to the emerging themes (such as child labour and decent employment), for instance, through the Rome-Based Agency (RBA) collaboration arrangements and with operational mechanisms with others such as ILO.
19. The overall approach falls under the *new ECG integration framework* that is being developed to integrate efforts across mainstreaming themes (gender, youth, nutrition and environment and climate). Under the chapeau of this integrated framework, the youth mainstreaming will borrow from IFADs highly successful gender mainstreaming model and will encompass demand-side and supply-side factors while also adapting complementary mechanisms that will be integrated for best delivery.

² International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA), IFAD has been involved in collaboration with UN and non-UN entities to advocate against child labour in agriculture and contributed to the preparation of a policy brief: "Breaking the rural poverty cycle: Getting girls and boys out of work and into school". Last November, IFAD participated in the IV Global Conference on the Sustained Eradication of Child Labour. As a follow-up of the event, IFAD and FAO jointly organized a seminar to advocate and raise awareness on the issues of Child Labour in Agriculture

20. The RYAP also proposes a set of principles of engagement that should be applied in working with rural youth:

- All operations and strategies should recognize the heterogeneity of the youth, especially in terms of gender³, age, education, ethnicity and socioeconomic category to ensure that no one is left behind;
- Youth strategy and policy in the country of intervention will be considered when designing specific approaches and activities, including definition of age brackets and thematic areas;
- A life-cycle approach will be set to be inclusive of all ages and all needs and ensure effective transition of young people living in rural areas from childhood to adulthood;
- Going beyond the principle of ownership, the principle of *authorship* ensuring that youth-led initiatives are entirely owned and created by youth;
- Leveraging youth's comparative advantages, a constant focus on innovations will attract youth's interest and promote their effective engagement.

21. **Youth and Gender.** Gender is a critical feature that will be considered in the RYAP approach given that often this aspect compounds the problem youth face. Young women, in particular, face additional challenges pertaining to gender-biased norms, early pregnancies, limited mobility that further exacerbate the problem leading to a gender gap even in the context of youth. Hence, in line with its Gender Policy, the RYAP will explicitly account for the gender dimension and gender sensitive programming will be intrinsically linked and embedded as part of the approach to mainstreaming youth. This will also be further iterated in the development of the revised targeting policy.

22. **Youth inclusion and governance.** Empowering young people involves incorporating and integrating their role within governance structure and decision making processes. IFAD will work closely with the Youth Advisory Council (YAC) to be newly established to serve as an interlocutor to strengthen youth inclusion for more structured consultations and strategic dialogue between IFAD and rural youth representatives already engaged in the IFAD portfolio. Further to this, a *youth engagement guidance note* will be prepared to capture means of youth inclusion into project cycles at a grassroots/project level with the aim to promote young people's participation in rural development processes. At a community level, the RYAP institutional innovation at national level to promote quality involvement of young leaders in existing governance structures and decision making processes.

23. Below are the action areas alongside indicative expected outputs over the course of IFAD11 (2019 – 2021). The targeted actions over the next three years will include the activities outlined below.

Action Area 1: Youth-sensitive country program delivery

24. Mainstreaming youth in IFAD's operations will entail a number of activities starting from the revision of IFAD Targeting Policy to the preparation of rural youth-sensitive Country Strategies (COSOPs) and project designs. The youth sensitive programming will focus on opportunities comprising: (i) innovative mechanisms to access productive assets (such as land and natural resources); (ii) skills

development in entrepreneurship and business development to foster farming as a business– and agro-based enterprise development through vocational/technical training; (iii) credit/equity financing for youth-owned enterprises and start-ups; (iv) investments in mechanization and the use of modern technologies, including information and communications technology to access "how to" production technical knowledge and linkages to input and output markets; (v) productive use of migrants' remittances to spur investment in rural development; (vi) agriculture risk management; and (vii) activities aimed at involving youth as key stakeholders in the governance structures of farmers' organizations, youth business associations and potential for youth shareholding companies. Moreover, IFAD has established the AgriBusiness Capital Fund (*ABC Fund*) to facilitate the medium-to-longer term financing for agri-entrepreneurs and country programs where the *ABC Fund* is operational will be encouraged to target young agri-entrepreneurs to take advantage of the *Fund*. South-South Triangular Cooperation (SSTC) as a modality will also be promoted for capacity building of rural youth in entrepreneurship and for exchange of best practices on youth-sensitive initiatives.

25. This outcome of this action area which is to **ensure COSOPs and CSNs, loans and grants – funded operations are systematically focused on rural youth** will deliver the following outputs:

<ul style="list-style-type: none"> • Revised IFAD Targeting Policy 	<ul style="list-style-type: none"> • 50% of all projects are youth sensitive
<ul style="list-style-type: none"> • 100% of COSOPs and CSNs reflect a youth sensitive approach 	<ul style="list-style-type: none"> • Mobilization of resources to pilot innovative youth specific approaches/technologies

Action Area 2: Strengthening Implementation Capacity

26. Mainstreaming rural youth into field operations will require efforts in strengthening implementation capacity at different levels. Capacity development will be done on two interrelated levels: (i) At IFAD level, capacities of all actors (project staff and other service providers, implementing partners) working with and for rural youth in or in partnership with IFAD. A pool consultant will also be mobilized to further improve implementing capacities; (ii) At grassroots level, young people's capacity will be built through specific skills enhancement activities in-built in IFAD operations as well as through direct engagement with IFAD at corporate level in the Youth Advisory Council. Improved capacity at IFAD level will also benefit young people's capacities as project teams and implementing partners will trickle down to young people and their organizations(in line with the mainstreaming outputs and activities foreseen for Action Area 1). During the next three years IFAD's Youth Team at HQs, in consultation with the regional social inclusion officers, will design selected learning modules to be delivered to its staff during IFAD's Operations Academy as well as during regional/country level trainings.

27. An initial assessment will be carried out of available in-house knowledge products and those relevant from external partners. The existing learning tools, currently used for gender, will be extended to rural youth: i) the Gender Action Learning System (GALS); and ii) the Women's Empowerment in Agriculture Index (WEAI). These tools will be developed and deployed based on a rapid capacity assessment to cater for the three functional levels for IFAD staff, service delivery agents at country level and user grassroots organizations particularly youth-based organizations. In addition, regional hubs would organize yearly awards for the best performing projects relative to the involvement of rural youth. The contests not only will give learning opportunities but will be also effective to champion and incentivize change in the sub-regions and a straightforward way tool for keeping up to date a global map of successful IFAD's rural youth-sensitive interventions.

28. The outcome is **increased capacity of IFAD-staff, project staff, rural youth and implementing partners who are successfully engaging rural youth** and will deliver the following outputs:

<ul style="list-style-type: none"> • 1 Capacity building plan 	<ul style="list-style-type: none"> • Annual awards for best projects at Regional level
<ul style="list-style-type: none"> • 6 training modules including Training of Trainers options for IFAD staff and service providers 	<ul style="list-style-type: none"> • Mobilize a pool of experienced service providers to support design and implementation of rural youth initiatives in projects
<ul style="list-style-type: none"> • Jointly with Gender, nutrition and environment and climate change themes, deliver 3 training sessions on integration of mainstreaming themes in the operations academy under pillar 2 	<ul style="list-style-type: none"> • A minimum of 50% of all youth within the IFAD projects target group participate in skills development training
<ul style="list-style-type: none"> • 6 training sessions for project staff, implementing partners and grassroots organizations 	

Action Area 3: Evidence-based Knowledge Management and Strategic Communication

29. In order to better contribute to policy engagement, constant improvement of projects while increasing IFAD's visibility in its pursuit to promote the youth agenda, it is crucial for the RYAP to build its evidence-based knowledge management and communication strategies.

30. IFAD will therefore build the evidence base through: i) effective monitoring and evaluation activities; ii) documentation of good practices; and iii) strategic knowledge sharing. The inclusion of mandatory age-disaggregated indicators in its RIMS policy, will enable IFAD to effectively monitor the results on rural youth achieved in its portfolio and capturing lessons. Knowledge products will be developed through experience capitalization and targeted toward key operators working in rural development - country stakeholders (Government, public and private service providers, NGOs, Youth organizations, and local leaders) and youngsters using participatory approaches to capture needs of young people. A key knowledge output of the first year, will be to deliver on IFAD's flagship publication, *Rural Development Report* that will focus on Rural youth. Moreover, IFAD will leverage its renewed priority towards SSTC to serve as a medium to broker knowledge-based relationships and potential investments between multiple stakeholders.

31. Congruent to this, efforts will be made to support a robust strategic communications approach which will lay out an expanded dynamic coherent approach to strategic communications across the mainstreaming areas including youth. Information dissemination will be through a variety of digital platforms and more traditional tools and channels targeted to different IFAD audiences; including through social media and IFAD's corporate website. Dissemination and exchange will also take place at special events such as the Regional Implementation Workshops, Country Portfolio Reviews and Knowledge Fairs.

32. This action area's outcome is **improved generation and use of strategic communications and evidence-based knowledge around successful youth-focused development models** and will deliver the following outputs:

<ul style="list-style-type: none"> • An IFAD youth-specific knowledge generation and dissemination plan 	<ul style="list-style-type: none"> • 5 IFAD-specific Case Studies as contribution to 2019 Rural Development Report, focusing on rural youth
<ul style="list-style-type: none"> • 6 youth-focused multi-media knowledge products (stories and blogs) distributed through social media, and IFAD website 	<ul style="list-style-type: none"> • Knowledge dissemination - integration into 5 Regional Portfolio Reviews and South-South Triangular Cooperation events
<ul style="list-style-type: none"> • Update of COM's communication strategy to include focus on mainstreaming knowledge products including rural youth 	

Action Area 4: Policy, Advocacy and Partnerships

33. IFAD's effective *Policy engagement* and *advocacy* activities require actions at country, regional and global level. Building on action area 3, IFAD will: i) engage on the basis of the evidence of *what works* and *what does not work* for rural youth ; and ii) carry out policy engagement, not only directly but also through local stakeholders and partners, facilitating an in-country dialogue, and influencing national policies related to the rural youth agenda. It is equally essential for IFAD to foster and strengthen *partnerships* particularly amongst organizations that have a comparative advantage on different issues affecting young at country level.

34. IFAD will also support the direct engagement of youth-led organizations in the policy process at all levels as well as the development of partnerships among rural youth associations and network through the establishment of the Youth Advisory Council which, in close collaboration with ECG, will define and implement a field level Youth Engagement Note (YET) building from existing variants.

35. The outcome of this action area is **successful policy engagement and advocacy with strategic partners at country, regional and global levels** and main outputs are:

<ul style="list-style-type: none"> • Policy briefs to facilitate Country-level policy engagements 	
<ul style="list-style-type: none"> • Regional-Global advocacy activities on decent employment and child labour 	<ul style="list-style-type: none"> • Rural youth agenda reflected in the national policies and legislation
<ul style="list-style-type: none"> • Active membership in UN-YANID 	<ul style="list-style-type: none"> • Preparation of Youth Engagement Toolkit
<ul style="list-style-type: none"> • Participation in UN-ECOSOC on Youth 	<ul style="list-style-type: none"> • IFAD goodwill ambassador for Rural Youth name
<ul style="list-style-type: none"> • Establishment of a Youth Advisory Council 	

vii. Implementing the RYAP

Proactivity to facilitate implementation

36. **Proactivity to facilitate quick start – up.** In responding to the urgent need to engage with rural youth, IFAD will prioritize early mover countries in order to be most effective in its country delivery. To kick-start implementation of RYAP in January 2019, preparatory work has already begun in 2018 to: (1) identification of on-going projects to test RYAP approach; (2) collate inventories of youth organizations and assessment of existing in-house thematic knowledge resources; and (3) preliminary assessment of capacity needs of IFAD field staff. A three year schedule of activities has been prepared (see annex 1, table 2) detailing the delivery thrust, sequence of activities and timelines for each year. Partnerships will be strengthened and achievements in youth engagement will continue be acknowledged through annual regional awards to the five best performing projects (one per region). The table below outlines some of the major milestones over the course of three years.

RYAP's Milestones

Preparatory activities (2018)	<ul style="list-style-type: none"> • Early mover countries identified and Inventory of youth organizations finalized • In-house good practice knowledge products (approaches/technologies) identified • Training needs of IFAD staff to improve the youth focus in design and implementation of projects assessed • A pool of service providers and experienced consultants mobilized
1st Year (2019)	<ul style="list-style-type: none"> • Targeting Policy to include youth specific options updated, baseline survey on youth sensitivity completed • Training Plan for IFAD staff and implementation partners elaborated in Q1 • Six Training Modules prepared, 60 IFAD staff trained • 30% of all COSOP are youth-sensitive, 16 new projects in the 2019-2021 pipeline are youth-sensitive • Establishment of a Steering Committee of the YAC and functional

2nd Year (2020)	<ul style="list-style-type: none"> • 55 IFAD staff and implementation partners trained • 30% of all COSOP are youth-sensitive, 18 new projects in the 2019-2021 pipeline are youth-sensitive • 5 partnerships at regional level and 2 at international level are established • 5 Regional Awards for best the best performing project (one per region)
3rd Year (2021)	<ul style="list-style-type: none"> • All COSOPs and 50% of projects designed during IFAD11 period are youth-sensitive • 5 Regional Awards for best the best performing project (one per region)

37. **Delivery responsibilities.** The RYAP will be implemented in alignment with IFADs decentralised organisational architecture. The Environment, Climate, Gender and Social inclusion (ECG) division will incorporate the RYAP into its management plan and delivery will cascade to sub-regional and country offices. The youth team, housed in ECG, will be led by a Lead Technical Specialist and will responsible for the implementation of RYAP in close coordination with the Programme Management Department (PMD), sub-regional hubs and ICOs. Five regionally mapped Gender & Social Inclusion Analysts (NOB/NOC) backed by a pool of experienced consultants will facilitate delivery at the field level and will be supported by youth focal points in all regional divisions. Research and Impact Assessment (RIA), Communication (COM) and Partnership and Resource Mobilisation (PRM) will support the implementation of RYAPs' activities, especially in Action Area 3 and 4.
38. **Reporting.** The implementation of the action plan will be consistently monitored and reported based on the outputs and outcomes outlined in the Results Framework of the RYAP (Annex 1, Table 8). At a project level, IFADs Results and Impact Management Systems (RIMS) will report on age-disaggregation of data on country interventions. At a corporate level, overall performance will be measured against the IFAD 11 Results Management Framework that are related to youth mainstreaming drawing from IFAD's corporate reporting exercises such as Annual Portfolio Reviews and the Report on IFADs Development Effectiveness (RIDE).

II. Introduction

1. Today's world youth population, following the official UN's definition of 15-24 age range, of 1.2 billion people represents the largest and most educated cohort ever. The majority of these young people, 88 per cent live in developing countries; within these countries, a large proportion (55%) live in rural areas. One third of them live in countries that have suffered a violent conflict, 75 million are unemployed, and political representation is systematically giving a preference to much older people, in all regions of the world. While the cohort is expected to marginally increase world-wide (up to 1.3 billion in 2050), the numbers are expected to double in Sub-Saharan Africa, where from now until 2030, it is expected that 330 million of new jobs will be required to absorb those young people who will enter the workforce. It is clear that this is the region where political attention and financial investments should be concentrated.¹
2. At the same time, in all developing countries farmers' average age is increasing, often much faster than expected. Although agriculture remains the largest employer for rural young people, it is not attractive to them. Limited remuneration, hard work and drudgery, lack of social recognition, are the most common push factors, leading to increasing migration trends. But it is not all. Young people are also looking for a sense of purpose in their life and are willing to contribute to address global issues that affect them more than others and want to be listened to. Their aspirations reveal that they seek stable jobs and have access to the social services and recreation facilities that are normally absent in rural areas.
3. IFAD wants to look at these young people not as an issue but as an opportunity. If properly supported, they represent a unique asset. If recognized and valued for their comparative advantages, as early adopters of new technologies, innovators and risk-takers, they can act as agents of change and engines for economic and social progress. On the contrary, if policies and programs fail to reach young people, particularly those most disadvantaged, the youth bulge may well lead to increasing poverty, domestic and international migration, or worse, social and political unrest.
4. **IFAD's Eleventh Replenishment.** The Rural Youth Action Plan presented herein has been prepared following the commitments taken by IFAD in the context of its Eleventh Replenishment, reflected in the Report on the Eleventh Replenishment of IFAD Resources² and the Note to Consultation Members during the Third Session of the Consultation on the Eleventh Replenishment.
5. These documents underline the fact that failure to deliver decent work to young people affects national economies, poses a threat to political stability, nurtures extremism, and causes socially and economically disruptive migration, and request IFAD to prepare its first Rural Youth Action Plan with a strong focus on youth employment.
6. In doing so, IFAD should take a holistic approach to youth-sensitive programming, while delivering context-specific differentiated solutions. IFAD's pro-youth interventions should foster youth economic empowerment by offering a comprehensive menu of interventions, comprising: (i) vocational and technical training; (ii) business development services; (iii) credit/equity financing for youth-owned enterprises and start-ups; (iv) investments in mechanization and the use of modern technologies, including information and communications technology (ICT); (v) productive use of migrants' remittances to spur investment in rural development; (vi) agriculture risk management; and (vii) activities aimed at involving youth as key stakeholders in the governance structures of farmers' organizations, youth associations and cooperatives.
7. Mainstreaming youth engagement is a far-reaching prospect that uniquely positions IFAD to play a central role in the global drive towards transforming rural areas in developing countries and to

significantly contribute to achievement of SDGs. Mainstreaming youth engagement is not only a key IFAD11 priority but good development practice since investing in young people generates significant social and economic returns, making it an effective and meaningful target for development cooperation. Through its attention and efforts on a single, well defined target group: *the rural poor*, IFAD holds a comparative advantage enabling it develop highly relevant, well tested, sub-regional and country specific intervention models. Therefore, a key aspect of this Rural Youth Action Plan will serve to sharpen its targeting policy to centre its focus on poor rural young women and men.

8. Finally, IFAD should: (a) ensure that youth issues are mainstreamed in 100 per cent of COSOPs and CSNs 50 per cent of investment projects; (b) update its targeting guidelines to systematically take into account the youth dimension and adequately address child labour issues; (c) ensure that project M&E systems collect, analyse and track age- and sex-disaggregated data, within the overall Results and Impact Management System (RIMS) framework; (d) use South-South Triangular Cooperation (SSTC) as a modality for building the capacity of rural youth for entrepreneurship and for exchange of best practices in youth-sensitive initiatives; (e) provide blended financing for smallholder producer organizations; (f) focus its Rural Development Report 2019 on rural youth; and (g) consider support for disabled people.

9. The following table summarizes actions to be taken during IFAD11:

Table 1: IFAD actions for mainstreaming Youth

	Actions for IFAD 11
Youth and Youth employment (SDG 8)	<ul style="list-style-type: none"> · Rural Youth action plan by third quarter 2018 · Mainstream in 100 per cent of COSOPs and CSNs and 50 per cent of projects · Update targeting guidelines with differentiated approaches for young women and young men · Promote youth entrepreneurship and employment, develop financing mechanisms for youth and leveraging remittances · Establish IFAD as an influential advocate for rural youth, establishing a youth advisory council · Focus the Rural Development Report 2019 on youth and rural employment

10. Following the decision by the UN Secretary General's Executive Committee office in 2017, a UN youth strategy is currently being drafted by the IANYD co-chairs with the contribution of all UN entities. The UN Strategy is the first exercise and document of its kind – it will build on the UN Youth-SWAP, refine the UN System-wide vision and is guided by the most recent normative frameworks recognizing the positive role of young people as agents of change, including in sustainable development (2030 Agenda), peacebuilding (Security Council resolution 2250 and the Sustaining peace resolutions), and more recent humanitarian action and human rights efforts to promote youth rights and participation.

11. This RYAP consists of the following sections: Chapter II briefly describes the global/regional socio-economic context of rural youth; Chapter III illustrates RYAP's results framework and the main thematic areas where IFAD should concentrate its efforts on; Chapter IV describes RYAP's four Action Areas.

12. **Preparation of the Rural Youth Action Plan.** From the outset, the preparation of the RYAP undertook an inclusive and participatory process to capture experiences and build ownership. To start with, a series of in-house consultations with selected staff who has had experience working on youth issues took place (see list of staff in Annex 4). The process has also involved youth organizations that are aligned with IFADs mandate and key partners for broader feedback. All IFAD staff and partners emphasize the need for better targeting and ensuring that youth - as a target group - should be further analysed prior to project design and not considered homogenous. Age, gender, ethnicity, school enrolment and family situation were amongst some of the often repeated aspects that should be accounted for when targeting rural youth and responding to their needs. Table 2 summaries key milestones.

Table 2: Milestones in preparing the Rural Youth Action Plan

SN	Milestones	Timeline (Year 2018)
1	In-house consultations undertaken	Jan - Mar
2	Survey exercise with ICO/PMU	Apr - May
3	Benchmarking and consultations with Development Partners	May - Jun
4	Stocktaking exercise and analysis	Feb - Jun
5	Validation Workshop amongst staff and partners	June
6	Management Review Process (1)	Jun - Sep
7	Draft Rural Youth Action Plan to the EB for information	September
8	Management Review Process (2)	Sep - Oct
9	Final Rural Youth Action Plan to the EB for approval	December

13. While emerging themes (Decent Employment, Disabilities and Child Labour) were assessed as important, it was stressed that, IFADs should focus on areas where it has a value added and ample experience. IFAD should accommodate young people's views and imbibe a sense of ownership amongst rural young women and men. Rural youth activities need to be tailored beyond primary production to include income generating activities that would also embrace the rural off-farm sector while also offering youth-sensitive products and services that revolve around access to finance, skills and enterprise development. There was a caution that while activities should remain demand driven, the supply side should also be accounted for with many respondents citing examples of projects that focused on building youth capacities without consideration of labour markets challenges. It was also recommended to have more exchanges through sharing of best practices, knowledge products, learning from other leading institutions and strengthening staff capacity. Finally, staff reiterated the need to further increase advocacy and strengthen partnerships; and most respondents praised the development of a Youth Advisory Council³.

14. Further to the consultations, two different surveys were carried out to gather views on the content of the Rural Youth Action Plan as well as collect suggestions and lessons learnt on youth engagement (involving Country Programme Managers, Country Programme Officers and Programme Officers of the five IFAD Regional Divisions, while another similar survey was shared with Project Directors and

Coordinators of IFAD loan- funded field operations in the Regions). IFAD's past experience has given the opportunity to learn relevant lessons, captured in different publications (see Annex 7). The following are selected based on the feedback reported by staff through the surveys which mostly influenced the preparation of the RYAP:

- Youth are disengaging from agriculture largely due to a negative perception of farming, inaccessible financial and productive resources that have negative consequences;
- While youth possess tall ambitions that are configured towards acquiring quick profits, they often do not possess the required skills and capacities to achieve them, leading to a strong feeling of frustration;
- Youth present a huge opportunity if their creativity and innovation is harnessed to influence positive change. At the same time, this remains largely untapped;
- The importance of the principle of empowerment - *Nothing about youth, without youth* - was echoed consistently from all regions and highlighted the need for bolstering youth engagement throughout the project cycle;
- Youth inclusion to be effective requires working at different levels with families, communities, partner organizations, governments and financial institutions;
- Effective impact can be achieved only as a result of being inclusive of young voices and improving youth-sensitive targeting, strategy, tools and products;
- IFAD is too outdated to respond to young people's ambitions. In order to champion its engagement with young people, it is critical to be forward thinking;
- IFAD should not only look at the farm sector but rather invest into the various opportunities available in the off-farm sector;
- Lastly, the interlinkages between ICTs, innovations and youth are promising avenues to unlocking the potential of rural transformation.

15. A benchmarking survey was carried out with a set of development partners. Responses were received from UN agencies (FAO, ILO), multilateral and bilateral cooperation agencies (OECD, Germany, Netherland and Denmark), NGOs (Oxfam and Save the Children Fund) and the Asian Development Bank responded to the benchmarking questions. The results are shown in Annex 6. The following is a summary of the most salient points:

- Most agencies prioritize youth in their strategic frameworks but do not always match these priorities with specific corporate targets;
- Some agencies are using specific tools to assess youth issues (such as the Child Rights Situation Analysis, by STC, or the youth labour market assessment by ILO);
- Common challenges are reported when it comes to systematically reporting on sex and age-disaggregated, for instance each agency is struggling to source data on youth and mostly rely on multiple institutions (e.g. WB, ILO, OECD, EU, UNDESA);
- All agencies avail specialized technical expertise on youth, sometimes both at their headquarters as well as at the field level and recognize the importance to provide strengthening technical capacities and continuous development of specific tools and training modules (e.g. e-learning courses on productive employment and child labour, by FAO, the "Life skills for success" by STC, the Youth Employment Academy, by ILO);

- All agencies are also engaged in advocacy activities for more support to youth through different events and mechanisms;
- Most of the agencies have internship and young professional programs.

III. The Context

16. **Defining Youth.** Some of the challenges faced when working on youth are related to the lack of a common definition. The official UN definition of youth, which is the age range 15-24, is not commonly followed. African Governments' national youth policies normally adopt the definition provided by the African Union, which is 18-35. Further, there are some countries with the upper limit of 40. As far as IFAD is concerned, there is an agreement that all COSOPs and project design should define youth on the basis of Government's own definition. Furthermore, there is also an issue of overlapping between different cohorts, i.e.: i) a child is defined in the age range of 0-18; ii) adolescent as the age between 10-19; and iii) a young adult, between the age of 25-30. Unless specified, the following sections refer to the official UN definition 15-24.
17. No matter how youth is defined, the other key aspect that should never be neglected is that youth cannot be considered as an homogenous social group. As a matter of fact its heterogeneity, coupled with its transitory nature over time, entails operational challenges to be tackled. Different sub-groups, on the basis of gender, age, ethnicity, educational level, employment status, skills and capacities, will have different priorities and opportunities which will require development projects to cater for different livelihood options.
18. **Demographics.** Most recent data on youth demographics indicate that the world's youth population amounted to 1.2 billion in 2015. This represents nearly 16 per cent of the world population and projections for 2030 estimate a decrease by one percentage point for this age group (although with a net increase to 1.3 billion in 2030). This general trend varies according to regions, with Africa being the most outstanding case with a projected increase of youth from nearly 22 per cent to nearly 29 per cent of the population in 2030. In this continent, nearly 70 per cent of the population is under 30 years-old. This demographic phenomenon, called "*the youth bulge*" – when population aged 15 to 24 increases significantly in comparison with other group ages, is more common in developing countries, especially in Sub-Saharan Africa, Middle-East & North Africa, and South Asia. East Asia and Latin America are expected to decrease their youth population.
19. Coincidentally, the regions that are experiencing the most important increases in youth population are also the ones where, contrary to the world trend, rural population is not decreasing. Sub-Saharan Africa will increase its rural population (all ages) by 28.5 per cent, Middle-East & North Africa in 10.4 per cent and South Asia in 4.6 per cent (comparison 2015 – 2030). Therefore, absolute number of rural youth will be increasing in most sub-regions, especially in SSA; even though worldwide the tendency is for rural youth to decrease and urban youth to increase. Within sub-regions, there are important differences among countries: in Africa, the highest proportion of rural youth live in the Sahel, the Horn of Africa and in Southern Africa. In Latin America and the Caribbean, even though the absolute number of rural youth population is low compared to Africa, countries like Haiti, Honduras, Guatemala, Guyana and Paraguay have a proportion of rural youth that resembles the one in Sub-Saharan countries. Other countries that have relatively high percentages of rural youth are Burkina Faso, Papua New Guinea and Tajikistan.

Defining Rural Youth according to IFAD's operations context. The definition of urban and rural youth is not only a demographic issue. Above all, youth definition is a social and cultural construction that needs to be analyzed and understood as part of a dynamic process strongly influenced by the specificity of rural contexts and territories where IFAD operates. As examples, in some regions women are young until their marriage; in others, men cease to be young when they can ensure their livelihoods and to carry out their personal and / or family life plan, which in some places can be extended beyond 30 or even 40 years. This analysis will be crucial and imperative to identify, adapt and / or validate the necessary strategies and actions to achieve a proper rural youth inclusion in the multiple development services, financial and non-financial, offered through IFAD operations.

20. The table 3 below shows a comparison between estimates for 2015 and 2030, specifically for rural youth population in the five sub-regions where IFAD's operations take place. It shows the following: (i) in 2030, rural youth will make for about 6 per cent of the world population (500 million people); (ii) SA and SSA are the regions where figures for rural youth are proportionately higher, rural youth represent nearly 12 per cent of the population of these regions; (iii) although the proportion of rural youth in SSA will increase in 2030, it will decrease in the case of SA; (iv) in the world, one of two youth live in rural areas, but there are variations (in SSA, almost 70 per cent of youth live in rural areas while in LAC only 20 per cent); (v) in the world, 16 per cent of rural population are youth, but there are variations (almost one in five people living in rural areas are young in SSA, while only 14 per cent of rural population are young in EAP); (vi) projections for 2030 show that rural youth will be a group proportionately less important in comparison with urban youth and with other group ages in all sub-regions, except in SSA, where rural youth is expected to slightly increase their relative amount in comparison with the region's rural population.

Table 3: Rural youth population (15-24) by sub-regions

Rural youth by sub-region	2015				2030			
	Total rural youth population	% of the region's youth population	% of the region's rural population	% of all population of the region	Total rural youth population	% of the region's youth population	% of the region's rural population	% of all population of the region
East Asia & Pacific	138,520,618	42.93%	14.13%	6.1%	100,346,188	32.99%	12.57%	4.1%
Latin America & Caribbean	22,246,322	20.19%	17.47%	3.5%	17,690,429	16.85%	14.65%	2.5%
Middle East & North Africa	26,484,726	35.82%	17.24%	6.2%	28,534,153	31.60%	16.83%	5.3%
Sub-Saharan Africa	123,363,100	62.24%	19.71%	12.3%	161,458,642	54.68%	20.08%	11.0%
South Asia	218,911,215	66.96%	18.74%	12.6%	201,975,167	59.70%	16.53%	9.9%
World	547,962,167	46.02%	16.19%	7.4%	518,399,198	40.15%	15.17%	6.1%

21. In all regions, young women make for nearly half of rural youth in all regions. Although gender plays no significant role in the general demographics of rural youth, overall statistics show that education for young women is particularly discouraging: they are less likely to attend school, more likely to be illiterate, and less likely to be employed in rural areas. Young rural women will be impacted in specific, different ways than rural young men, in all aspects described in this section, such as education, health and employment.
22. **Education.** A United Nations Scientific and Cultural Organization (UNESCO) 2017 Policy Paper estimates that the total number of out-of-school children, adolescents and youth amounts to 264 million. Some 61 million, or 23 per cent of the total, are children of primary school age (about 6 to 11 years), 62 million, or 23 per cent of the total, are adolescents of lower secondary school age (about 12 to 14 years), and 141 million, or 53 per cent of the total, are youth of upper secondary school age (about 15 to 17 years). Concerning gender differences, it indicates that the male and female out-of-school rates for the lower secondary- and upper secondary-age populations are now nearly identical.
23. From a regional perspective, sub-Saharan Africa remains the region with the highest out-of-school rates for all age groups. Sub-Saharan Africa is also the region with the highest rate of out-of-school adolescents (36 per cent), followed by Central and Southern Asia (18 per cent), and Western Asia and Northern Africa (15 per cent). Not surprisingly, the Report shows that in low-income countries, out-of-school rates are systematically higher than in lower-middle-income, upper-middle-income and high-income countries.
24. **Health and Nutrition.** The World Health Organization (WHO)⁴ estimates that around 1.2 billion people, or 1 in 6 of the world's population, are adolescents aged 10 to 19 indicating that the segment 15–19-year-old are subject to health risk factors such as alcohol and tobacco use, unsafe sex and drug use. It further points out that more than 1.2 million adolescents died in 2015, mostly from preventable or treatable causes. More than 2 million adolescents are living with HIV, with HIV deaths among adolescents rising mainly in the African Region. Thanks to improved childhood vaccination, adolescent deaths and disability from measles have fallen markedly. Diarrhoea and lower respiratory tract infections are estimated to be among the top five causes of death for those aged 10–19 years. These two diseases, together with meningitis, are the top three causes of adolescent death in African low and middle-income countries (LMICs). Violence is a leading cause of death in older adolescent males. Interpersonal violence represents 43 per cent of all adolescent male deaths in LMICs and 1 in 10 girls under the age of 20 years report experiencing sexual violence.
25. A recent study⁵ underlines the fact that the health and nutritional status of adolescents aged 10–19 years and emerging adults aged 20–24 years has seen limited improvement over the past 50 years. Rural children and adolescents' nutrition has been largely neglected in the public health agenda although they face several risk factors, which include inter alia; i) short stature or stunting prevailing in all developing regions, ii) iron deficiency and associated anaemia, iii) vulnerability to zinc and calcium deficiencies, iv) vitamin D insufficiency among adolescents in various countries v) poor dietary diversity and lack of nutrient- dense food, vi) high risk of metabolic syndrome, vii) low quality diets and insecurity in access to food.
26. Regarding reproductive health risks, the major challenge is poor maternal nutrition leading to birth of malnourished children also stunting related to adolescent girls' pregnancy leading to intergenerational cycle of malnutrition. Special attention should be given here to forced marriages

and early pregnancies affecting adolescent girls, which also interrupts girls' education and consequently employment and entrepreneurship opportunities. Pregnant girls are usually forced to leave school and often stigmatized by their own family. In some countries early pregnancies are reaching almost 30 per cent of the total.

27. **Employment.** The Global Employment Trends for Youth 2017 prepared by ILO indicates that between 1997 and 2017, the youth population grew by 139 million people, while the youth labour force shrank by 34.9 million people. This dynamic is also reflected in a declining youth proportion of the overall global labour force, from 21.7 per cent to 15.5 per cent. The global youth unemployment rate is expected to rise slightly in 2017, reaching 13.1 per cent, representing 70.9 million young unemployed. In Latin America and the Caribbean, the youth unemployment rate is expected to continue increasing remaining stable in sub-Saharan Africa, and Eastern and Southern Asia. The Arab States (closely followed by Northern Africa) continue to be the region with the highest youth unemployment rate at 30.0 per cent in 2017.
28. The ILO estimates that young workers live on income below the extreme poverty threshold of USD1.90 a day.. It further underlines that an estimated 21.8 per cent of young people are neither in employment nor in education or training (NEET), most of them female. Male NEET rates are lowest in developing countries at 8.0 per cent, followed by emerging countries at 9.6 per cent, and developed countries at 11.3 per cent. Globally, the female NEET rate is 34.4 per cent, compared to 9.8 per cent for males.
29. Latest data shows that 76.7 per cent of working youth are in informal jobs, compared with 57.9 per cent of working adults. Youth in informality as a percentage of employed youth is 96.8 per cent in developing countries, 83.0 per cent in emerging countries, and slightly less than 20 per cent in developed countries. Employment in agriculture in the developing regions of Africa, Asia and the Pacific, and Latin America and the Caribbean is declining for both young and older workers, though a sizable number of young workers remain in agriculture. Young people in rural areas are one-third as likely to have contracted employment compared to their urban counterparts, and 40 per cent more likely to be in casual wage work without a contract.
30. **Migration.** The ILO Global Employment Report 2017 indicates that young people make up the bulk of the international migrant flow – around 70 per cent of them is younger than 30. Young people aged 15–29 accounted for 21.2 per cent of the 244 million international migrants worldwide in 2015 (UNDESA, 2015). This translated to over 51 million international migrants aged 15–29 years – more than half of them aged 15–24. More than 52 per cent of youth who left

In Sub Saharan Africa (SSA) the great majority of rural migrants are young people.

SSA shows a marked pattern of internal and circular migration, meaning that in-country and rural-urban and rural-rural are predominant. In SSA most migrants originate from rural areas, circa 60 per cent of them are aged 15 to 34 years; between 60 per cent and 80 per cent are male and make part of large families (over 7 members) with difficulties to access and inherit agricultural land. On average, young rural migrants come from households that have better educated members, slightly larger farms and per capita earning than non-migrant ones. In this scenario, it is not surprising to ascertain that the search for an improved economic situation as being the major reason for migration (up to 80 per cent in Senegal and Burkina Faso, 50/60 per cent in Nigeria, Uganda and Kenya), followed by family reunification and access to education. The majority of rural young migrants with limited or no formal education end up in self-employed jobs, while those that have reached above the secondary education level are more likely to access waged employment.

Source: Africa in motion. Dynamics and drivers of migration south of the Sahara. Rome, FAO and CIRAD (2017).

their country of origin relocated in developed countries, often in search of better life prospects and higher standards of living (UNDESA, 2015). Using data from the Gallup World Poll, the share of youth expressing desire to migrate was more than 36 per cent in 2016, which was 3 percentage points larger than the share in 2009. The largest increase was in the Arab States, at 9 percentage points, followed by Northern Africa, at 7 percentage points. Willingness to move abroad was highest at 44.3 per cent in sub-Saharan Africa, followed closely by Northern Africa, Latin America and the Caribbean and then Eastern Europe, at around 40 per cent or slightly more. The lowest inclination to migrate was found in Northern America, where only 17.1 per cent of youth wanted to move abroad permanently.

31. **Civic engagement and participation.** A 2016 report by the United Nations Department of Economic and Social Affairs -Youth Civic Engagement- indicates relatively poor voter turnout among youth as a global phenomenon. Survey results from a sample of 33 countries determined that close to 44 per cent of young adults aged 18 to 29 years “always vote”, compared with almost 60 per cent of all citizens. Although voter turnout is almost equal among young men and young women (45.2 and 43.9 per cent respectively), educational status does make a difference; 52.8 per cent of young graduates say they always vote in national elections, in comparison with 43.6 per cent of all 18- to 29-year olds. In Africa 37.7 per cent of young men and only 32.3 per cent of young women say they always vote.
32. A note by the United Nations on Youth Political Participation and Decision Making establishes that 1.65 per cent of parliamentarians around the world are in their 20s and 11.87 per cent are in their 30s while the Commonwealth report, citing the Inter-Parliamentary Union, concludes that of 45,000 members of national legislatures in the world, only 1.9 per cent are below the age of 30. Of the world’s young MPs who are below the age of 30, only two-fifths are female.
33. The Commonwealth report further adds that youth prefer alternative modes of participation over the more traditional and formal routes. The expanding use of Information Communication Technologies (ICTs) is increasing youth participation in civic affairs. Notwithstanding, the report points out that the relationship between access to ICTs and youth participation is not straightforward as challenges persist regarding unequal access, unclear causal pathways, superficial nature of impact, and susceptibility to greater government control and policing.
34. **IFAD's Stocktaking.** Needless to say, IFAD's engagement on rural youth already started years ago, even in the absence of an Action Plan. A recent stocktaking review carried out by RIA over 82 projects approved by IFAD during the period 2013-2015 reveals that USD 152 million, i.e. 5.8 per cent of USD 2.6 billion total IFAD funding during IFAD 9 was allocated to rural youth. This is only marginally lower than the amount allocated to gender (6 per cent) and only second to Climate Change Adaptation among the cross-cutting themes. Region-wise, WCA is by far the division with the highest percentage of funding, within its allocation, spent on rural youth (16.5 per cent), followed by NEN (7.1 per cent) and LAC (3.1 per cent).

Table 4: IFAD allocation of cross-cutting themes (2013-2015)

Region	Gender	Youth	Indigenous peoples	Nutrition	CCA	CCM	NRM	Emerging issues*
APR	5.3%	0.4%	3.6%	5.2%	4.0%	2.8%	6.9%	1.2%
ESA	1.0%	2.2%	0.3%	5.6%	22.3%	0.4%	19.3%	0.0%
LAC	8.0%	3.1%	6.9%	2.7%	6.2%	0.1%	2.4%	0.0%
NEN	6.9%	7.1%	0.0%	0.0%	22.6%	3.6%	17.3%	0.0%
WCA	9.5%	16.5%	0.0%	4.4%	10.4%	0.7%	2.3%	0.0%
Total	6.0%	5.8%	2.0%	4.2%	11.4%	1.7%	9.0%	0.4%

**Emerging issues include: migrants, displaced people, people with disabilities.*

Source: IFAD (2018)

35. When it comes to the identification about how these funds were utilized, more than 60 per cent of the funding was allocated to support three sub-categories of youth-focused activities, i.e.: business development; access to markets; and access to finance. Only 5 per cent was allocated to vocational training and land management activities.

Table 5: Top 6 sub-categories for youth

Sub-categories	IFAD AMOUNT
1. Business development and income generating activities	31.1%
2. Market places and linkages	15.6%
3. Financial intermediaries	13.9%
4. Community development	8.7%
5. Vocational training	5.5%
6. Sustainable land management	4.3%

36. In addition, IFAD has published several youth-focused knowledge products (see Annex 7), varying from collection of lessons learned, good practices, how to do notes. Finally, in 2013 IOE produced an Evaluation Synthesis on rural youth. All these documents have been reviewed in the preparation of this Action Plan.

IV. IFAD's Rural Youth Action Plan

37. This Chapter includes a theory of change (Figure 1), the results framework (Figure 2), the most relevant thematic areas and also a description of emerging themes affecting rural youth so far not yet integrated in IFAD's operations. The theory of change is connected to the results framework through the four action areas which will lead IFAD to attain the RYAP objective and goal. Both lead to selected youth-focused SDGs of UN's Agenda 2030. The RYAP also recognizes the IFAD 2016-2025 Strategic Framework (SF) which, although without setting specific targets, prioritizes the need for harnessing the potential of rural youth as being essential to sustain dynamic rural economic growth. According to the SF, future operations would consistently incorporate the needs and aspirations of young people and pay closer attention to identifying and creating rural employment and enterprise options appropriate to them, in both the farm and non-farm sector.

A. Theory of Change and Results Framework

38. **Theory of Change.** IFAD recognizes that failing to engage youth, particularly in agriculture, will stifle the productivity increases needed to achieve the SDGs⁶. The RYAP Theory of Change is founded on IFAD's commitment to making significant, effective and efficient contributions to Sustainable Development Goals (SDGs) 1, 2 and 8; and to the broader 2030 Agenda for Sustainable Development in rural areas. The TOC begins with acknowledging the challenges faced by young people in rural areas, and the need to provide concrete solutions which, in turn, will make sure that IFAD can deliver on its strategic framework and contribute to the SDGs (see Figure 1).
39. The challenges outlined in Figure 1, are common to all poor rural people, however youth is a segment of the rural population that particularly suffers from them. In assessing the challenges faced by smallholders in the countries where IFAD works, it is critical to deliberately synthesize and clearly highlight how these challenges are particularly harsh and demonstrate how they affect young women and men living in rural areas. As outlined in Chapter II, assets scarcity is worsened by cultural norms which often exclude young people from ownership and use; and limit the power of their opinions at household, community and national levels. In fact, young people, and especially young women, face additional obstacles to access productive assets such as water, land and other natural resources, adequate financial and business products and services. Drudgery and limited availability of technologies reduce the attractiveness of on-farm work and decent employment opportunities in on and off farm sectors is still limited in many countries. Limited opportunities for skills development and education increases the chance that young people will not be able to earn an income as wage labourers or entrepreneurs. The effects often materialize into unemployment, landlessness, financial exclusion, child labour in agriculture amongst other pertinent issues. All these challenges coupled with the general scarcity of leisure activities in rural areas increase the divide between the quality of life of urban and rural areas, often pushing young people to migrate to have better life opportunities.
40. IFAD commits to taking steps to make changes in rural areas to improve the lives of rural youth ("Solutions") by acting through its four Action Areas. IFAD will help young people to mitigate the challenges outlined above by expanding the level of inclusion of young people through targeting and providing them with business and on-and-off farm development opportunities, access to education including vocational training, access to ICT, agricultural technologies and innovation. The contribution of IFAD to the formulation and implementation of pro-youth policies and enabling regulatory framework provides the context for targeted solutions to be

effective. By systematically including young people in the rural transformation process, IFAD will achieve its strategic objectives and by doing so, significantly contribute to the relevant SDGs.

41. **Results Framework.** The results framework is structured in three levels (see Figure 2): i) the first is at Action Areas level and is associated to IFAD's own results (at output and outcomes levels) that will be achieved during the three years of implementation of the Action Plan. By achieving results in the four action areas, IFAD will be able to mainstream youth in IFAD's operations and contribute to IFAD 11 outputs and outcomes at different levels ii) the second level (goal) is in line with the IFAD Strategic Objectives as set forth in the 2016-2025 Strategic Framework; and iii) the RF culminates with the reference to the SDGs to which IFAD's RYAP will indirectly contribute through the achievement of its objective and goal. By achieving all Action Area outcomes IFAD will ensure that youth is effectively mainstreamed at IFAD. The results in the Action areas also contribute to increase IFAD performance against selected indicators among those outlined in the IFAD 11 Results Management Framework.
42. Outcome of Action Area 1 “COSOPs, CSNs, loans and grants – funded operations are systematically focused on rural youth” will contribute to all people-centred output indicators that are listed in the IFAD 11 Tier II (including 2.3.1 – Number of people receiving services (millions); 2.3.3 – Number of persons trained in production practices and/or technologies; 2.3.4 - Number of persons in rural areas accessing financial services; 2.3.8- Number of persons trained in income-generating activities or business management among others). Results with reference to young people will be measured through age-disaggregated data showing the number of young people reached, as foreseen in the Results Management Framework of IFAD11. In addition, this Action Area will also contribute to the performance of indicator 3.2.5 (Appropriateness of targeting approaches in IFAD investment projects).
43. Outcomes 2, 3 and 4 mostly contribute to the performance of indicators that can be found in Tier III. The main outcome for Action Area 2 is IFAD's increased capacity to successfully engage rural youth. This outcome will substantially contribute to improve IFAD's capacity to deliver on indicators 3.4.1. (Overall rating for quality of project design). Action Areas 3 and 4 outcomes pertain to IFAD's capacity to advance in KM, communication, policy engagement, advocacy and partnership building for rural youth. Results in these areas will support overall performance against indicators 3.3.4 (Partnership building), 3.3.5 (Country-level policy engagement), 3.3.6 (Knowledge management) and 3.3.7 (South-South and Triangular Cooperation, percentage of COSOPs with comprehensive approach at design). Advancement with respect to the indicators will be measured against the targets for IFAD 11 set in the Results Management Framework Indicators table by IFAD. Tracking will draw on IFAD's corporate reporting exercises such as Annual Portfolio Reviews and the Report on IFADs Development Effectiveness (RIDE)
44. By delivering on the outputs and outcomes in each action area IFAD will be able to contribute to achieve the outcomes at project level that will contribute to SDGs 8, 1 and 2 and to lesser extent 5, 10 and 13 in line with IFAD's Strategic Framework.

Figure 1: Rural YouthActionPlan Theory of Change

Goal: Enhance impact of IFAD investments on SDGs by **socially** and **economically empowering** rural young women and men

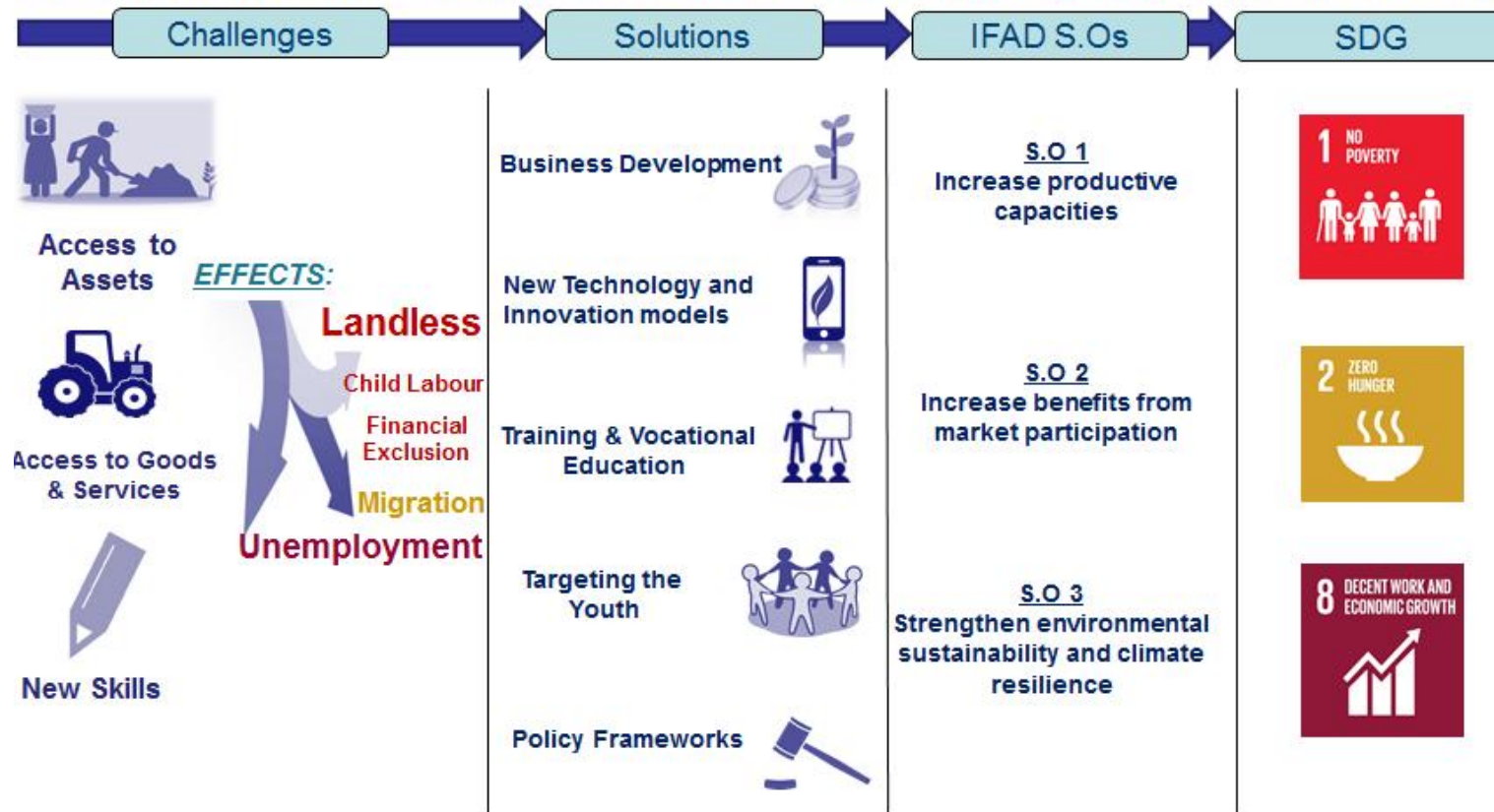
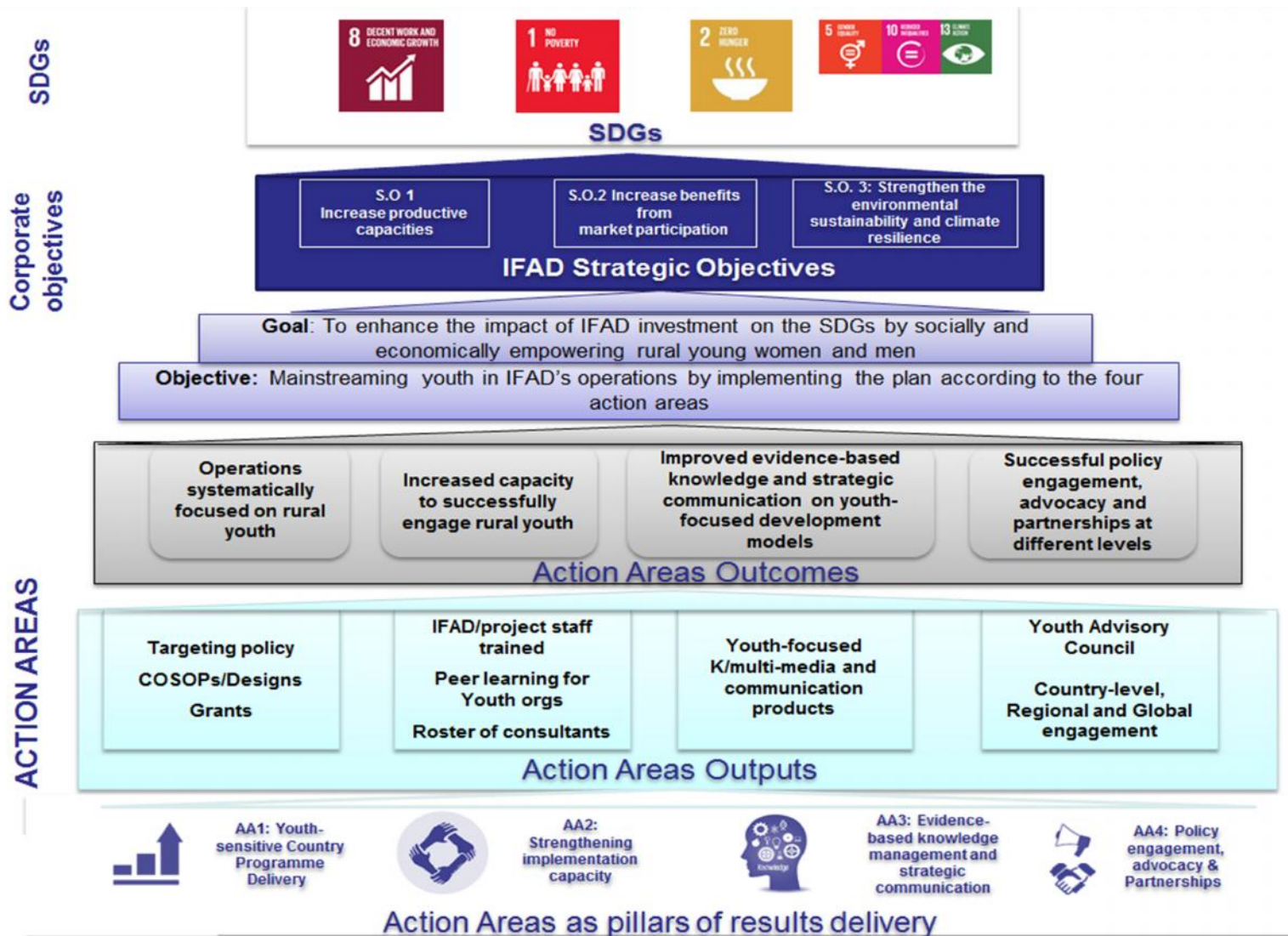


Figure 2: Rural Youth Action Plan Results Framework



B. Principles of Engagement

45. Based on the experience gained so far, it is now widely understood that targeting rural youth requires a different approach. The feedback received from the surveys underlines the fact that engaging rural youth should not be taken for granted. On the contrary, it can prove quite challenging. Hence, the RYAP proposes the following principles of engagement that should be applied in working with rural youth:
- All operations and strategies should recognize the heterogeneity of the youth, especially in terms of gender⁴, age, education, ethnicity and socioeconomic category to ensure that no one is left behind;
 - Youth strategy and policy in the country of intervention will prevail to design specific approaches and activities, including definition of age brackets and thematic areas;
 - A life-cycle approach will be set to be inclusive of all ages and all needs and ensure effective transition of young people living in rural areas from childhood to adulthood;
 - A holistic approach will be adopted to achieve sustainable and transformative results, especially through the IFAD mainstreaming approach to integrate youth, gender, nutrition and environment and climate;
 - Going beyond the principle of ownership, the principle of authorship means that successful youth engagement will depend on the capacity to respond and support youth-led initiatives entirely owned and created by youth;
 - Leveraging youth's comparative advantages, a constant focus on innovations will attract youth's interests and promote their effective engagement; and,
 - Strategic partnerships, existing and new, will be necessary to achieve the principles stated here above with proper accountability and a result-based framework.
46. **Integrating youth in governance.** Integrating youth in governance is a key sub-theme under the action area 4. Incorporating young people in governance structures and decision making processes should cut across all of the IFAD operations. IFAD will work closely with the Youth Advisory Council (YAC) which will be established to plan on strengthening youth inclusion in governance. ECG in close collaboration with YAC will define and implement a field level Youth Engagement Toolkit (YET) building from existing practices. The baseline for the YET will be an inventory of existing approaches used in IFAD's projects and assessment of the results to date and will entail main elements for integrating youth in the IFAD supported country programs including how young people can engage with National and local IFAD partners. The aim is to promote young peoples' participation in rural development processes to enhance their sense of belonging to their local communities and encourage new leadership which embraces participation of not only interested stakeholders but deliberately seek out youth groups or associations.
47. **Young women.** Young women face a double challenge of being young and being female. They face greater challenges than men due to gender-biased norms, higher chances of being married and pregnant at an early age, limited physical mobility and more household responsibilities. These constraints manifest themselves in a gender gap even in the context of youth. Recognizing these issues and in line with the IFADs policy on Gender, the RYAP will pay particular focus to

the gender dimension. In this regard, gender-sensitive programming will be embedded as part of the approach in mainstreaming youth.

C. Main Thematic Areas

48. As core element of its operational model, all IFAD-supported investment projects are designed on the basis of context specific assessments, alignment with government's priorities, identification of suitable implementing partners, and consultations with main stakeholders. Hence, projects vary by scope and strategies. Notwithstanding this diversity, there are a number of thematic areas that are crucial to the rural youth agenda.

i. Youth Employment

49. Youth employment is an alarming issue in both developed and developing countries, in both urban and rural areas. An ILO report⁷ found that over the past 20 years, youth participation in the labour force has declined by almost 10 points, from 55 per cent in 1997 to 45.7 per cent last year, with a slight decrease in the gender gap from 17.3 per cent to 16.6 per cent over the same period. In rural areas, especially in developing and emerging countries, it is reasonably foreseeable that this reality will become even more acute. Moreover, excluding East Asia, in all developing regions, youth unemployment rates are higher for women, being the Middle East where young women unemployment rates are twice as high for women (36.4 per cent) as for men (18.7 per cent).

50. According to a recent OECD report⁸, with data from 23 countries in Latin America, Africa, Asia and East-Europe, agriculture is the main provider of jobs for rural youth (36.6 per cent of all rural youth employment). For example, in Madagascar, almost 80 per cent of rural youth work in agriculture, forestry and fishing, number that is almost 30 per cent in Dominican Republic and nearly 50 per cent in Cambodia. Countries from the Asia-Pacific region have decreasing rates of youth working in agricultural activities because of the expansion of the manufacturing sector.

51. Rural youth are also predominantly in vulnerable employment and in low-skilled jobs. According to the OECD report⁹, 26.2 per cent of rural youth are self-employed and 23.2 per cent are contributing family workers, which are both forms of informal employment, with poor working conditions. This same report shows that the majority of rural youth wants to change their current jobs and are not satisfied with them. Those who work in agriculture want to do so because they want to secure a better income (36.7 per cent) or because their current job is temporary (20.1 per cent). Interestingly, rural youth working in agriculture consider having better working conditions more important than a better payment, even though payment is relevant. Rural youth working in agriculture are also less satisfied with their jobs than rural youth working in mining or transportation.

52. The probability of young, economically active, people finding themselves in unemployment remains considerably higher than for the rest of the population. In such regions as the Arab States, Northern Africa and Southern Asia, youth comprise more than 40 per cent of the total unemployed population, despite representing only 17 per cent or less of the labour force within their respective regions. Against this backdrop, the generation of quality jobs and services to support rural employment is key to achieve an inclusive rural transformation and contribute to achieve the SDG. Nevertheless, the young rural population faces significant constraints in their full integration into the labour force: they are two or three times more likely to be unemployed than adults, and although they work, they remain poor and employed in vulnerable conditions, in

low-quality, low-skill jobs, mainly in the informal sector and with low productivity. Progress in overcoming this situation, promoting decent work, is essential to prevent this demographic growth from being a source of tension and social conflict.

53. Another element is the need to feed growing rural and urban populations along with shifting consumption patterns to higher value products offers prospects for income gains and jobs in farming and the broader food system. Movement towards high value agriculture or commodities will open greater potential for downstream value addition and indicate an important avenue for non-farm activities in rural areas. However, unpacking employment opportunities for youth should also capture on the off-farm sector. Respondents to the staff survey also supported the notion to focus on the off-farm sector, stressing that rural youth activities need to be tailored beyond primary production to include income generating activities as part of IFADs work on rural transformation. A key success factor will be technical innovation and the involvement of new technologies that are already shaping local food systems and value chains processes. The use of ICTs can promote greater inclusion of youth, foster innovations that raise efficiencies in food systems, reduce transaction costs while at the same time create more ICT-related job prospects for youth⁵, especially since rural youth are more likely than adults to adopt such technologies. While the farm, non-farm and off-farm unlocks an array of potential, it is important to identify and understand the *push* and *pull* factors within various situations in order to respond appropriately. Hence, RYAPs approach will take on a more context specific angle to ensure the most suitable arrangements based on diverse circumstances.

Off farm business is the beginning. A study focusing on SSA off-farm enterprises dynamics concluded that: (i) the prevalence of non-agricultural enterprises in rural areas is highest among young adults aged 25 to 35 years with significant variability between countries; (ii) the number of self-employed non-agricultural business owners increases, especially after the age of 25, consequently the age cohort is a relevant factor in determining the functioning of micro and small enterprises among rural youth; (iii) the greater the age, the higher the participation in non-agricultural enterprises for income generation; (iv) at a younger age, non-farm entrepreneurship is complementary to school activities: 48 per cent in Ethiopia, 44 per cent in Malawi, 63 per cent in Nigeria and 53 per cent in Uganda, and; (v) there is a low participation of the young adult population in wage/employment activities, ranging from 4 per cent in Ethiopia to 12 per cent in Uganda.

ii. Youth Entrepreneurship

54. Although at global and regional levels there are no statistics and/or studies representative of the dynamics of entrepreneurship in the rural sector, and even less among young people, there are some studies showing relevant dynamics to be considered by IFAD. These studies highlight entrepreneurship as an important pathway out of poverty for rural youth, who normally face multiple barriers in the traditional job market and who, at the same time, held an underexploited potential for entrepreneurship, particularly in agri-food industries¹⁰. Rural youth, also, are predominantly already in self-employment, although in precarious conditions as explained above.
55. A research carried out by ECORYS, YBI and BG Group¹¹ establishes that rural youth, besides facing the same difficulties that rural entrepreneurs in general (lower education levels, less access

⁵ Report - Rural Youth Employment, 2017, World Bank/IFAD

to relevant services, smaller market size, underdeveloped infrastructure and vulnerability to seasonality and weather conditions) are confronted to particularly negative perceptions from their environment, to less access to financial services and to less access to networks, both crucial for entrepreneurial success. The research suggests as well that the development of policies that favour rural youth entrepreneurship must combine at distance and in-person training and technical assistance, building partnership with local associations and potential mentors, finding ways to connect young entrepreneurs with urban costumers, and to advocate for a business culture in local communities.

56. The projects PROSPERER in Madagascar (IFAD), FTJER in Mexico (World Bank-FAO), and the YSEI in Asia are some of the projects that made advances in the creation of micro and small enterprises, assisting rural youth with a combination of business training and financial services.¹² Most of ongoing IFAD's projects addressing rural youth (see Annex 3) include activities meant to foster youth entrepreneurship. Although outcomes of the projects are very diverse, strategies aiming at unlocking youth entrepreneurship potential by increasing access to training and financial services have proven to work best for micro and small entrepreneurs¹³.

57. Access to energy in rural areas remains a daunting challenge in developing countries where large portions of the population still do not have access to electricity⁶. Rural enterprises are constrained by lack of electrification and this gap is a critical barrier to transform youth farmers into entrepreneurs all along the value chain and to create both on and off-farm employment opportunities: from the production level (farm mechanization processes and equipment) to processing, post-harvest handling, value-addition processes (grinding, drying, packaging), and storage (refrigeration, ice making), the role of energy is vital.

Energy in rural areas therefore increases opportunities for business development and rural employment tapping into the manifold and crucial roles that young people can play in terms of technology uptake and support to innovative models, ranging from farm information systems, mechanized farm services, off-grid energy (solar, mini hydro and wind) solutions for homes and

Successful models for youth entrepreneurship
Songhai is an NGO empowering rural African communities, particularly farmers, youth, and women, by building their capacities to become agricultural production, agribusiness, and handicraft entrepreneurs. The core characteristics of Songhai are the combination of production, training and research centres, and the development of innovative techniques combined in a holistic approach. Songhai's experience shows that an effective way to combat poverty is to build the capacities of the most disadvantaged populations and empowering local communities with the capacities to produce, but also to innovate and thus become protagonists of their own social and economic development. The centres offer long-term trainings, services to former trainees and farmers at the local level advocacy and adaptation of national and international technologies to local challenges. Songhai's trainings also offer a real entrepreneurship opportunity to the young generation areas and the overpopulated cities. The organization trains these youth to develop a clear vision of their goals in life, and to pursue them. It stimulates those youth to constantly develop their potential and that of their communities and countries. At the moment Songhai is working in seven states of Nigeria, Benin, Liberia, Sierra Leone and Congo Brazzaville

⁶ For instance in LAC more than 30 million people (around 7 per cent of the population) continue to live without electricity; in NEN an estimated 28 million people lack access to electricity in rural areas (RESA, 2017).

small businesses, to solutions for powering irrigation technologies. IFAD is exploring the possibility to mobilize resources (Unrestricted Complementary Contributions, supplementary funds, and core resources) in order to test innovations within the context of IFAD's projects and to enhance a youth-sensitive approach across the entire renewable energies portfolio.

Electrification and access to other sources of energy have multiple effects at social and community level in terms of building a skilled labour force in rural areas– helping in making rural areas attractive to the youth and unleashing their tremendous potential to be the professionals and entrepreneurs of tomorrow.

IFAD, and in particular ECG and PMI divisions, are carefully looking at the issue of opening up access to affordable and readily available energy. A specific "Renewable Energy for Smallholder Agriculture" (RESA) strategy is currently being developed with the final objective of mainstreaming renewable energy technologies (RET) in IFAD's operations, as a way for speeding up rural poverty alleviation efforts, and where the role of youth is critical to leverage on the multiple benefits coming from the increasing investments in RETs.

Capacity building/Vocational Training

IFAD's efforts for capacity building in rural areas focus on what young people need in order to be able to set up and run their own businesses, to adopt sustainable production methods in agriculture and to access opportunities for rural non-farm work. The Rural Youth Vocational Training, Employment and Entrepreneurship Support Project (FIER) in Mali offers a range of professional and pre-professional training options, and leaves the choice to the young people it supports. Young facilitators from local NGOs assist the youth in the choice of their educational and professional path. In the Pacific Islands, IFAD's Capacity Building for Resilient Agriculture project (CBRAP) works with strengthening linkages with farmer organisations and youth and then supporting capacity development in agricultural production primarily focused on resilience to climate change and natural hazards. In Cameroon, the Youth Agropastoral Entrepreneurship Promotion Programme (PEA-Jeunes) reinforces local institutions to become incubators for young entrepreneurs. Two separate curricula are offered to youth, depending on whether their aim is to set up a new business or to further develop an existing one. The incubation period lasts between 1 and 6 months, depending on the profile of the youth. In APR and LAC, IFAD has supported rural youth through Procasur's flagship *learning Routes* model that facilitates an in-the-field training that seeks to broaden and diversify the markets of rural technical services, placing value on the best experiences and knowledge of multiple stakeholders.

iii. Access to Land and Natural Resources

58. Access to and tenure of land, to natural resources and to decision making have a direct impact on the development of life strategies for rural youth, as key assets for entrepreneurship or production, for accessing opportunities for personal, human and social capital growth and as a basic element for entrenching their roots and identity with their territories and communities of origin. Thus, land is a factor of empowerment and autonomy essential to promote generational change in rural territories¹⁴. According to an IFAD research, the lack of access of young people to land and natural resources is not only a result of the scarcity of these assets, but above all is determined by the lack of an enabling environment to make agriculture a profitable and attractive business for young people as well as by attitudes, practices, prejudices and cultural barriers, which, together with a lack of awareness of their rights and information on policies in this area, make more difficult a secure and sustainable tenure¹⁵. Moreover, since several young people are reluctant to engage into back-breaking, low-return forms of farming carried out by their parents, their demand for agricultural land and their willingness to invest (energies and resources) on it are sometimes limited.

59. Rural young women are more generally deprived of access to land and land tenure, which is often a requirement to join a farmers' organization. It is also more difficult for young women to acquire land, because, in some contexts, customary laws deny women's rights to land and, by tradition, men are the ones to inherit land¹⁶. As a case of study¹⁷, Madagascar showcase common challenges faced by young rural women's access to land: (i) even though there is no discriminatory laws against women in respect to access to land, there are strong de facto inequalities, (ii) 70 per cent of young women do not inherit land (against 22 per cent of young men), (iii) young women obtained more land through donations from family members (20 per cent against 10 per cent of men), (iv) young women have less amount of land than men (47 per cent of women have less than 0.05ha while only 5 per cent of men have less than 0.05ha).
60. In a global framework of increasing concentration, intensification of conflicts and fragmentation of land, secure access to land and natural resources by young people must be part of a comprehensive approach that considers capacity development, as well as financial support and mechanisms for effective participation and advocacy in the various areas of land and natural resource management and governance.
61. The first challenge in keeping young people in farming is making it a more lucrative or profitable. Further, engaging young people in policy dialogue is crucial, especially with regard to specific policies and legal frameworks on land and natural resources issues. In this regard, the *Voluntary Guidelines for Responsible Governance of Land Tenure, Forests and Fisheries (DVGT-FAO)*¹⁸ as well as the AU Declaration on Land Issues and Challenges in Africa, represent a step forward in specifying the processes, rights and duties of the actors involved, including rural youth. Secure tenure systems enable reducing vulnerability, hunger and poverty, as well as preventing conflicts, violence and environmental degradation, regulating the interests of the various groups that demand access to and control of land and natural resources.
62. It is expected that through the Rural Youth Action Plan, IFAD will contribute to generate specific information and analysis on youth land access processes, their gaps and opportunities, to include them as evidence in the dialogue and negotiation of tenure governance processes, and in project design documents. In this sense, specific actions and/or solutions could be expected to be included and that resources for land tenure and natural resources of youth are allocated in the activities of IFAD projects¹⁹.

Access to land

In Senegal, IFADs value chain project (PAFA) worked with youth associations (Association Sportive et Culturelle, ASC) to negotiate access to land with their respective families. To do this, they had the support of their ASC, the young agricultural extension officers and mixed-age farmers' groups targeted by the project. The project-targeting approach favoured farmers' organizations that presented youth and women as subproject holders (porteurs de sous-projects). This meant that the organizations themselves had an interest in convincing households to give young people access to land and allow them to be subproject holders. The IFAD Orissa Tribal Empowerment and Livelihoods Programme in India has promoted the capacity development of young people as community resource persons (CRPs): educated local village youth are trained to identify landless households in project villages and vacant village land and to assist the landless households in securing land and land titles. CRPs' activities are in close collaboration with the village leadership, landless households and the Government Revenue Department. With technical collaboration, the project has trained 550 CRPs, through which more than 5,000 households in 139 villages have been assisted in obtaining land titles (to house sites and farm land); almost 13,000 land titles have been distributed in project villages.

iv. Access to Finance

63. Despite several initiatives around the world, access to finance remains a huge obstacle for rural youth and the situation looks worsening in the Low and Middle-Income Countries (LMIC)²⁰. According to a recent World Bank report: (i) rural youth access to saving services in regulated financial institutions declined from 16.01 per cent to 14.88 per cent between 2013 and 2017, with exceptions of Sub-Saharan Africa (+1.48 per cent) and East Asia and the Pacific (+1.16 per cent); (ii) rural youth accessing loans from regulated financial institutions increased from 5.13 per cent to 5.23 per cent in the same period, with significant drops in Sub-Saharan Africa (11.7 per cent to 5.0 per cent), East Asia and the Pacific (13.5 per cent to 9.1 per cent) and Latin America & Caribbean (7.6 per cent to 6.8 per cent). The loan access rate only improved in the Middle East and North Africa region (4.7 per cent to 8.5 per cent). Unfortunately, this gap becomes more severe when discussing financial services that work in favor on young domestic and international migrants.
64. The explanation to this can be found in the different barriers encountered by rural youth in accessing the regulated financial market, including: (i) the long physical distance between the Financial Service Providers (FSP) branches and rural communities is costly in terms of both time and transportation; (ii) the financial capacity of rural communities is affected by weather and commodity risks and the instable nature of seasonal agriculture; (iii) the legal and regulatory restrictions make difficult for underage people to open a saving bank account, apply for a loan or contracting and insurance. Rural youth mostly do not own land or other assets to be used as a collateral; (iv) the perception mismatch between rural youth and FSP, where on the one hand, the client perceives that regulated financial institutions are not affordable nor accessible, and on the second hand, the provider considers that young people lack the financial and business skills and experience to become bankable, and (v) the financial services and products available in the rural areas do not always support the youth life strategies, such as education, employment, migration, building a family or assuming responsibility over the elderly family members²¹. Also, access to finance is more difficult for rural young women. Most literature registers greater obstacles for women for accessing financial services, such as restrictions for opening a bank account and lack of financial education, among others.
65. IFADs new *Agribusiness Capital Fund (ABC Fund)* will play a central role in this endeavour by providing a vehicle for blended financing for smallholder producer organizations and agro-food SMEs with a focus on rural livelihoods and rural youth employment.

Access to finance

In Sierra Leone, through the Rural Finance and Community Improvement project (RFCIP) projects have created Financial Service Associations (FSAs) to support financial solutions for youth. In 2017, the percentage of youth in community banks were 37 per cent in savings and 39 per cent as borrowers. In Nigeria, young people were given start-up loans, but recipients had to cover 10-20 per cent of the investment and if they repaid 50 per cent of the loan in 12 months, the remaining 50 per cent became a grant from the community. Similarly, in Ghana, the Rural Enterprise Project (REP) began distributing free start-up kits when the project realised that following training youth could not access capital. In Mali and Cameroon, projects work with financial intuitions to develop youth-sensitive financial products for credit and savings groups. The IFAD grant-funded Rural Youth Economic Empowerment Programme (RYEEP) in Yemen, Morocco, Tunisia and Egypt worked with financial institutions to support and develop innovative financial products and services that are tailored for rural young people. In Moldova, the Rural Financial Services and Agribusiness Development Project (RFSADP) provides investment loans to young entrepreneurs and the associated technical assistance, training and capacity building to both borrowers and participating financial institutions. Towards the end of 2017, more than 418 new business enterprises were initiated and 399 entrepreneurs saw their businesses expand.

v. Access to Technology

66. Technologies represent an enormous opportunity for rural youth. More than adults²² – youth are more likely to learn, use and adopt them in different areas such as education, microfinance, advocacy, entrepreneurship, healthcare, digital citizenship and youth media, among others²³. Youth are also “keen on increasing their production through improved and modern technologies²⁴”. In African countries, 20 per cent of youth versus 8 per cent of those older than 45 years-old report using internet²⁵. Technology can therefore have a key impact on youth employment by providing new jobs and business start-up opportunities²⁶. The 17 million youth, most of them rural, who enter the job market every year in Sub-Saharan Africa express that they “need and they want technology”²⁷. Technology can also help youth acquire more and new skills, with different formats of training available through internet and mobile phones.
67. The use of mobile phones is now extensive around the world. In 2016, about 95 per cent of the global population lived in an area covered by a mobile-cellular network²⁸. Access to internet is, however, still a challenge in developing countries, with an access rate ranging from 5 per cent to 25 per cent of the population, with a urban/rural digital divide. As for example, in SSA countries, low Average Revenue Per User (ARPU) levels and high illiteracy in rural consumers are not viewed favourably when weighing the high costs of network deployment and maintenance in remote communities.²⁹ On the other hand, from the rural consumer perspective in SSA, the low adoption is generally attributed to: (i) unreliable access to power, (ii) high total cost of ownership, and (iii) lack of ICT awareness and thus appreciation for its uses. Less important issues are considered the lack after sales services, the language and literacy barriers and the weak market competition³⁰.
68. Recently, an event organized by EQUALS Global Partnership, ITU, FAO, GSMA (Global Mobile Industry Association and ITC (International Trade Centre) highlighted the need to prioritize ICT access and use among rural women and girls³¹. In average, women are 14 per cent less likely than men to own a mobile phone and 12 per cent less likely to have access to internet, and while the gender gap has narrowed in most regions since 2013, it has widened in Africa, where the proportion of women using the internet is 25 per cent lower than men³². Not leaving rural women behind in their access to ICTs is crucial for leveraging the potential of these technologies.

D. Emerging Themes

69. In addition to the main thematic areas which are key to rural youth, there are emerging themes for which IFAD has been requested to increase its efforts or start paying more attention. IFAD is keen to carefully craft its interventions to align with emerging thematic areas that overlap with other mainstreaming topics and will eventually foster youth inclusion, create employment prospects while also having other positive spill over benefits. The issue of renewable energy, for example, has already found scope in IFADs environment and climate focus and opens an avenue of job opportunities for youth but also contributes to the overall rural transformation. For emerging thematic areas that are beyond IFADs areas of experience (such as with Decent employment, child labour etc.) the fund will strengthen its partnerships with those agencies already spearheading the issue; thereby not only ensuring further RBA collaboration but aligning with the UN reform model.

i. Decent Work

70. Decent work is the one that provides people with a fair income and, besides, is done in conditions of freedom, equity, security and human dignity. Decent work has been included as a human right in international law³³ and Goal 8 of the 2030 Agenda for Sustainable Development focuses on decent work.³⁴ Decent work in rural areas is defined as “*any activity, occupation, work, business or service performed by women and men, adults and youth, for pay or profit, in rural areas can be considered decent if it at least respect the core labour standards as defined in ILO Conventions, provides and adequate living income, entails an adequate degree of employment security and stability, adopts minimum occupational safety and health (OSH) measures, avoids excessive working hours and promotes access to adapted technical and vocational training.*”³⁵
71. Decent work requires focusing not only in the increase of employment volume, but also on the quality of the jobs programmes and policies are promoting. A decent work agenda includes the creation of employment and enterprise development, as well as social protection (safety, pensions, fair work conditions, etc.), freedom of association, equality and non-discrimination of the workers. Promoting decent work is particularly relevant in rural areas where the working poor, the people who work but whose households fall under the poverty line, have as well limited access to social protection, with child labour and gender related discrimination issues, and low labour productivity.
72. As explained before, rural youth is particularly at risk of not accessing decent work but sufficient and reliable data on status and trends in the rural area is hard to come by with. Rural youths’ prospects of finding decent work are most worrying in Sub-Saharan Africa (but less so in Southern Africa) and Southern Asia.³⁶ Rural youths face specific barriers for having decent work: they have limited access to vocational training and education, find hard to accumulate assets, labour markets are mainly informal, and the lack of representation bodies hinder their inclusion in policy enhancement processes. Gender bias is also important to address, young women have significantly less chances to find and maintain decent work conditions.³⁷ Girls under 17 years old have risks of pregnancy and child marriage, therefore are more likely to be excluded from family productive resources and joining representative organizations.
73. The Global Initiative on Decent Jobs for Youth is the first-ever, comprehensive United Nations system-wide effort for the promotion of youth employment worldwide. It brings together the vast global resources and convening power of the UN and other global key partners to maximize the effectiveness of youth employment investments and assist Member States in delivering on the 2030 Agenda for Sustainable Development. To make a difference in the lives of young people, Decent Jobs for Youth focuses on eight thematic priorities that respond to today’s most pressing challenges namely: (i) Green Jobs for Youth; (ii) Youth in fragile situations; (iii) youth entrepreneurship and self-employment; (iv) digital skills for youth; (v) youth transitioning to the formal economy; (vi) young workers in hazardous occupations; (vii) quality apprenticeships; (viii) youth in the rural economy. The initiative, to which IFAD is called to contribute, aims to build strategic alliance, scale up action and impact, share and apply knowledge and mobilize resources.

ii. Child Labour

74. Approximately 70 per cent of child labourers – an estimated 100 million children aged 5 to 18 – work in agriculture³⁸. Child labour is part of a vicious circle where it is both a cause and a consequence of poverty. Child labour affects the physical and psychological development of children (making them less productive or unable to work later), prevent them for going to school

and then acquiring skills necessary to work in a modernized agriculture, and push down the salaries and work conditions in the youth labour market³⁹. Less child labour means higher school participation, better skills and employability and improved productivity⁴⁰.

75. It has been, however, difficult to address child labour in agriculture⁴¹. It takes the form of unpaid family labour without formal contracts, is sometimes part of traditional practices and can hardly, when situated in remote rural areas, be covered by national labour inspectors. Although child labour has decreased in the last decade, hazardous work is increasing among adolescent aged 15-17 and this kind of work accounts for half of child labourers.⁴² Most of child labour takes place in Africa, where one in five children is a child labourer (19.6 per cent)⁴³ and this accounts for 72 million children and adolescents. Asia and the Pacific is the second region with high number of child labourers (7 per cent of all children, 62 million). In the Americas, 5.3 per cent of children are labourers (11 million) and 2.9 per cent in Arab States (1 million children)⁴⁴ Also, boys appear to face a greater risk of child labour than girls; however, girls do more household chores, a form of labour that is not considered in the child labour estimates (and girls do sometimes both kind of work). Child labour considerations are seldom included in policies and programs targeting rural youth. For this reason, a good strategy for rural youth should acknowledge that every agricultural policy and program targeting rural youth has an impact on child labour, even if it doesn't target child labour itself. Finally, a serious concern is the increase of hazardous work among adolescents in the last years. Hazardous work is highest in agriculture and, in terms of injuries, agriculture is particularly hazardous for working youth⁴⁵.
76. As one of the founding members of the International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA), IFAD has been involved in collaboration with UN and non-UN entities to advocate against child labour in agriculture and contributed to the preparation of a policy brief: "Breaking the rural poverty cycle: Getting girls and boys out of work and into school". Last November, IFAD participated in the IV Global Conference on the Sustained Eradication of Child Labour. As a follow-up of the event, IFAD and FAO jointly organized a seminar to advocate and raise awareness on the issues of Child Labour in Agriculture.

iii. Adolescent Girls

77. Living as an adolescent girl in rural areas is prompting a double discrimination, of being young and being female. Social norms and perceptions are keeping young women and girls from achieving their potential. They are kept in roles and perceptions that prevent them from accomplishing their aspirations and perpetuating gender-based discrimination and violence. Traditions, norms and rules are predominant and context specific. Therefore, they do not allow enforcement of laws (such as Constitution) nor implementation of international conventions (such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) where rights of young women and girls are stipulated and agreed upon. Over the past decades, rights to health and education has improved. Even so, girls' attendance in school tend to drop at the age of 14. Girls aged 5-14 perform household chores for 28 hours or more each week, in addition to their school work.
78. Child, early and forced marriage are still prevalent in rural communities. Early childbearing touches more girls from 15-19 in rural areas when they have no access to education. In their reproductive age, adolescent girls are facing specific nutrition issues. Half a billion women of reproductive age are affected by anaemia worldwide, harming their health and well-being as well as increasing the risk of poor maternal and infant health. When pregnant and lactating, rural young women are at the forefront of building healthy and prosperous future for their children. Yet

they are facing health, food security and nutrition challenges that perpetuate cycle of malnutrition. In developing countries, 75 per cent of women's employment is informal and unprotected. Young women and girls are particularly involved in unpaid work and as family aids in smallholder farming. Inheritance practices are still marginalizing women and girls in several countries. They often have access to the less fertile lands and do not have land tenure security. When living in vulnerable climate conditions, the amount of time spent on household chores such as fetching water is even more young women and girls. Their role in decision-making processes is still very limited and they are often absent in civic participation and in recent years, the focus has shifted on girls as agents of economic change. Investing in girls is now seen as the smart thing to do. The UN is promoting equal rights and opportunity for girls, and life free of violence and discrimination (SDG 5) through global alliances and partnerships. International NGOs are leading global movements and specific programs such as "Because I am Girl" led by Plan International.

Indigenous Youth

In LAC and ESA, IFAD has tied up with Slow Food international to work with socially and economically empowering young indigenous people. The project targets 300 indigenous rural youth between the ages of 15-34 living in communities within IFAD-funded projects using a value chain approach to increase the economic value of food heritage products. In addition, the project is also designed to socially empower indigenous young people by building on their leadership skills and capacity to ensure indigenous youth participation through platforms that offer policy dialogue and knowledge exchanges. In India, the OTELP strengthens young indigenous peoples capacity (through placement-linked training and pre-recruitment training. Cumulatively, training was facilitated for 3,044 youth, of whom 1,100 were placed in firms. It was particularly emphasized that at least one fifth of the youth trained would be young women.

iv. Indigenous Youth

79. It is estimated that there are more than 370 million indigenous peoples in the world, approximately 45 per cent of whom are between 15 and 30 years of age⁴⁶. The world's indigenous youth comprise of many different multidimensional identities and cannot be considered a homogeneous group. In different cultures there are rites and practices that defines the transition between different age stages⁴⁷. For indigenous youth, cultural identities and sense of belonging to their communities are fundamental aspects. Indigenous youth identity is attached to the land, language, traditional livelihoods, ceremonies, handicrafts, family members, friends and society as a whole. Hence the criteria for identifying indigenous youth should take into account not just age and gender aspects, but should also encompass indigenous peoples' understanding of who is young in their own societies and the intergenerational relationship between elders and youth in transferring knowledge and roles within their societies⁴⁸.
80. Many indigenous youth face immense challenges as a result of the intergenerational effects of colonization and assimilation policies, as well as the continued struggles to have their rights and identity recognized and protected as indigenous peoples⁴⁹. These challenges are further exacerbated by the lack of culturally appropriate education, high illiteracy and drop-out rates, discrimination and marginalization, displacement and loss of land, lack of legal protection, involvement in armed conflict, forced migration, traffic and sexual exploitation, lack of healthcare services and chronic malnutrition, the growing incidence of suicide and self-harm. Moreover, indigenous youth are disproportionately represented in youth unemployment and are often confronted with the hard choice between maintaining their roots in the indigenous community – or pursuing education and employment in cities far from home⁵⁰. Indigenous youth

tend to experience higher unemployment rates and lower incomes compared to non-indigenous youth workers. A range of factors contribute to this differential status, including geographic disadvantages, lower education and training levels, discrimination, and labour market discouragement⁵¹. Another serious issue is the lack of access to vocational training developed and implemented in cooperation with indigenous peoples that is in line with their cultures and needs. This problem, which particularly affects girls, places indigenous youths in a severely disadvantaged position in the labour market. This can have adverse and devastating effects on their sense of self-worth and cultural identity.

81. Responding to these challenges, many indigenous youth organisations are already organising themselves to partner and work towards improving these conditions. For instance, at the global level the Global Youth Indigenous Caucus (GYIC), formed by representatives from several indigenous youth regional and country networks, have put forth a set of recommendations towards UN agencies through the *Rome Statement on the Contribution of Indigenous Youth to a World Without Hunger* which underscores the need to: (i) ensure the participation of indigenous youth in the implementation of the 2030 Agenda; (ii) ensure that indigenous (young) peoples' have control over the transfer and use of their Traditional Knowledge; (iii) invest in youth initiatives related to economic empowerment based on indigenous agriculture, providing training for the development of sustainable entrepreneurship and; (iv) data on indigenous youth be elaborated in a disaggregated way.

v. **Youth with Disabilities**

82. Disability is an important issue for developing countries yet largely ignored. Youth with Disabilities make for between 180 and 220 million people worldwide, and nearly 80 per cent of them live in developing countries⁵². People with disabilities have been increasing from 10 per cent in 1970s to 15 per cent of the world's population in 2011⁵³, and it is expected that the number of disabled youth will raise mainly because of better medical care (making possible that more disabled infants and children grow into adolescence) and because of increased conflict and war-related injuries. Comparatively, youth with disabilities are more prevalent in developing countries and in rural contexts. They are more likely to be illiterate, out-of-school, unemployed and poor.
83. There is not enough information about disabled youth and their particular needs. Most figures and statistics are old, international comparisons are often impossible since countries have different ways of measuring disability, and official statistics have tended to group adolescents with children, or youth with adults. The Washington Group on Disability Statistics is working in the production of cross-nationally comparable population based measures of disability⁵⁴, which will contribute to the availability of better data on people with disabilities, and among them, of youth. There is, however, a critical need for the production of information and knowledge specifically on youth with disabilities. Understanding how disability is related to poverty will make possible to design effective programs and policies that are capable of reaching disabled youth.

IV. Action Areas

84. The RYAP will be implemented through a series of activities grouped in four action areas: i) mainstreaming youth in country program delivery; ii) strengthening implementation capacity; iii) evidence-based knowledge management; iv) policy engagement, advocacy and partnership. Each action area will be described in terms of its main deliverables, i.e. activities, outputs and outcomes.
85. **A context-specific differentiated approach.** Given the complexities in targeting and the urgency in responding to the needs of rural youth, it is imperative for the delivery of this action plan to employ a context-specific differentiated approach. This implies moving beyond *business as usual* to incorporate holistic, dynamic and innovative strategies, tools and activities. IFAD will tailor this approach to youth-sensitive programming while delivering context-specific differentiated solutions.
86. Focusing on employment opportunities, the action plan will explore a comprehensive menu of interventions, comprising: (i) entrepreneurship - vocational and technical training; (ii) business development services; (iii) credit/equity financing for youth-owned enterprises and start-ups; (iv) investments in mechanization and the use of modern technologies, including information and communications technology; (v) productive use of migrants' remittances to spur investment in rural development; (vi) agriculture risk management; and (vii) activities aimed at involving youth as key stakeholders in the governance structures of farmers' organizations, youth business associations and potential for youth shareholding companies. Moreover, IFAD has established the *AgriBusiness Capital Fund (ABC)* to facilitate the medium-to-longer term financing for young entrepreneurs and foster *SSTC as a modality* for capacity building of the rural youth in entrepreneurship and for exchange of best practices on youth-sensitive initiatives. For emerging thematic that are beyond IFADs areas of experience (such as with Decent employment, child Labour etc.) the fund will strengthen its partnerships with those agencies already spearheading the issue; thereby not only ensuring further RBA collaboration but aligning with the UN reform model.
87. The overall approach falls under the new *ECG integration framework* that is being developed to integrate efforts across mainstreaming themes (gender, youth, nutrition and environment and climate) and optimise synergies for improved (a) efficiencies – resources (finance, human and time); (b) effectiveness – adopting holistic approaches and (c) relevance – transformative goals. Under the chapeau of this integrated framework, the youth angle will borrow from IFADs highly successful and renowned gender mainstreaming model and will also encompass demand-side and supply-side factors while adapting complementary mechanisms that will be integrated for best delivery.

i. Action Area 1: Youth-Sensitive Country Programme Delivery

88. Mainstreaming youth in IFAD's operations will entail a number of activities starting from the revision of IFAD Targeting Policy to the preparation of rural youth-sensitive Country Strategies (COSOPs and CSNs) and project designs.
89. As an additional commitment for IFAD 11, IFAD Targeting Policy will be revised in 2019. The current one, approved in 2008, does not make a single reference to rural youth as a social target group, let alone considers it as a priority. Its revision will benefit from the conclusions of the current Corporate-Level Evaluation on Value Chains whose conclusions and recommendations are expected to deal with the challenges and opportunities for rural youth.
90. As also brought up during the Validation Workshop, it is important to clarify what is meant by "youth-sensitive". By **youth sensitivity** we mean a programming process in which the youth dimension is systematically integrated into every step of the process, from defining the problem, to identifying potential solutions, in the methodology and approach to implementing the project, in stakeholders analysis and the choice of partners, in defining the objective, outcomes, outputs, and activities, in the composition of the implementation and management team, in budgeting, in the monitoring and evaluation (M&E) process, and in the policy dialogue. It is important

Youth sensitive programming

Drawing from IFAD-funded projects in Egypt, Honduras, Madagascar, Nepal, Nicaragua, and Senegal, the following points have been identified - though not limited to - as lessons that capture youth-sensitive programming:

Targeting and Approaches

- Explicitly include young women and men in the targeting strategy and view them as protagonists in design, implementation, monitoring and evaluation. Maintain sufficient gender attention; conduct a socio-economic and institutional analysis, consider youth opportunities, existing skills and knowledge and consult with rural youth before developing a targeting strategy.
- Create the enabling conditions for project-targeted smallholder organizations to include youth members within their membership structures ensuring that realistic targets are set and enough time is allocated to gradually improve on sustainable youth outreach paths.

Activities

- The use of integrated interventions including employment and enterprise development, as well as working conditions and social protection, rights at work, organization and social dialogue, are most effective to stimulate productive and attractive jobs for youth in rural areas.
- Projects including enterprise development have a greater impact on decent and productive employment of young people than "general" rural development projects.
- A two-pronged approach of working with both enterprises and youth is best suited for projects promoting decent and productive employment.
- Training of young women and men should aim both to strengthen their potential in the labour market as well as self-employed entrepreneurs.
- Both formal and informal activities need to be targeted to address their specific opportunities and challenges, and when possible, formalisation should be supported.
- Relations with relevant national policies and programmes, as well as with other projects, can lead to synergies that strengthen, broaden and sustain impact on decent and productive work for youth.

Monitoring & Evaluation

- Developing M&E indicators to keep track of changes and monitor improvements over time in terms of youth inclusion and engagement within the project-supported interventions. Indicators also capture the quality of their contribution and participation beside simply quantifying the number of youth involved.

Source: IFAD-ILO initiative (2010-2012); Project Design and Supervision Reports

to note that IFAD has already had some amount of substantial experience on youth sensitive projects (see box in the previous page) that will serve as the foundation stones for mainstreaming youth by building on the lessons learned.

91. **Selection of early movers.** In responding to the urgent need to engage with rural youth, IFAD will adopt an approach that will prioritize *early movers* in order to be most effective in its country delivery. Preliminary efforts have already been carried out in 2018 to identify pipeline projects in countries where initial delivery will commence. The identification has undergone a criteria selection based on one or a combination of the following:

- There exists a national youth policy and/or action plan which is aligned with IFAD11 priorities – and exhibit: (i) a clear commercial orientation towards agriculture and potential for commercial viability for smallholder farming; (ii) willingness to cost-share and share risk in testing new ideas beneficial to the youth - such as innovative ICT solutions which go beyond what exists now, in terms of the product /service in agricultural sector which combine delivery mechanisms, new business models and market reach (PPPPs). These youth friendly policy environments will facilitate rapid design and allocation of resources to implement of youth-sensitive projects.
- There is readiness to adopt a poverty targeting approach which has a youth focus underpinned by a gender perspective/balance reflected in the youth beneficiaries, activities and project delivery staff.
- The governance structure and decision making mechanisms, including consultative processes in formulating priorities and policies enable participation of young people and their organizations. There is demonstrated sufficient and consistent monitoring culture of development investments, evaluation and record-keeping of key field level activities, including preparation of project evaluation reports and financial accounts – enabling the tracking of investment benefiting young people.
- There is a willingness to facilitate and engage in SSTC links and partnerships, including government-to government and community-to-community.
- Countries where there is potential to engage with the ABC - efforts will be made to work with those projects/countries that target youth and build their capacity in order for them to become eligible for the ABC.

92. Against this backdrop, youth-sensitive COSOPs and CSNs are expected to respond to government's national strategies and all COSOPs should be formulated on the basis of the following activities: i) an assessment of the youth situation in country; ii) review existing youth policies and ongoing youth programs by government and development partners; iii) consultations with youth-led organizations as members of the in-country PDT; iv) identification of potential strategic partners with competencies on youth issues; and v) definition of strategic objectives and entry points that can capture their aspirations and comparative advantages. In order to achieve that, the current COSOP guidelines will be amended. These activities will also require appropriate funding.

93. The participatory process that leads to the COSOP design should be, on the one hand, a relevant space for IFAD to sensitize all stakeholders regarding the situation, challenges and opportunities for rural youths in the country, and on the other hand, a chance for mapping country good practices

94. With regard to youth-sensitive project designs, it is expected that at least 50 per cent of new IFAD-supported project designs should do the following: i) carry out a socio-economic profiling of rural youth, assessing their different sub-groups; ii) consult with youth organizations throughout the project cycle; iii) clearly identify rural youth as target group and describe targeting strategy to reach them out; iv) define youth specific activities with earmarked budget allocations; and v) include age-disaggregated indicators for monitoring purposes. Hence, existing tools will be enhanced to sharpen socio-economic assessments, consultation processes to make them youth-sensitive and projects will be supported to report on age disaggregated M&E indicators.
95. The responses received through the surveys from IFAD staff and PMUs staff, together with the contributions received during the Validation Workshop, have identified the need for a "Good practice Toolkit" that would serve as a training tool and would support the design of youth-sensitive projects providing suggestions on how to design **effective targeting strategies** and ensure effective youth engagement. Without the intention to become prescriptive, **intervention activities** will have a focus on business development, credit/equity financing of youth-owned enterprises, the use of modern technologies, leveraging migrant remittances to spur investments, vocational/technical training, agricultural risk management and activities aimed at involving youth as key stakeholders in the governance structures of farmers' organizations. Part of the approach will also be to **update exiting toolkits** such as relevant thematic *How to do Notes* in areas such as productive infrastructure, rural energy, crop and livestock enterprises, rural finance and business organizational models to provide a menu of options to be considered to effectively engage with young people.
96. IFAD's experience has already demonstrated that certain design provisions can enhance the extent to which rural youth will be reached during project implementation. Among others: i) a budget allocating financial resources for youths' participation; ii) recruitment and training of dedicated staff to promote youth inclusion; iii) establishment of quotas for outreach to young people; iv) secured access to land; v) contracting of service providers; v) specific youth-tailored financial products and non-financial services; vi) enhance authorship through the participation of rural youth's representative along the project cycle, including planning, monitoring and evaluation.
97. Having excluded the adoption of a checklist, that often leads to a compliance reaction, the "youth-sensitivity" of COSOPs and project designs will be assessed through a marker system, building on the experience gained by the gender team and enhancing the existing one through the inclusion of youth-sensitive aspects.
98. Finally, ECG will seek for opportunities to partner with Regional Divisions to tap into IFAD's grant windows to facilitate testing of new ideas, development models, institutional and technological innovations where youth can demonstrate their comparative advantage with their creativity, energy, and risk-taking capacity (e.g. ICTs, rural energy). The current grant-portfolio already includes several innovative endeavours that have a strong potential to be replicated and mainstreamed through IFAD's own portfolio. Needless to say, it is also essential to ensure that country, regional and global grant-funded operations are connected and lessons learned are timely collected and shared.

The main deliverables (outputs) of this Action Area will be:

- i) Revised IFAD Targeting Policy;

- ii) 100 per cent of COSOPS and CSNs reflect a youth sensitive approach;
- iii) 50 per cent of all projects are youth sensitive;
- iv) M&E systems have age-disaggregated indicators;
- v) Mobilization of resources to pilot innovative youth specific approaches/technologies

Action area	Outcome	Outcome Indicators	Outputs	Output Indicators
Action Area 1: Youth-sensitive Country Program Delivery Mainstream rural youth in investment projects, country strategies, and regional and global grants	COSOPs, and CSNs loans and grants – funded operations systematically focused on rural youth	i) Percentage of Country Programmes that deliver results for young people (according to RIMS indicators); ii) Number of investment projects that make use of youth-focused/youth-produced innovations/products originated by grant-funded projects	i) Revised IFAD's targeting policy ii) 100% COSOPs and CSNs reflect a youth sensitive approach iii) 50% of all projects are youth sensitive ; iv) M&E systems with age-disaggregated indicators; v) Mobilization of resources to pilot innovative youth specific approaches/technologies	i) Number of explicit reference to youth in the targeting policy is updated with a focus on youth ii) Percentage of COSOPs and CSNs that are youth-sensitive iii) Percentage of new loan-funded projects that are youth-sensitive iv) Number of M&E systems with age and gender-disaggregated data (as per the new RIMS)

ii. Action Area 2: Strengthening Implementation Capacity

99. Mainstreaming rural youth into field operations will require efforts in strengthening implementation capacity at different levels. Capacity development will be carried out for two differentiated yet interrelated target groups:
100. Project staff and other service providers, and implementing partners working with and for rural youth in or in partnership with IFAD . In addition, a pool of experience consultants will also be mobilized to further improve design and implementation capacities. This improved capacity of delivery agents would consolidate the needed technical/human resources to facilitate the empowerment and strengthening of young people's capabilities to organised and gain needed skills to take advantage of investment options created by IFAD supported country programs as foreseen under Action Area 1).
101. The Youth Team at IFAD HQs, will jointly with the Gender and Social Inclusion Officers in Hubs will facilitate a learning process under the Operations Academy, pillar 2 for Hub and country staff based on a new integrated mainstreaming module which will be developed during the first quarter of 2019. The training sessions for IFAD staff will be aligned with the ongoing IFAD Corporate Decentralization Plan , i.e. targeting especially IFAD staff at country and sub-regional levels.
102. Development of the Learning Modules will build on existing in-house learning tools and knowledge products and leverage knowledge resources from external partners as and when needed. A rapid assessment of available in-house knowledge resources and those relevant from external partners will be carried out to inform the development of the learning modules - for instance the existing learning tools, currently used for gender may be adjusted to apply in dealing with youth related issues during design and implementation which include among others: (i) IFAD's technical How to do Toolkits; (ii) the Gender Action Learning System (GALS); and (iii) the Women's Empowerment in Agriculture Index (WEAI) . The modules will be differentiated

based on capacity needs to cater for the three functional levels for IFAD staff, service delivery agents at country level and user grassroots organizations particularly youth based organizations.

103. Experience from country programmes also suggest that several implementing partners require additional innovative packages (approaches and techniques) in responding to specific needs of young people. IFAD will strengthen the capacity of both public and private service providers and youth-led organizations to enable them participate in and benefit from agricultural and rural development projects and empower them to get their voices heard in policy engagement platforms. Specific interactive learning and mentoring opportunities to capacitate primary stakeholders at country level will be organised to strengthen their capabilities to be able to adequately engage with and to put rural young people at the centre of rural transformation investments.
104. Both IFAD staff and project implementation partners requested additional support with regard to the emerging themes, giving priority to decent employment and child labour. IFAD will work within the partnership frameworks with FAO and ILO to deepen the collaboration to include specific field level operational arrangement not only in training of IFAD and project staff but also to support the policy engagement process with key in-country policy makers and implementation partners. A good example of partners' training resources are the on-line trainings developed by FAO on child labour and the annual Youth Employment Academy run by the International Labor Organization (ILO).
105. Rural Young people's capacity will be built through specific skills enhancement activities in-built in IFAD supported country programmes as well as through direct engagement with IFAD at corporate level through the Youth Advisory Council. IFAD will also provide implementation support to all projects which will include rural youth as significant beneficiaries to generate innovative knowledge products for inter-regional learning. These activities will support development of outputs in Action Area 3.
106. Empowering young people involves incorporating and integrating them within governance structure and decisions making processes. IFAD will work closely with the Youth Advisory Council (YAC) to serve as an interlocutor to strengthen youth inclusion for more structured consultations and strategic dialogue between IFAD and rural youth representatives already engaged in the IFAD portfolio. Further to this, a youth engagement guidance note will be prepared to capture means of youth inclusion into project cycles at a grassroots/project level with the aim to promote young people's participation in rural development processes. At a community level, the RYAP aims to also ensure that existing governance structures and socio-cultural norms that exclude rural youth are also addressed to offer youth opportunities for participation in decision making.
107. With regard to the strengthening of capacities of youth-led organizations at the individual skills and organizational systems level, preference will be given to leveraging the diversity of existing learning methods/tools such as the household methodologies, Junior Farm Field Schools, Farming as a Business Schools and Junior Life Schools, Learning Routes and Learning Territories. Regional hubs would organize yearly awards for the best performing projects relative to the involvement of rural youth. The contests not only will give learning opportunities but will be also effective to champion and incentivize change in the sub-regions and a straightforward way tool for keeping up to date a global map of successful IFAD's rural youth-sensitive

interventions. This map will be also an effective instrument for the purposes of South-South Triangular Cooperation.

108. In summary, this Action Area will deliver the following outputs:

- i) 1 Capacity building plan
- ii) 6 training modules including Training of Trainers options for IFAD and project staff, public and service providers
- iii) Jointly with Gender, nutrition and climate change themes, deliver 3 training sessions in the operations academy under pillar 2
- iv) Mobilization of a roster of experienced service providers available to support projects to implement rural youth initiatives
- v) A minimum of 50% of all youth within the IFAD projects target participate in skills development training
- vi) Regional annual awards for the 5 best performing projects (one per region)
- vii) Youth Engagement guidance note

Action area	Outcome	Outcome Indicators	Outputs	Output Indicators
Action Area 2: Strengthening implementation capacity Strengthen the technical and managerial capacities of IFAD staff and stakeholders associated to youth-focused investment projects	Increased capacity of IFAD and project staff, and implementing partners who are successfully engaging rural youth	<ol style="list-style-type: none"> i) Number of IFAD and project staff and partners applying knowledge on how to successfully engage rural youth; ii) Number of youth-led organizations actively engaging in knowledge sharing with each other 	<ol style="list-style-type: none"> i) Capacity building plan ii) 6 training modules including Training of Trainers options for IFAD and project staff, and implementing partners iii) Jointly with Gender, nutrition and climate change themes, deliver 3 training sessions in the operations academy under pillar 2 iv) Roster of experienced consultants and service providers available to support design and implement rural youth initiatives v) A minimum of 50% of all youth within the IFAD projects target participate in skills development training vi) 3 learning events for youth-led organizations carried out vii) Annual awards and events processes for best performing projects viii) Youth Engagement guidance note 	<ul style="list-style-type: none"> • Number of modules on rural youth developed for the IFAD's Operations Academy • Number of staff who successfully conclude the Operations Academy training • Number of service providers/ individual consultants mobilized by region and available on the roster • i Number of trainings carried out • Percentage of youth within IFAD project target group that participated to in skills development trainings • Five annual awards held (in the three years RYAP cycle)

iii. Action Area 3: Evidence-Based Knowledge Management and Strategic Communications

109. The purpose of this action area is to contribute to policy engagement, apply strategic communication approaches in order to increase IFAD visibility in its pursuit to promote the youth agenda, and improvement of project design and implementation. The RYAP will also contribute to IFAD's communications and knowledge management objectives to identify, develop and promote successful and innovative approaches and interventions that have demonstrated potential to be scaled up. It should be noted that the IFAD11 consultation report indicates that IFAD will ensure that *all new COSOPs and IFAD-funded projects will seek to incorporate a communications and visibility dimension*. In addition, IFAD has committed to update its communication strategy by the third quarter 2019. The revised strategy will lay out an expanded dynamic coherent approach to strategic communication across the mainstreaming areas including youth. As a cross-cutting dimension of its operational model, IFAD can enhance

the impact of its operations as well as the quality of its policy engagement with local Governments and community organizations by learning and sharing the experience on working with young people which are generated from its portfolio of loans and grants activities.

110. The learning will be targeted to key operators working in rural development, country stakeholders (Government, public and private service providers, NGOs, Youth organizations, and local leader's leaders) and youngsters using participatory approaches to capture needs of young people. Knowledge products will respond to specific needs of identified target audiences. Key priority topics will include, establishment of the Youth Advisory Council, capture of youth-focused knowledge and contribution to the Rural Development Report. IFAD will therefore build the evidence base through: i) effective monitoring and evaluation activities; ii) documentation of good practices; and iii) strategic knowledge sharing. The inclusion of mandatory age-disaggregated indicators in its RIMS policy, will enable IFAD to effectively monitor the results on rural youth achieved in its portfolio. Likewise, existing partnership with OECD and WB can give IFAD access to global-regional youth data.
111. With regard to research studies, and in particular with regard to the need to fill the existing data gap on rural youth, the RYAP calls for an expansion of IFAD's partnership with academia and research institutions at global, regional and country level, building on the experience gained through its ongoing global grant "IFAD-Universities: Win-Win Partnership". IFAD will encourage the establishment of partnerships between governments, youth networks and national and foreign universities to advance in the preparation of pertinent local knowledge products and support services (such as national agricultural extension platforms) while following up on project's actions and their results as well as building academic curricula aimed at capacitating young professionals to assertively engage with rural young people.
112. The knowledge generated will be strategically communicated through a variety of digital platforms and more traditional tools and channels targeted to different IFAD audiences; including through social media and; IFADs corporate website. The knowledge will also be shared at special events such as the Regional Implementation Workshops, Country Portfolio Reviews and Knowledge Fairs.
113. A special output will also be the next Rural Development Report (RDR) to be released in 2019 which will focus completely on the rural youth agenda. The goal of the 2019 RDR is to identify pathways to foster sustainable rural transformation inclusive of the youth, and to unlock their potential in driving those transformations, ensuring prosperity and progress towards SDGs⁵⁵.
114. In conclusion, this Action Area will deliver the following outputs:
 - i) An IFAD youth-specific knowledge generation and dissemination plan and updated communication strategy
 - ii) 5 number of IFAD-specific Case Studies focusing on rural youth as a contribution to 2019 Rural Development Report
 - iii) 6 youth-focused multi-media knowledge products and 3 communication products
 - iv) Update of COM communication strategy to include focus on mainstreaming areas including rural youth
 - v) Number of sharing events, integration into Regional Portfolio Reviews and South-South Triangular Cooperation processes.

Action area	Outcome	Outcome Indicators		Outputs	Output Indicators
Action Area 3: Evidence-Based Knowledge Management and Strategic Communications. Build and manage the evidence base to support better project design and implementation, and effective policy engagement and strategic communications	Improved generation and use of strategic communication and evidence-based knowledge around successful youth-focused development models	i) Usefulness/application and accessibility of youth-focused communication and knowledge products authored by IFAD	i)	An IFAD youth-specific knowledge generation and dissemination plan	<ul style="list-style-type: none"> • Number of studies and databases compiled focused on rural youth • Number of conferences where RDR is presented • Number and type of youth-focused KM multi-media products for project design, implementation and policy engagement • Number of downloads from IFAD Rural Youth webpage • Number of corporate events including rural youth as a topic
			ii)	Update COM communication strategy includes focus on mainstreaming areas including rural youth	
			iii)	5 number of IFAD-specific Case Studies focusing on rural youth as a contribution to 2019 Rural Development Report	
			iv)	6 youth-focused multi-media knowledge products	
			v)	Number of Knowledge sharing events, around Regional Portfolio Reviews, South-South Triangular Cooperation	

iv. **Action Area 4: Policy Engagement, Advocacy and Partnerships**

115. IFAD's effective engagement in policy and advocacy activities requires actions at country, regional and global level. Building on activities identified in Action Area 3, IFAD's specific approach is: i) to engage on the basis of the evidence on what works and what doesn't; and ii) to carry out this engagement, not only directly but also through local stakeholders, strengthening their capacities and facilitating an in-country dialogue supported by country-specific knowledge products.
116. Several reviews of national youth policies (including the IFAD's Rural Development Report under preparation) have clearly identified a common bias towards urban youth. Likewise, the majority of Ministries of Youth (often associated to Sport and/or Community Development) have clear limitations in reaching out to rural areas. In the case of rural youth, access to land and natural resources, finance and technology are by far the most relevant and recurrent thematic areas for which an effective policy action is required. Hence, a key priority area for IFAD will be to harness its already effective policy engagement mechanisms to factor in rural youth and their needs into national policies in partnership with national and international stakeholders. According to the new IFAD's decentralized model, IFAD's Country Directors and Country Program Managers will have to allocate more time to policy engagement.
117. Moving from country to regional and global level, for IFAD is essential to foster strategic partnership with key institutions which have a comparative advantage on different issues. As examples, OECD is keen to support IFAD's research needs and has developed a policy toolkit that can support Governments to analyse youth-specific issues. As already mentioned, ILO and FAO are willing to join forces to advocate on decent rural employment and child labour and have invited IFAD to participate regularly in the IPCCLA and the Global Initiative on Decent Employment. Likewise partnering with UNFPA, Oxfam and Save the Children on issues related to adolescent girls and nutrition could strengthen advocacy activities.

118. IFAD is also a member of the UN Inter-Agency Network on Youth Development (IANYD) which proves to be an effective body to share information and take joint-advocacy initiatives among UN Agency. During the last annual IANYD conference, attended by the UN-Special Envoy on Youth, the discussion was anchored to the preparation of the new UN-Strategy on Youth to which IFAD should contribute. Likewise, IFAD's participation in the annual UN-ECOSOC meetings should be strengthened to ensure alignment with the ongoing UN reforms and UN-Strategy on Youth.
119. Evidence on the ground show how building social capital and youth leadership is key for the rural youths' advocacy objectives, and therefore instances such as clubs, groups, associations and local to national networks must be encouraged by the projects. Moreover, traditional rural organizations, such as cooperatives, enterprises and women groups have already taken a step ahead towards rural youths' inclusion.
120. The *Rural Youth National Action Plans* supported by IFAD in some LAC countries and the *Integrated Country Approach (ICA)* for decent Rural Employment facilitated by FAO are ongoing examples of attempts for matching policy dialogue with activities on the ground. Another good example of IFAD's engagement at the country level is Colombia. IFAD supported between 2012 and 2014 the formation of the Colombia Rural Youth Network and once achieved, facilitated a multi-stakeholders platform for the preparation of the CONPES: *Guidelines for the generation of opportunities for the Youth*⁵⁶, first document that guides the formulation, implementation and monitoring of the National Strategy for an adequate insertion of adolescents and young people in society and their economic empowerment. Today, IFAD supports the Rural Dialogue Group in Colombia and the Colombia Rural Youth Network, which account for over 3000 members and functions through 12 sub-national nodes, sits with equal rights to other stakeholders, such as the Coffee Producers Federation and the Ministry of Agricultural and Rural Development. At the international level, the Young Professionals for Agricultural Development (YPARD) has been able to develop local to global links within rural organizations, while other networks, such as the Asia Pacific Youth Employment Network lead by ILO, work basically as knowledge sharing platforms.
121. These examples show that promoting partnership with rural youth associations and networks is key. With this objective in mind, and as part of the IFAD 11 commitments, IFAD will establish a Youth Advisory Council, composed of representatives from existing youth networks and youth organizations, starting from those already involved in the implementation of its loan and grant-funded programs from all regions. Through the surveys in fact, IFAD and PMU staff already sent a list of more than 100 organizations that are already partnering, directly or indirectly, in the implementation of IFAD-funded programs. The YAC will leverage the experience gained in IFAD with the Farmers' Forum and Indigenous People's Forum, and outside IFAD, with particular reference to the YACs established by other UN Agencies (UNHCR, UN-Habitat). For example, in 2016 UNHCR formed a Global Youth Advisory Council (GYAC) that serves as a consultative group on issues relating to the protection and development of young people who are refugees, internally displaced and/or stateless, and their communities. Most agencies craft their aims to reflect on policies, action plans and strategies; ensure youth play a consultative role in the institutional operations; facilitate an exchange of knowledge/information and advise the concerned agency on principled, practical and actionable solutions to youth-specific challenges.

122. It is expected that during 2019 preparatory meetings will be held in all five regions to discuss, inter alia, YAC's scope and objectives, governance structures, criteria for participation and representation, and functions and responsibilities. Above all, it is necessary to ensure that adequate resources are accounted for when developing such platforms.

123. As mentioned, strategic partnerships are key in the delivery of IFAD Rural Youth Action Plan across all Action Areas. Among other things, there are ongoing discussions as well as concrete partnership with other UN Agencies (in addition to ILO and FAO, UNICEF and UNV), IFIs (i.e. regional banks and WB), bilateral development agencies, private sector organizations (MasterCard and Packard Foundations), youth networks (YPARD, SFYN) and international NGOs (Oxfam and STC). These partnerships are essential to mobilize additional financial and technical resources and should be developed on the basis of mutual synergies and comparative advantages with the common objective of improving the livelihoods of rural youth. Table 7 below captures several proposals of partnerships associated to each Action Area.

124. In summary, these are the main outputs associated to this Action Area:

- i) Policy briefs to facilitate Country-level policy engagements
- ii) Regional-Global advocacy activities on decent employment and child labour
- iii) Active membership in UN-YANID
- iv) Participation in UN-ECOSOC on Youth
- v) Youth Advisory Council established

Action area	Outcome	Outcome Indicators	Outputs	Output Indicators
Action Area 4: Policy engagement, Advocacy and Partnerships. Manage strategic partnerships with governments, international organizations, private sector, NGOs, and other stakeholders at national, regional and global levels to pursue policy and advocacy activities	Successful policy engagement and advocacy with strategic partners at country, regional, and global levels	i) Number of fora/platforms where IFAD's policy engagement based on policy briefs at country and global level lead to policies and decisions that are favourable for rural youth ii) YAC inputs are included in IFAD's decision making at HQs, Hub/Country level and project level work with rural youth	i) Country-level policy engagements ii) Regional-Global advocacy activities on decent employment and child labour iii) Active membership in UN-IANYD iv) Participation in UN-ECOSOC on Youth v) Youth Advisory Council established vi) Campaign to support empowerment of rural youth vii) IFAD goodwill ambassador for Rural Youth named	i) Number of policies or national action plan adopted or updated to reflect rural youth ii) Number of joint advocacy initiatives iii) Number of times/type of IFAD participation to UN-IANYD initiatives (e.g. conferences, blogs, webinars, etc.). iv) Number of times/type of IFAD participation to ECOSOC v) Number of YAC meetings attended

Table 6: Potential partnerships

Action Areas	Partners	Function
Action Area 1 Country Programme Delivery	FAO	Policy and Technical support on Child Labour and Decent work
	ILO	Policy and Technical support on Decent Employment for youth
	SDSN	Network support on youth addressing climate issues
	Oxfam	Currently implementing an IFAD-funded grant with focus on youth and remittances - Diaspora support to Youth in

		Morocco and Senegal
	STC	Technical support on targeting adolescents and youth
	Procasur	Facilitation on consultative youth participation in project cycles
	SF/SFYN	Technical support on youth and food systems. Currently implementing IFAD funded grant on socio-economic empowerment of indigenous youth aligned with IFAD projects
	YPARD	In-country network support on range of youth-related issues
Action Area 2 Strengthening implementation capacity	FAO	Capacity building through the DRE toolbox via workshops and E-learning courses on Productive Employment and Decent Work in rural areas and; Child labour in agriculture
	ILO	Technical capacity building on Decent Employment for youth exercise through the International Training Centre (ITC) and in-country capacity support
	Master Card Foundation	Potential collaboration through the concept of <i>Professional pathways</i> that will foster youth leadership by recruiting recent graduates of global tertiary scholarship programmes for constructive and challenging three-year professional positions in IFAD country offices.
	OECD	Youth inclusion project provides capacity building with in-country ministry level staff
	STC	Training and supporting youth at scale via the "Life skills for success" methodology, targeting youth transition into adulthood and the application of life skills in daily life.
	SFYN	Currently implementing an IFAD funded grant with Slow Food to build capacities on indigenous youth's social and economic empowerment through the Indigenous network. In addition, there is scope for scaling up such interventions.
	Procasur	Collaborating and technical assistance in building capacity using the Procasur's flagship model of learning routes
Action Area 3 Evidence-based knowledge management	FAO	FAO's extensive knowledge network offers ample evidence-based KM products on Decent employment. In addition, through the FAOSTAT data portal that also includes age-disaggregated data
	ILO	Through an IFAD-funded grant, ILO has created a Youth M&E guide for impact evaluation along with a number of publications. In particular for the north African countries. In addition, ILO also collects data on School to work transition
	OECD	OECD hosts a repository of accessible data on NEET data. In addition, OECD produces a report called <i>Investing in Youth</i> which reviews youth employment policies
	MDP Global Association	Currently implementing IFAD-funded grant on linking master students in development with IFAD loans for knowledge generation
	STC	"Quality Benchmark" on project design for adolescents are conducted by STC based on international agreed standards, such as Sphere, INEE, and Child Protection in Emergencies that could serve as sources of data for project design
	Procasur	Procasur has a number of publications and best practices on youth engagement and through the learning routes model
Action Area 4 Policy Engagement, Advocacy & Partnerships	UN-IANYD	ECOSOC Youth Forum and joint advocacy with other UN agencies through the network
	FAO	Joint advocacy on Child Labour and Decent Rural Employment
	ILO	Joint advocacy through the 'Global Initiative for Decent Youth Employment'
	ADB	Potential engagement through the International Asia Youth Forum annually hosted by ADB
	OECD	OECD policy toolkit to support governments in developing countries to analyse youth-specific issues
	Oxfam	Collaboration through social media and the Youth Active Citizens initiative. In addition, Oxfam is currently collaborating with IFAD on nutrition and adolescent girls
	Procasur	A recent IFAD funded grant with Procasur in LAC operates a platform for policy dialogue amongst young entrepreneurs
	STC	Collaboration with "Sottosopra" is an educational project that aims to create a pool of adolescents active throughout the country to promote the "voice of the youth"

	SF/SFYN	Currently ongoing grant to ensure the indigenous youth economic and social empowerment through Terra Madre network for policy engagement and advocacy
	Nestle	potential collaboration with <i>Global youth Initiative</i> for youth employment and agripreneurship
	YPARD	Joint campaign and advocacy on rural youth through social media and other online platforms

V. Implementation of the Rural Youth Action Plan

125. IFAD is committing to deliver its Rural Youth Action Plan within three years of the IFAD 11 cycle. Prior to EB submission in December 2018, preparatory activities will be carried out in the fourth quarter of 2018 to ensure readiness for a quick start-up of the 3 year delivery plan outlined in annex 1.
126. The criteria identified in Action Area 1 will serve as an overall guidance for the identification of "early movers" projects. This will also require coordination, regular consultations, and frequent exchanges of relevant information with Regional Divisions and the Youth Focal Points during the different phases of the selection process to ensure broad involvement and that appropriate efforts are taken towards the preparation for the achievement of targets.
127. Preparatory activities will also include the following work-streams: (1) identification of one on-going project for each regional division where there are opportunities to readjust targeting sub-strategies to retrofit youth-sensitive characteristics; (2) inventory of youth organizations, assessment of in-house thematic toolkits, and collection and prioritization of relevant good practices youth sensitive approaches and technologies both from within and outside IFAD across the key themes of the RYAP; (3) preliminary assessment of capacity needs of IFAD staff and project staff on their access to and use of youth sensitive approaches and tools and subsequent mobilization of a pool of service providers and consultants with the support of Human Resources Divisions (HRD).
128. As a learning exercise, the Youth team will test the youth-sensitive approach to programme delivery described in Action Area 1 during the second half of 2018. In consultation with Regional Divisions (Portfolio Advisers, Regional teams), the youth team will identify projects that show potential in targeting youth but cannot be categorized as youth sensitive or youth focused yet. Using supervision missions, mid-term reviews as entry points, specific potential areas for improvement will be identified and the approach to support rural youth will be adjusted jointly with country teams, following the principles and approach outlined in the RYAP. The learning from the testing will also serve to develop guidelines on how to include elements of youth mainstreaming in on-going projects where there is unexpressed potential to better support rural youth.
129. The rapid inventory of IFAD-supported youth organizations will assess their characteristics and maturity status, which will in turn inform potential capacity building support and partnership building opportunities at country and regional level. In line with the ECG integration framework approach emphasis will be to leverage on existing in-house thematic toolkits by their updating/tilting to include specificities of working with rural youth and eventually ensure

greater efficiencies and effectiveness in the design and implementation of field projects. New tools will be developed only in areas that will need additional guidelines such as in the case of involving youth in governance structures and decision-making processes. Below are the key milestones for 2018.

Key milestones - Preparatory activities (2018 - early 2019)

- 1. Selection of early mover projects
- 2. Identification of potential on-going projects where to test youth-sensitive characteristics
- 3. Inventory of youth organizations
- 4. Assessment of in-house thematic toolkits which can be updated/adjusted to support design and implementation of youth focused initiatives
- 5. Collection and prioritization of relevant good practices on engagement of rural youth both within and outside IFAD
- 6. With Hub and Country Teams, identify training needs of IFAD staff to improve the focus on youth sensitive approaches and techniques
- 7. Mobilization of a pool of service providers and experienced consultants

130. All the preparatory activities will set the foundation for the roll-out of the RYAP in the **first year** of implementation (2019) which will mainly focus on: revising key approaches and tools such as the IFAD Targeting Strategy and COSOP guidelines; the development of a Capacity Building Plan for IFAD and field project staff; the preparation of Training Modules, including training sessions in the Operations Academy (pillar 2); and the elaboration of a youth-specific knowledge generation and dissemination plan.
131. The Communications Division (COM) will also update the communications strategy accordingly. Jointly with PRM resources will be mobilized to prepare early implementation of the RYAP and to carry out a survey to establish a baseline on where IFAD is at with regard to youth mainstreaming (using their three-pronged approach - UCC funds, supplementary funds, and core resources). The baseline will be carried out in conjunction with the Research and Impact Assessment Division. The baseline analysis will build on existing stocktaking exercises that have been already completed in-house (e.g. by ESA, RIA and ECG). With regard to youth at IFAD⁵⁷, age-disaggregation will be reported by HRD and specific attention will focus on supporting career development for young staff .
132. In consultation with regional divisions a Steering Committee will be set out to start discussions on the YAC's rules of the game, governance and procedures, priorities, and operational decisions. Key milestones for year 1 are listed below:

Key milestones - 1st Year (2019)

- 1. Revising of Targeting Policy to include youth specific options
- 2. Elaboration of a Training Plan for IFAD staff and implementation partners in Q1
- 3. Preparation of 6 Training Modules, delivery of 2 training of trainers and 2 Training Sessions in the Operations Academy (to be continued during the second year)

4.60 IFAD staff trained

5.30% of all COSOP and CSNs are youth-sensitive

6. 16 of the new projects in the 2019-2021 pipeline are youth-sensitive

7. Establishment of a Steering Committee of the YAC

8. Completion of a baseline survey on youth sensitivity of on- going projects

133. The second year of implementation (2020) will continue to focus on activities launched during the first year. The mainstreaming of youth aspects into COSOPs and new IFAD-funded projects, the delivery of training sessions to IFAD and project staff including during the Operations Academy, and the finalization of the establishment of the Youth Advisory Council. IFAD will also start to leverage its influence by carrying out policy engagement through local stakeholders as well as by developing alliances with strategic partners at country, regional, and global levels under the principles of the Integrated Framework and through sector-wide approaches. Regional hubs would organize yearly awards for the best performing projects relative to the involvement of rural youth. Indicative milestones are listed below: 5 Regional Awards for best the best performing project (one per region)

Key milestones - 2nd Year (2020)

1. 2 TOT trainings and 5 training sessions for project staff and 1 Training Session in the Operations Academy

2.30% of all COSOP are youth-sensitive (additional to those in the 1st year)

3. 18 of the new projects in the 2019-2021 pipeline are youth-sensitive (additional to those in the 1st year)

4.5 partnerships at regional level and 2 at international level are established

5. YAC established and functional

134. **Y6.5 Annual Awards for best performing projects (one per region)**

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ar three (2021) of the plan will complete the mainstreaming of youth-aspects into all COSOPs and the 50 per cent of all new project designs – a target set for IFAD11 in line with the 2019-2021 pipeline. Partnerships will be further strengthened with selected regional partners to support attainment of youth inclusion and empowerment will continue to be acknowledged through regional awards to the 5 best performing projects annually (one per region).

Key milestones - 3rd Year (2021)

1. All COSOPs developed during IFAD11 period are youth-sensitive

2. 50% of the new projects designed during IFAD11 (2019-2021) pipeline are youth sensitive

3.5 Annual Awards (for best performing projects (one per region)

The delivery of RYAP will be within the decentralized IFAD organizational structure which had redefined roles and functions at HQs, Hub, and country levels. The plan will be included in the Climate, Gender and Social Inclusion (ECG) Divisional Management Plan, and delivery will cascade

to each operational sub-regional hubs and country offices. The youth theme will be part of the Social Inclusion Unit within the Environment in ECG and led by a Lead Technical Specialist. The team will be responsible for the implementation of the Youth Action Plan, in close coordination with the five regional divisions, 12 sub-regional hubs and 40 country offices including the activities of the Youth Advisory Council, and will be supported by:

- Five regionally-mapped Gender & Social Inclusion Officers (NOB/NOC) who will be based in sub-regional hubs^[i] and will have a dual reporting line: to the sub-regional hub Director and to the Coordinator of the Social Inclusion Unit at IFAD HQ. Among other tasks, these Officers will ensure coordination and communication with IFAD's staff at country and regional level;
- Youth Focal Points in all Regional Divisions (APR, ESA, LAC, NEN, WCA) as well as in the Research and Impact Assessment Division (RIA), Communication Division (COM), and the Partnership and Resource Mobilization Division (PRM) who will support the implementation of YAP's activities, especially in Action Areas 3 and 4. The Focal points in the Regional Division at HQ will also liaise with CPMs/CPOs and with the regional Gender and Social Inclusion Officers.

Youth at IFAD^[iii]. Age-disaggregation will be reported by HRD and specific attention will focus on supporting career development for young staff (interns, consultants and JPOs). In this regard, IFAD has already developed a Career Development Framework (CDF) to support and provide staff with an understanding and ability to effectively plan, manage and develop their careers within IFAD, the UN system and beyond. Moreover, the already existing youth network self-organized by IFADs young workforce will be acknowledged and its activities - subject to available resources - will be supported

Annexes

Annex 1. Results Framework and Timeline of Activities (by Action Areas) for 2019-2021

Table 7: Results Framework by Action Area (Output level)

Vision: The creation of decent employment opportunities for rural youth will increase their engagement in the rural sector, contribute to sustainable rural transformation and enable a new generation of farmers and rural entrepreneurs					
Goal level: To enhance the impact of IFAD investment on the SDGs by socially and economically empowering rural young women and men					
Objective level : Mainstreaming youth in IFAD's operations by implementing the plan according to the five action area					
Action areas	Outcomes	Indicators (outcome level)		Outputs	Indicators (output level)
Action Area 1: Youth-sensitive Country Programme Delivery Mainstream rural youth in investment projects, country strategies, and country, regional and global grants.	COSOPs, loans and grants – funded operations systematically focused on rural youth	i)	Percentage of Country Programmes that deliver results for young people (according to RIMS indicators)	i)	100% COSOPs including rural youth as one of priority target groups;
		ii)	Number of investment projects that make use of youth-focused/youth-produced innovations/products originated by grant-funded projects	ii)	50% Project Design Reports are Youth-sensitive;
				iii)	M&E systems with age-disaggregated indicators;
				iv)	Synergies between regional/global grants and IFAD's investment portfolio;
				v)	Revised IFAD's targeting policy;
Action Area 2: Strengthening implementation capacity Strengthen the technical and managerial capacities of stakeholders associated to youth-focused investment projects	Increased capacity of IFAD and project-staff, , and implementing partners on how to successfully engage rural youth	i)	Number of IFAD-staff, consultants, project staff and partners applying knowledge on how to successfully engage rural youth	i)	1 Capacity building plan
		ii)	Number of youth-led organizations actively engaging in knowledge sharing with each other	ii)	Training modules offered to IFAD and project staff and implementing partners
				iii)	Jointly with Gender, nutrition and climate change themes, deliver 3 training sessions in the operations academy under pillar 2
				iv)	Roster of certified consultants and service providers on rural youth
				v)	A minimum of 50% of all youth within the IFAD projects target participate in skills development training
				vi)	3 learning events for youth-led organizations carried out
				vii)	Annual awards and event processes for best performing projects (1 per region)
				viii)	Youth Engagement guidance note
					i)
					ii)
					iii)
					iv)
					v)
					vi)

<p>Action Area 3: Evidence-Based Knowledge Management and strategic communication. Build and manage the evidence base to support better project design and implementation, and effective policy engagement</p>	<p>Improved generation and use of evidence-based knowledge and strategic communication around successful youth-focused development models</p>	<p>i) Usefulness/application and accessibility of youth-focused knowledge products authored by IFAD</p>	<p>ii) An IFAD-specific research agenda iii) 2019 Rural Development Report, focusing on rural youth iv) Youth-focused multi-media knowledge products v) Knowledge dissemination through social media, and IFAD website vi) Knowledge sharing events, around Regional Portfolio Reviews, South-South Triangular Cooperation</p>	<p>i) Number of studies and databases focused on rural youth ii) Number of conferences where RDR is presented iii) Number of youth-focused KM multi-media products for project design, implementation and policy engagement iv) Number of downloads from IFAD Rural Youth webpage v) Number of corporate events including rural youth as a topic</p>
<p>Action Area 4: Policy engagement, Advocacy & Partnerships- Manage strategic partnerships with governments, international organizations, private sector, NGOs, and other stakeholders at national, regional and global levels to pursue policy and advocacy activities</p>	<p>Successful policy engagement, advocacy and partnerships at regional, and global levels</p>	<p>vi) Number of fora/platforms where IFAD's policy engagement based on policy briefs at country and global level lead to policies and decisions that are favourable for rural youth vii) YAC inputs are included in IFAD's decision making and work with rural youth</p>	<p>viii) Number of policy briefs for Country-level policy engagements ix) Regional-Global advocacy activities on decent employment and child labour x) Active membership through meetings in UN-IANYD xi) Participation in meetings of UN-ECOSOC on Youth xii) Youth Advisory Council established i) 1 Youth Engagement toolkit ii) Campaign to support empowerment of rural youth iii) IFAD goodwill ambassador for Rural Youth named</p>	<p>i) Number of policies or national action plan adopted or updated to reflect rural youth ii) Number of joint advocacy initiatives iii) Number of times IFAD participates to UN-IANYD initiatives (e.g. conferences, blogs, webinars, etc.). iv) Number of times IFAD participates to ECOSOC v) Number of YAC meetings attended</p>

Table 8: Timeline of Activities

RURAL YOUTH ACTION PLAN 2019-2021					Y1:2019				Y2:2020				Y2:2021				
ACTION AREA	OUTPUT	Activity	Main Responsibility	Other Actors	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
ACTION AREA 1	1. Revised IFAD's targeting policy	1a. Revise the IFAD Targeting Strategy to provide directions on youth specific analysis parameters and specific investment options for youth engagement	ECG														
	2. 100% of COSOPS reflect a youth sensitive approach	2a. Update COSOP guidelines on how to analyse youth specific issues – including overview of policies and definition of pro-youth strategies and entry points as well as potential partners	ECG/OPR														
		2b. Map regional/global good practises of youth-sensitive activities to inform COSOPS	ECG/OPR														
		2c. Allocate sufficient budget to COSOP design process to facilitate sufficient scope for youth analysis and solutions	ECG/OPR/BOD														
	3. 50% of all projects are youth sensitive	3a. Enhance the SECAP guidelines to ensure the socio-economic assessments, consultation processes, and M&E framework are youth-sensitive	ECG/OPR														
		3b. Revise relevant existing thematic toolkits and make them youth sensitive to guide better design and implementation	ECG/PMI/Regional Divisions														
		3.c. Jointly with other mainstreaming teams enhance the gender marker system to assess the youth-sensitivity of IFAD project design and implementation for loans and grants	ECG//OPR														
ACTION AREA 2	4. Capacity building plan	4. Design one capacity building plan	ECG														
	5. Training modules including Training of Trainers options for IFAD and project staff, and public and service providers	5. Design 6 <u>training modules</u> (ToT) for IFAD and project staff, including public and service providers	ECG/PMI/PMD														
	6. Training sessions in the operations academy under pillar 2	6. Jointly with Gender, nutrition and climate change themes, deliver 3 training sessions in the operations academy (pillar 2)	ECG/PMD (Regional Divisions)														
	7. Training modules for youth and learning events for youth-led organizations	7a. A minimum of 50% of all youth within the IFAD projects target participate in skills development training	ECG/PMD														
		7b. 3 learning events for youth-led organizations carried out															
	8. 5 annual awards and events processes for best performing projects (one per region)	8a. Launch a call for best performing projects	ECG/PMD/PMI														
		8 b. Selection of best performing projects (by region)	ECG/PMD/PMI														
8 c. Hold a one day event to present and award best performing projects		ECG/PMD															

ACTION AREA 3	9.An IFAD youth-specific knowledge generation and dissemination plan	9. Develop a IFAD youth-specific knowledge generation and dissemination plan	ECG/PMI/RIA/Regional divisions (STTC)																
	10.2019 Rural Development Report, focusing on rural youth	10a.Hold regular meetings on RDR 2019 to review progress and give inputs	SKD																
		10b.Write several working papers as contribution to 2019 Rural Development Report, focusing on rural youth	SKD																
		10c. Participate to RDR launch	SKD																
	11. Youth-focused multi-media knowledge products	11. Produce 6-8 youth-focused multi-media knowledge products	ECG/COM																
	12. Updated communication strategy includes focus mainstreaming areas, including rural youth	12 a. Conduct perception research and communications audit	COM																
		12 b. Update the IFAD Communications Strategy to include focus on rural youth	COM																
13.Knowledge dissemination through social media, and IFAD website	13. Disseminate good case studies and stories from the field on IFAD social media channels	ECG/RIA/STTC																	
14. Strategic communications (stories, videos, blogs, and news) distributed through social media and IFAD website	14. Develop and produce youth-focused communication content for distribution on social media and IFAD website	COM																	
ACTION AREA 4	15. Country-level policy engagements	15a.Define a list of priorities for rural youth at IFAD where policy engagement is needed	ECG/PMD(FO)																
		15b. Carry out a stocktaking of existing policies related to rural youth in the countries where IFAD has operations	ECG/PMD(FO)/PMI/RIA																
		15c.Work with country-level stakeholders to define priorities and develop policy briefs at national level	ECG/PMD regional divisions																
	16.Regional-Global advocacy activities on decent employment and child labour	16a. Participate in conferences with FAO and ILO on decent employment and child labour in agriculture	ECG																
	17.Active membership in UN-IANYD	17a. Participate at least once a year in a UN-IANYD conference/event	ECG																
		17b. Provide content for blogs/publications/newsletter on IFAD's work with rural youth	ECG																
	18.Participation in UN-ECOSOC on Youth	18. Participate in yearly ECOSOC conference on Youth	ECG																
19.Youth Advisory Council established	19a. Establish a Steering Committee of the YAC	ECG/PMD (regional divisions)																	
	19b. Establishment of the YAC																		
	19C. Consult with regional divisions to determine quotas for youth organizations	ECG/PMD (regional divisions)																	

Annex 2. Glossary of Terms

Key Terms and Definitions

Definitions of Youth: The definitions of youth change with circumstances, especially with the changes in demographic, financial, economic and socio-cultural settings. Youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. The General Assembly first defined youth in 1985 for the International Youth Year as those persons between 15 and 24 years of age, without prejudice to other definitions of Member States. However, several UN entities have somewhat different definitions of youth, which the United Nations secretariat recognizes. The African Union defines youth refer to every person between the ages of 15 and 35 years.

Implementation of the World Programme of Action for Youth to the Year 2000 and Beyond, General Assembly Report A/56/180

UNDESA – Definition of Youth

Adolescence: Adolescence is difficult to define in precise terms. Although there is no internationally accepted definition of adolescence, the United Nations defines adolescents as individuals aged 10–19: in effect, those in the second decade of their lives.

UNICEF – The state of world's children: Adolescence, An age of opportunity, 2011

Youth Participation: Through active participation, young people are empowered to play a vital role in their own development as well as in that of their communities, helping them to learn vital life-skills, develop knowledge on human rights and citizenship and to promote positive civic action. To participate effectively, young people must be given the proper tools, such as information, education about and access to their civil rights.

Youth Participation Factsheet, UN-Habitat and UN DESA

Decent Rural Employment: Decent rural employment refers to any activity, occupation, work, business or service performed for pay or profit by women and men, adults and youth, in rural areas that respects the core labour standards as defined in ILO conventions and entails an adequate degree of employment security and stability, avoids excessive working hours and allows for sufficient time for rest, adopts sector-specific minimum occupational safety and health measures and; promotes access to adapted technical and vocational training.

UN FAO – Understanding Decent Rural Employment

Child Labour: It is work for which a child is too young for the type of work as defined by national legislation and international standards and/or that is likely to harm their physical and mental development, deprives them of schooling and the opportunity to learn, requires them to leave school early, or obliges

them to combine education with long and heavy work. It should be emphasized that not all work carried out by children is considered child labour

ILO Convention 138, Minimum Age Convention, 1973 (No. 138)

Forced and early child Marriage: Child marriage, defined as a formal marriage or informal union before age 18, is a reality for both boys and girls, although girls are disproportionately the most affected. Child marriage is a human rights violation and can lead to a lifetime of disadvantage and deprivation.

UNFPA-UNICEF Global Programme to Accelerate Action to End Child Marriage, 2017

Not in Employment, Education or Training (NEET) : NEET conveys the number of young person's not in education, employment or training as a percentage of the total youth population. It provides a measure of youth who are outside the educational system, not in training and not in employment, and thus serves as a broader measure of potential youth labour market entrants than youth unemployment, since it also includes young person's outside the labour force not in education or training

ILO, Share of youth not in employment, education or training

Annex 3. List of ongoing Loan/Grant funded Youth-focused IFAD operations

Region	Country	Project/Programme	Start	End	L/G
APR	Afghanistan	Community Livestock and Agriculture Project (CLAP-AF)	2012	2019	L
APR	Pacific Islands	Capacity Building for Resilient Agriculture in the Pacific (CBRAP)	2014	2018	G
APR	India	Orissa Tribal Empowerment and Livelihoods Programme (OTELP) (2002-2015) (Ext. 2016 -2024)	2002	2024	L
APR	India	Integrated Livelihoods Support Project (2011-2018)	2011	2018	L
APR	India	Jharkhand Tribal Empowerment and Livelihoods Project (JTELP) (2012-2020)	2012	2020	L
APR	India	Livelihoods and Access to Markets Project (LAMP) (2013-2020)	2013	2020	L
APR	India	Fostering Climate Resilient Upland Farming Systems in the North East (Mizoram and Nagaland States)	2018	2024	L
APR	Nepal	Agriculture Sector Development Programme (ASDP)	2018	2022	L
APR	Sri Lanka	Smallholder Agribusiness Partnerships Programme	2017	2023	L
APR	China	Qinghai Liupan Mountain Area Poverty Reduction Project (QINGHAI)	2015	2020	L
APR	Tonga	Tonga Rural Innovation Project - Phase II	2018	2023	L
APR	Afghanistan	Support to National Priority Program (SNaPP2)	2015	2021	L
APR	Kiribati	Outer Island Food and Water (OIFWP)	2014	2018	L

APR	Vietnam	Sustainable Rural Development for the Poor in Ha Tinh and Quang Binh Provinces (SRDP)	2013	2019	L
ESA	Burundi	Project to Support Agricultural and Rural Financial Inclusion in Burundi (PAIFAR)	2017	2025	L
ESA	Angola	Smallholder Agriculture Development and Commercialization Project in Cuanza Sul & Huila Provinces	2017	2024	L
ESA	Burundi	Value Chain Development Programme (PRODEFI) (2010-2019)	2010	2019	G
ESA	Kenya	Programme for Rural Outreach of Financial Innovations and Technologies (PROFIT) (2010-2016) (ext. until 2019)	2010	2019	L
ESA	Kenya	Kenya Cereal Enhancement Programme – Climate-Resilient Agricultural Livelihoods Window (KCEP-CRAL) (2015-2-2020)	2015	2020	L
ESA	Kenya, Uganda and Rwanda	Scaling up rural youth access to inclusive financial services for entrepreneurship and employment	2016	2019	G
ESA	Madagascar	Vocational Training and Agricultural Productivity Improvement Programme (FORMAPROD) (2012-2022)	2012	2022	L
ESA	Madagascar	Support Programme for the Rural Microenterprise Poles and Regional Economies (PROSPERER) (2007-2016) (Ext. until 2012)	2007	2021	L
ESA	Zambia	Enhanced Smallholder Livestock Investment Programme E-SLIP(2014-2021)	2014	2021	L
ESA	Zambia	Rural Finance Expansion Programme (2013-2021)	2013	2021	L

ESA and WCA	Regional	Challenges and Opportunities for Rural Youth Employment in Sub-Saharan Africa: A Mixed-Methods Study to Inform Policy and Programs	2017	2021	G
Global	Global	IFAD win-win universities (PTA grant)	2016	2019	G
LAC	Grenada	Climate Smart Agriculture and Rural Enterprise Programme (SAEP)	2018	2024	L
LAC	Argentina	Inclusive Rural Development programme (PRODERI)	2012	2018	L
LAC	Bolivia	Economic Inclusion Programme for Families and Rural Communities in the Territory of Plurinational State of Bolivia (ACCESSOS) (2011-2016)	2011	2019	L
LAC	Brazil	Rural Business for Small Producers Project (Dom Távora 2011-2016) (Ext 2013 - 2019)	2011	2019	L
LAC	Brazil	Cariri and Seridó Sustainable Development Project 2008-2019	2010	2019	L
LAC	Colombia	Building rural Entrepreneurial capacities Programme: Trust and Opportunities	2012	2020	L
LAC	Dominican Republic	Prorural Centro y Este Rural Economic Development Project in the Central and Eastern Provinces	2010	2018	L
LAC	Ecuador	Buen Vivir in Rural Territories Programme 2012-2018 (Ibarra-San Lorenzo Corridor Teeritorial Development Project 2011-2017)	2011	2018	L
LAC	El Salvador	Amanecer Rural: Rural Territorial Competitiveness Programme	2010	2018	L

LAC	GRANT (Large regional with Procasur): Bolivia , Ecuador, Peru, Colombia, Venezuela	Strengthening capacities and tools to scale up and disseminate innovations (2015-2019)	2015	2019	G
LAC	GRANT (Large regional with Rimisp): Colombia, Ecuador, Mexico, Peru	Rural youth, territories and opportunities: a policy engagement strategy (2016-2019)	2016	2019	G
LAC	GRANT: Belize, Cuba, the Dominican Republic, Grenada, Guyana, Haiti	Strengthening Decent Rural Employment Opportunities for Young Women and Men in the Caribbean (2013-2018)	2013	2018	G
LAC	Haiti	Small Irrigation and Market Access Development Project in the Nippes and Goavienne Region (PPI 3) (2009-2020)	2009	2020	L
LAC	Honduras	Sustainable Rural Development Programme for the Southern Region (Emprende Sur) (2012-2017)	2012	2019	L
LAC	Paraguay	Paraguay Inclusivo: Inclusion of Family Farming in Value Chains Project	2012	2018	L
LAC	Peru	Strengthening local development in the Highlands and High Rainforest Areas Project (2013-2018)	2013	2018	L
LAC	Peru	Sustainable Territorial Development Project 2016-2021	2016	2021	L
LAC	Bolivia	Integral Strengthening Programme for the Camelid Value Chain in the Bolivian High Plateau (PRO-CAMELIDOS)	2015	2022	L

LAC	Nicaragua	Adapting to Markets and Climate Change (NICADAPTA)	2014	2021	L
LAC, ESA	Mexico, Exuador, Peru, Colombia, Brazil, Kenya	Empowering Indigenous Youth and Their Communities To Defend And Promote Their Food Heritage	2017	2020	G
NEN	Bosnia and Herzegovina	Rural Business Development Project (2005-2012) (2013 -2019)	2005	2019	L
NEN	Egypt	Promotion of Rural Incomes through Market Enhancement Project (PRIME) (2011-2019)	2011	2019	L
NEN	Egypt	Sustainable Agriculture Investments and Livelihoods Project (SAIL) (2014-2023)	2014	2023	L
NEN	Jordan	Small Ruminants Investment and Graduating Households in Transition Project	2017	2024	L
NEN	Moldova	Inclusive Rural Economic & Climate Resilience Programme (2013-2019)	2013	2019	L
NEN	Montenegro	Rural Clustering and Transformation Project (RCTP)	2017	2023	L
NEN	Morocco	Rural Development Project in the Mountain Zones of Al-Haouz Province (PDRZMH) (2011-2016) (Ext. 2019)	2011	2019	L
NEN	Tunisia	Agropastoral Value Chains Project in the Governorate of Médenini (2014-2020)	2014	2020	L
NEN	Regional	Future for Rural Youth skills in NENA	2018	2021	G
NEN	Kyrgyzstan	Livestock and Market Development Programme II (LMPD II)	2014	2019	L

WCA	Cameroon	Programme for the Promotion of Youth Agro-Pastoral Entrepreneurship (PEA Jeunes) (2014-2020)	2014	2020	L
WCA	Côte d'Ivoire	Agricultural Value Chain Development Programme	2018	2025	L
WCA	Mali	Rural Youth Vocational Training, Employment and Entrepreneurship Support (FIER) (2013-2021)	2013	2021	L
WCA	Nigeria	Climate Change Adaptation and Agribusiness Support Programme in the Savannah Belt (CASP)	2013	2021	L
WCA	Senegal	Agricultural Value Chains Support Project-Extension (PAFA-Extension) (2013-2021)	2013	2021	L
WCA	Senegal	Support to Agricultural Development and Rural Entrepreneurship Programme (PADAER 2011 -2019)	2011	2019	L
WCA	Senegal and Morocco	Engaging diaspora communities to support youth employment in Senegal and Morocco	2016	2021	G
WCA	The Gambia	National Agricultural Land and Water Management Development Project (2012-2019)	2012	2019	L
WCA	Togo	National Rural Enterprise Project (2014-2020)	2014	2020	L
WCA	Chad	Improved Agricultural Resilience Support Project (PARSAT)	2015	2022	L
WCA&ESA	Several in Africa	Youth Researching Youth: Competitive Fellowships for Young African Scholars Researching Youth Engagement in Rural Economic Activities in Africa	2016	2019	G

A total of **67 ongoing projects** have been mapped that represent **55 Loans** and **12 Grants**. The sampling criteria for identifying the projects was based on the following:

- Loan/Grant-funded projects initiated during the **period 2005-2017**
- Projects **with components/ subcomponents/ activities** that refer to youth.
- Projects with **youth included in the target group**.
- **Project theme addressed youth** issues.

Annex 4. List of Staff Interviewed in Preparation of the Action Plan

In general, the consultations revealed that staff perceived IFADs focus on rural youth very positively and strongly expressed their expectations to see a concrete plan of action that outlines a clear strategy of engagement. From an operational point of view, emphasis was placed on the need for better targeting and ensuring that youth - as a target group - should be further examined prior to project design and not considered homogenous. Age, gender, ethnicity, school enrolment and family situation were amongst some of the often repeated aspects that should be accounted for when targeting rural youth and responding to their needs. Questioning the importance on emerging themes (Decent Employment, Disabilities and Child Labour) were met with mixed reactions with most stressing that while these topics were important, they should not side track IFADs focus of work. It was also stressed that, through its interventions, IFAD should accommodate young people's views and imbibe a sense of ownership amongst rural young women and men. A critical mass of respondents also pointed out that rural youth activities need to be tailored beyond primary production to include income generating activities that would also embrace the rural off-farm sector while also offering youth-sensitive products and services that revolve around access to finance and enterprise development. Staff cautioned that while activities should remain demand driven, the supply side should also be accounted for with many respondents citing examples of projects that focused on building youth capacities without consideration of labour markets challenges. It was also indicated to have more exchanges through sharing of best practices, knowledge products, learning from other leading institutions and strengthening staff capacity. Finally, staff reiterated the need to further advocate and strengthen partnerships and most respondents praised the development of a Youth Advisory Council⁵⁸.

SN	Name	Category	Region	Designation	Address
1	Philipp Baumgartner	Regional	APR	Programme Officer, APR	p.baumgartner@ifad.org
2	Khadidja Doucoure	Technical	PTA	Technical Specialist (Gender/Youth), ECG	k.doucoure@ifad.org
3	Elizabeth Ssendiwala	Regional	ESA	Regional Gender Coordinator, ECG	e.ssendiwala@ifad.org
4	Steven Jonckheere	Regional	WCA	Senior Technical Specialist - Gender and Social Equality, ECG	s.jonckheere@ifad.org
5	Claus Reiner	Regional	LAC	Country Programme Manager, LAC	c.reiner@ifad.org
6	David Suttie	Knowledge	SKD	Temporary Professional Officer, GEM	d.suttie@ifad.org
7	Nerina Muzurovic	Regional	NEN	Knowledge Management Officer, NEN	n.muzurovic@ifad.org
8	Anita Kelles-Viitanen	Technical	PTA	Environment, Climate, Gender and Social Inclusion Division	a.kellesviitanen@ifad.org
9	Antonella Cordone	Technical	PTA	Senior Technical Specialist - Indigenous Peoples and Tribal Issues,	a.cordone@ifad.org
10	Monica Romano	Regional	LAC	Consultant, APR/LAC	m.romano@ifad.org
11	Fatima-Zohra Yaagoub	Partnership	PRM	Associate Partnership Officer, PRM (Partnership Support Services and Funds Management Unit (PFM))	f.yaagoub@ifad.org
12	Lars Anwandter	Regional	LAC	Country Programme Manager, LAC	l.anwandter@ifad.org

13	Elena Pietschmann	Regional	ESA	Programme Officer, ESA	e.pietschmann@ifad.org
14	Margherita Loddoni	Technical	PTA	Indigenous Peoples and Tribal Issues – Programme Support	m.loddoni@ifad.org
15	Christa Ketting	Technical	PTA	Programme Analyst, APR	c.ketting@ifad.org
16	Jonathan Agwe	Technical	PTA	Senior Technical Specialist - Inclusive Rural Financial Services	j.agwe@ifad.org
17	Mauro Martini	Technical	PTA	Remittances and Development Officer, Financing Facility for Remittances (FFR)	m.martini@ifad.org
18	Oliver Mundy	Technical	PTA	Environment & Climate Analyst (JPO), ECG	o.mundy@ifad.org
19	Sene, Amath Pathe	Technical	PTA	Regional and Climate and Environment Specialist	amath.sene@ifad.org
20	Njoro, Joyce	Technical	OPE	Lead Technical Specialist - Nutrition	j.njoro@ifad.org
21	Benoit Thierry	Regional	APR	Country Programme Manager, APR	b.thierry@ifad.org
22	Moses Abukari	Regional	ESA	EU funded Regional Programme Manager, ESA	m.abukari@ifad.org
23	Philippe Remy	Regional	WCA	Country Programme Manager, WCA	p.remy@ifad.org
24	Benfica, Rui M.S.	Knowledge	SKD	Lead Economist, RIA	r.benfica@ifad.org
25	Constanza Di Nucci	Knowledge	SKD	Advisor to AVP/SKD, SKD	c.dinucci@ifad.org
26	Demirag, Han Ulac	Regional	ESA	Country Director, ESA	u.demirag@ifad.org
27	Sheila Mwandu	Technical	OPE	Lead Technical Specialist, OPR	s.mwanundu@ifad.org
28	El-Zabri, Tawfiq	Regional	APR	Country Programme Manager, APR	t.elzabri@ifad.org
29	Neha Paliwal	Knowledge	SKD	Consultant, RIA	n.paliwal@ifad.org

Annex 5. Survey Results to CPMs/CPOs/PMUs

135. Based on the initial in-house consultations IFAD had designed two different surveys to gather views on the content of the Youth Action Plan as well as collect suggestions and lessons learnt on youth engagement. Respondents of one survey included all Country Programme Managers, Country Programme Officers and Programme Officers of the five IFAD Regional Divisions, while another similar survey was shared with Project Directors and Coordinators of IFAD loan-funded field operations in the Regions⁵⁹. Response rate was quite high nearing 50% of all engaged respondents for each of the two surveys (47 CPMs/CPOs and 106 PMU staff). The survey prompted respondents to rank several options both in what IFAD should focus on when it comes to young people (thematic areas) and what IFAD should prioritize in its Action Plan in terms of Action Areas.
136. In terms of thematic areas respondents to both surveys identified three priority areas for IFAD's work, i.e.: employment generation, business development for youth entrepreneurs, and vocational training/education/capacity building for young women and men. Both respondents groups also ranked financial inclusion as fourth option. Respondents also mentioned that all given options (which also included institutional strengthening of youth organizations, access to NRM, access to land and off-farm activities) should be looked at holistically in order to achieve sustainable results.
137. Over the course of the last few years, IFAD has started to explore additional thematic areas that help to encompass the diversity of rural youth as target group as well as the multiple issues that they face. Among these, respondents were called to rank the following thematic areas that are relatively new to IFAD and yet very relevant for young people: decent rural employment, child labour in agriculture, migration, indigenous youth, adolescent girls/young women, and youth with disabilities. Both project directors and IFAD staff agree on decent rural employment and youth migration from rural areas as key two priorities for the Fund. The importance of indigenous youth and adolescent girls as target groups are perceived differently by the two groups of respondents, with indigenous young people prioritized as third by IFAD staff and last by PMU/PCU staff. Adolescent girls/young women is the third preferred choice for PMU/PCUs but this view is not shared by IFAD staff who ranked it only fifth out of six options. The need to receive further training on in Decent Rural Employment⁶⁰ and addressing issues on Youth and migration is also felt equally by IFAD staff and PMU/PCU staff.
138. With regard to the actions needed to mainstream rural youth in IFAD's operations, the following actions stood out: i) Understanding who are the youth and what are their characteristics, identifying their needs, resources and priorities at COSOP/CN and design level; ii) ensuring appropriate monitoring through sex and age disaggregate data; iii) Engaging them, through their organization, right from the design of COSOP and projects/programmes; iv) selecting appropriate implementing partners, with a genuine commitment on youth engagement, able to gain the trust of young people. Several comments in open ended questions reported the need to establish an effective dialogue and better understand aspirations and priorities of rural youth.
139. Both IFAD staff and project staff identified the need to enhance their capacity to engage rural young people, although in different terms. The development of training to mainstream youth in the youth cycle at project level is ranked first by IFAD staff and last by PMUs suggesting that this need is felt mostly at Headquarters. IFAD staff reinforced the message that a greater amount of training is needed by selecting the development of a module on youth for the Operations Academy.
140. With regard to knowledge, there was a broad agreement that IFAD needs first of all to improve its data on rural youth. Secondly, IFAD should develop and get better at disseminating knowledge products that can guide its staff as well as government staff working on operations to better engage rural youth. In the same spirit, responses suggest that there is need for a systematization of a catalogue of rural development solutions for rural youth and provide a platform to make them accessible. In terms of how to use KM for advocacy purposes, IFAD staff ranks second the use of online media platforms, such as social media

pushing out instant messaging on youth, right after the more traditional knowledge-sharing and advocacy events. The establishment of a youth advisory council is considered as a third option.

141. As for partnerships, IFAD staff ranked highest the idea to diversify partners for youth-led innovations, followed by the engagement at country level with youth organizations and the need to establish networks and communities of practice on youth. Overall, IFAD's focus on country level activities is considered more important than increasing IFAD's presence in international fora.

142. The last two questions were addressed to IFAD staff only: on the type of financial resources needed to mainstream youth; and on the role of young people within IFAD as an organization. Strong preference was expressed to advocate for additional core funds to mainstream youth. IFAD staff expressed the view that in order to empower young people within IFAD, mentorship and career/skills development programmes constitute the best opportunity.

A. COUNTRY DIRECTORS, COUNTRY PROGRAMME MANAGERS, COUNTRY PROGRAMME OFFICERS AND PROGRAMME OFFICERS SURVEY RESULTS

SAMPLE

- 109 respondents in five regions were invited to take the survey: 27 in APR, 19 in ESA, 15 in LAC, 18 in NEN, 30 in WCA.
- Roughly 46% of them (between 47 and 50⁷) responded to most of the mandatory questions: 14⁸ responses from APR, 8 in ESA, 12 in LAC, 3 in NEN, 13 in WCA.
- Of them, 66% of them (33 respondents) have declared to have prior experience working with youth .
- The full list of countries whose portfolios are managed by the respondents is available in Appendix 1. Mainly CPMs, CPOs and POs have taken the survey: however there are cases where consultants working with them or JPOs responded to the survey on behalf of them.

ANALYSIS

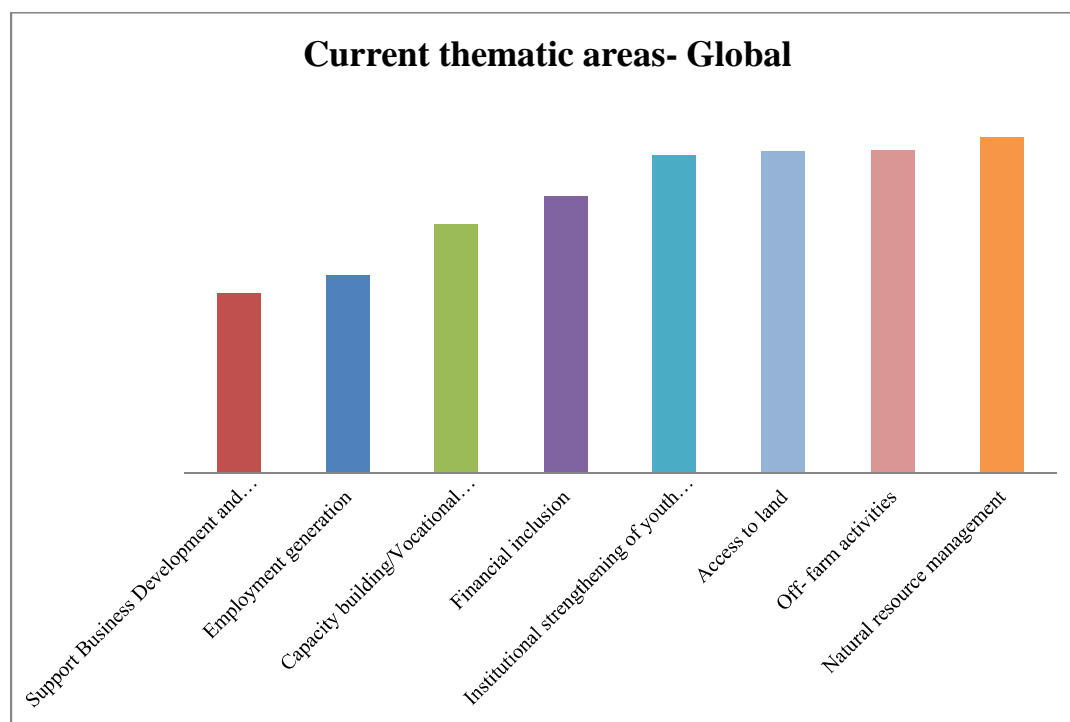
- The questions were designed in order to request respondents to rank from the most relevant option (scored 1) to the least relevant in a sequence from the smallest to the biggest number. The analysis has been carried out by summing the scores and ranking the options from the most to the least preferred ones. However it should be noted that considering that a low score reflects a high preference, all bars in the charts below should be read in a reverse order, with the lowest being the top preference and the highest being the least recommended option.

⁷ About half of the questions were responded by 50 people. However some people dropped out at some point during the survey, therefore some questions were responded by less people, with the lowest response count being 47.

⁸ This is the overall number of respondents that responded to the majority of the mandatory questions in the survey. The number of respondents by question is available next to the charts below.

QUESTION 1: CURRENT THEMATIC AREAS

What current thematic areas should IFAD retain in the Youth Action Plan? (Please rank from the most relevant - 1 to the least relevant – 8 in your context)



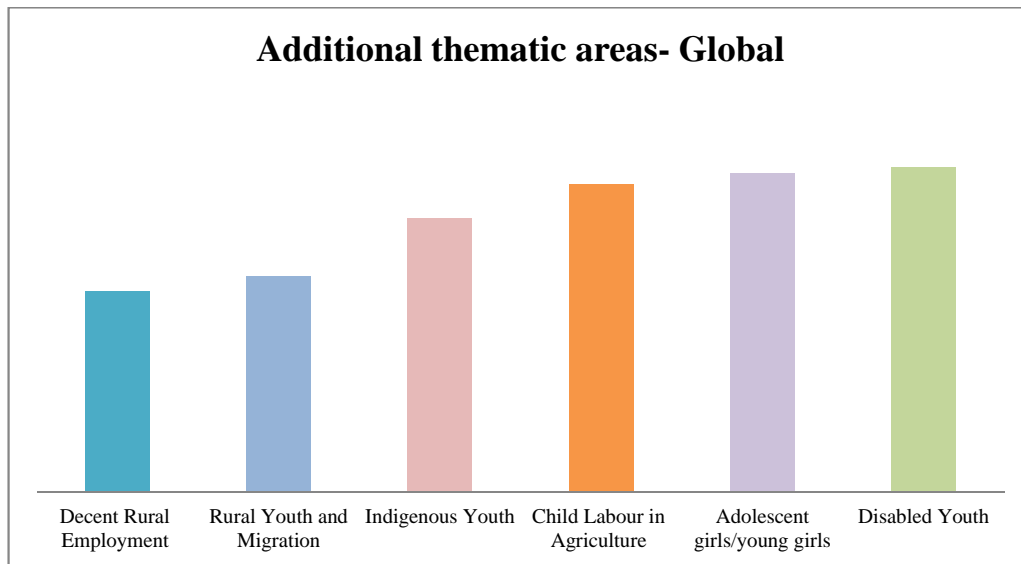
Number of respondents: 50

QUESTION 1: REGIONAL BREAKDOWN

REGIONAL DIVISION	Employment generation	Support Business Development and Management for young entrepreneurs	Capacity building/Vocational training/education	Financial inclusion	Institutional strengthening of youth organizations	Natural resource management	Access to land	Off-farm activities
APR	3	2	4	1	7	5	6	8
ESA	1	2	3	5	8	7	6	4
LAC	2	1	3	4	5	6	8	7
NEN	1	2	3	4	5	8	6	7
WCA	2	1	3	6	7	5	4	8

QUESTION 2 :ADDITIONAL THEMATIC AREAS

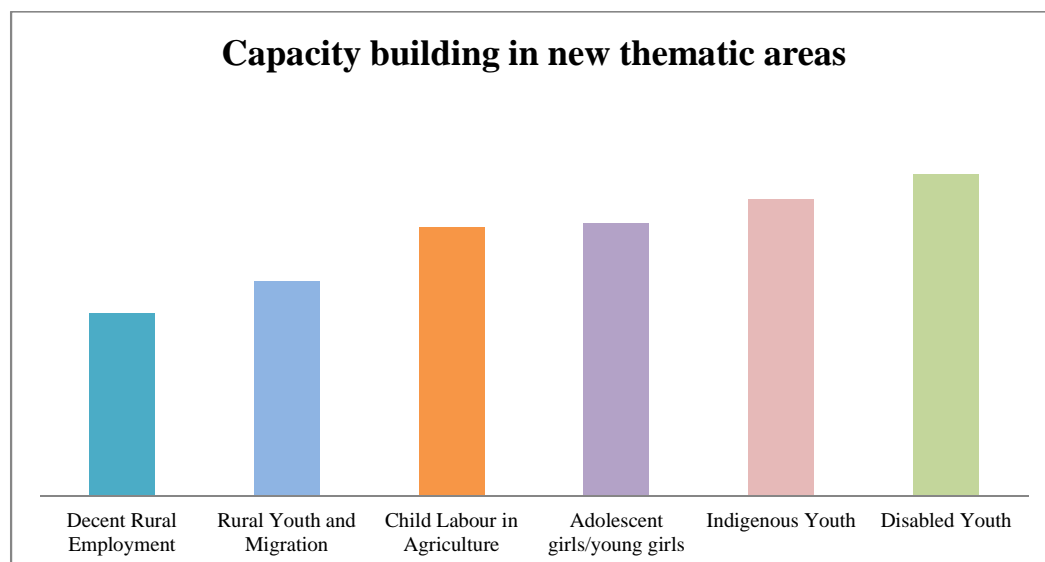
What other thematic areas - that are largely new to IFAD - should be integrated in the Youth Action Plan for IFAD investment on Rural Youth? (Please rank from the most relevant - 1 to the least relevant – 6 in your context)



Number of respondents: 50

QUESTION 6⁹: CAPACITY BUILDING IN NEW THEMATIC AREAS

Kindly rank all thematic areas where you require further capacity building from the least relevant - 1 to the most relevant-6 to you



Number of respondents: 46

QUESTIONS 2 AND 6: REGIONAL BREAKDOWN – NEW THEMATIC AREAS AND RELATED NEEDED CAPACITY BUILDING

1. NEW THEMATIC AREAS

Regional Divisions	Decent Rural Employment	Rural Youth and Migration	Child Labour in Agriculture	Rural Youth and Migration	Indigenous Youth	Disabled Youth	Adolescent girls/young girls
Total APR	3	6	1	2	4	5	
Total ESA	1	4	2	5	6	3	
Total LAC	3	5	1	2	6	4	
Total NEN	2	3	1	5	4	6	
Total WCA	1	3	2	5	4	6	

2. Number of Respondents: 50

⁹ Although 6 in the survey, the results have been moved here in order to show the comparison between what staff think is relevant as additional thematic areas vis-à-vis what they feel are the areas where they would need more capacity building

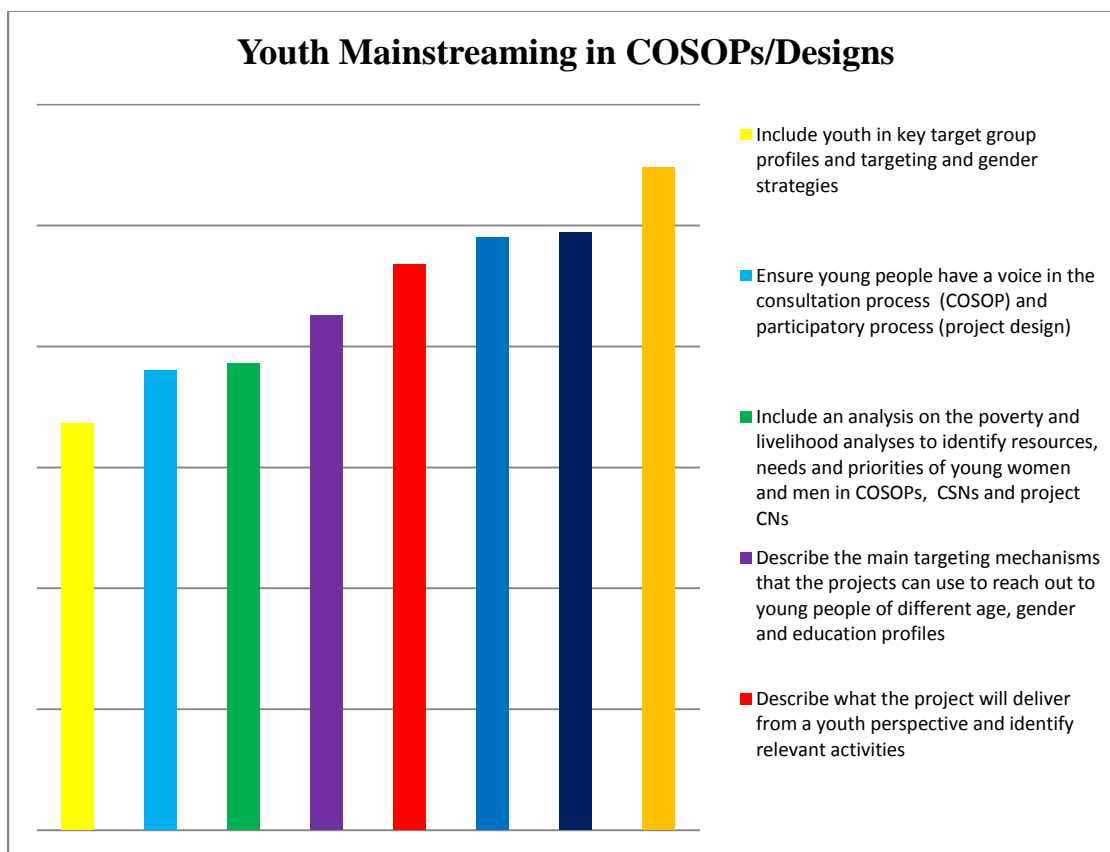
3. CAPACITY BUILDING IN NEW THEMATIC AREAS

	Decent Employment	Rural Child Labour in Agriculture	Rural Youth and Migration	Indigenous Youth	Disabled Youth	Adolescent girls/young girls
Total APR	2	5	1	3	6	4
Total ESA	1	4	2	5	6	3
Total LAC	2	5	1	4	6	3
Total NEN	1	5	3	6	2	4
Total WCA	1	2	3	6	5	4

Number of Respondents: 49

QUESTION 3: YOUTH MAINSTREAMING

How can IFAD mainstream youth into COSOP and design? (Please rank from the most relevant - 1 to the least relevant – 8 in your context)



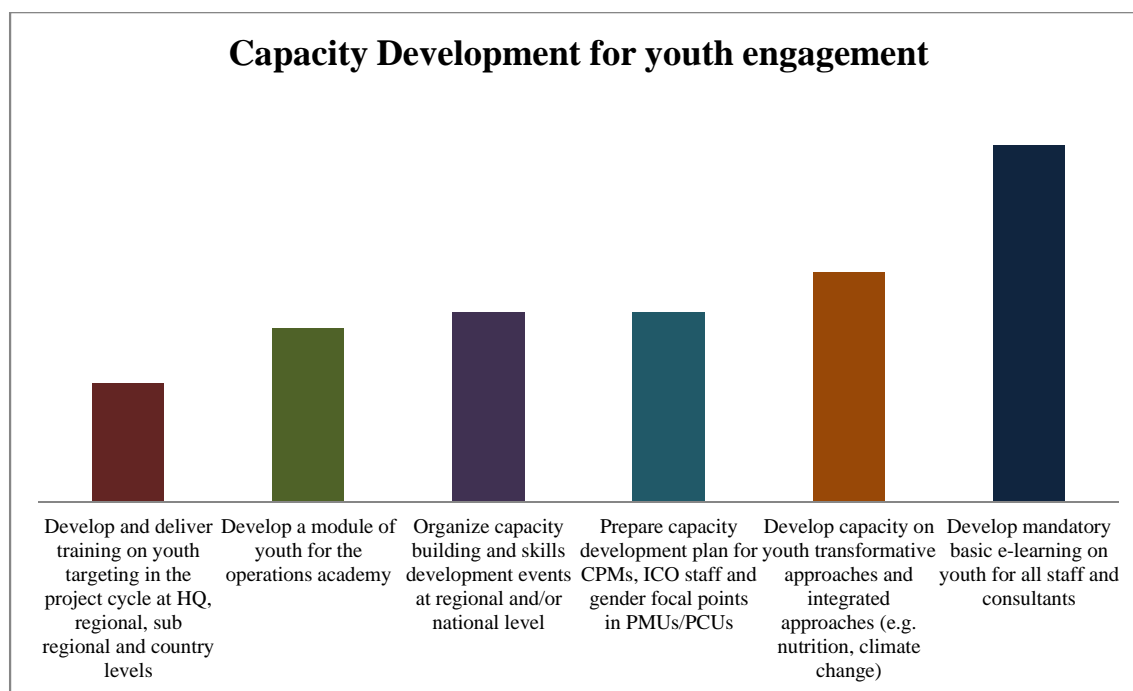
Number of respondents: 49

QUESTION 3: REGIONAL BREAKDOWN

Regional Divisions	Include an analysis on the poverty and livelihood analyses to identify resources, needs and priorities of young women and men in COSOPs, CSNs and project CNs	Include youth in key target group profiles and targeting and gender strategies	Ensure young people have a voice in the consultation process (COSOP) and participatory process (project design)	Analyze participation versus benefits for youth in the various project components/subcomponents	Describe the main targeting mechanisms that the projects can use to reach out to young people of different age, gender and education profiles	Describe what the project will deliver from a youth perspective and identify relevant activities	Determine implementation arrangements and budget which reflects youth-specific activities	Assess youth-sensitivity of project design using recognized markers
Total APR	6	2	1	3	4	7	8	5
Total ESA	1	2	3	5	4	6	7	8
Total LAC	7	1	2	6	4	5	3	8
Total NEN	6	1	3	7	2	4	5	8
Total WCA	1	2	5	8	4	3	6	7

QUESTION 4: CAPACITY DEVELOPMENT

What kind of capacity development is needed to ensure that IFAD can better engage rural youth? (Please rank from the most relevant - 1 to the least relevant – 6 in your context)



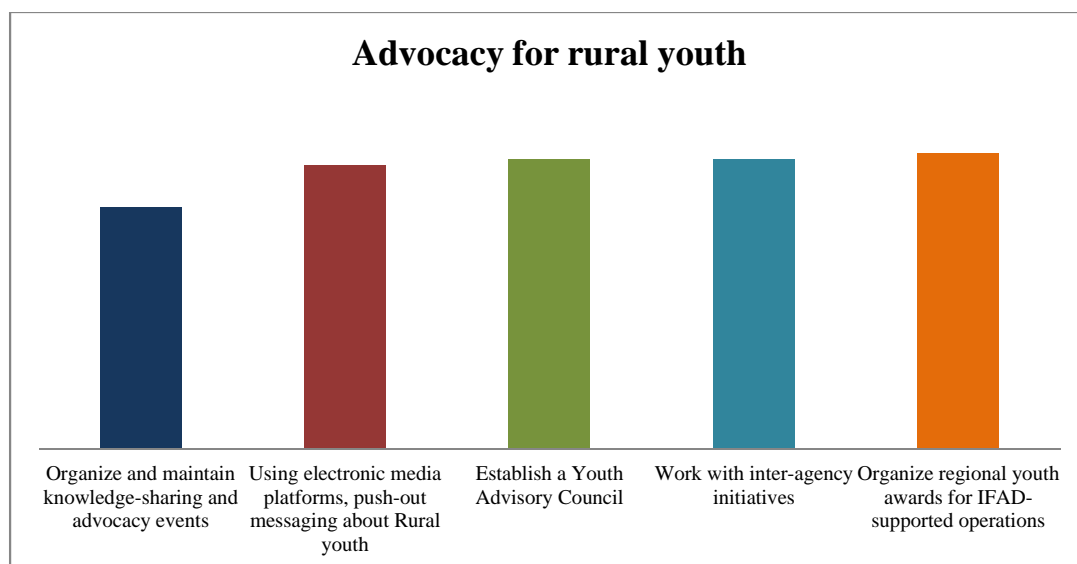
Respondents: 49

QUESTION 4: REGIONAL BREAKDOWN

Regional Divisions	Develop a module of youth for the operations academy	Organize capacity building and skills development events at regional and/or national level	Prepare capacity development plan for CPMs, ICO staff and gender focal points in PMUs/PCUs	Develop and deliver training on youth targeting in the project cycle at HQ, regional, sub regional and country levels	Develop mandatory basic e-learning on youth for all staff and consultants	Develop capacity on youth transformative approaches and integrated approaches (e.g. nutrition, climate change)
Total APR	4	6	5	1	2	3
Total ESA	1	2	4	3	6	5
Total LAC	3	2	6	4	1	5
Total NEN	3	2	4	5	6	1
Total WCA	4	3	1	2	6	5

QUESTION 5: ADVOCACY FOR RURAL YOUTH

How can IFAD enhance advocacy for rural youth? (Please rank from the most relevant - 1 to the least relevant – 5 in your context)



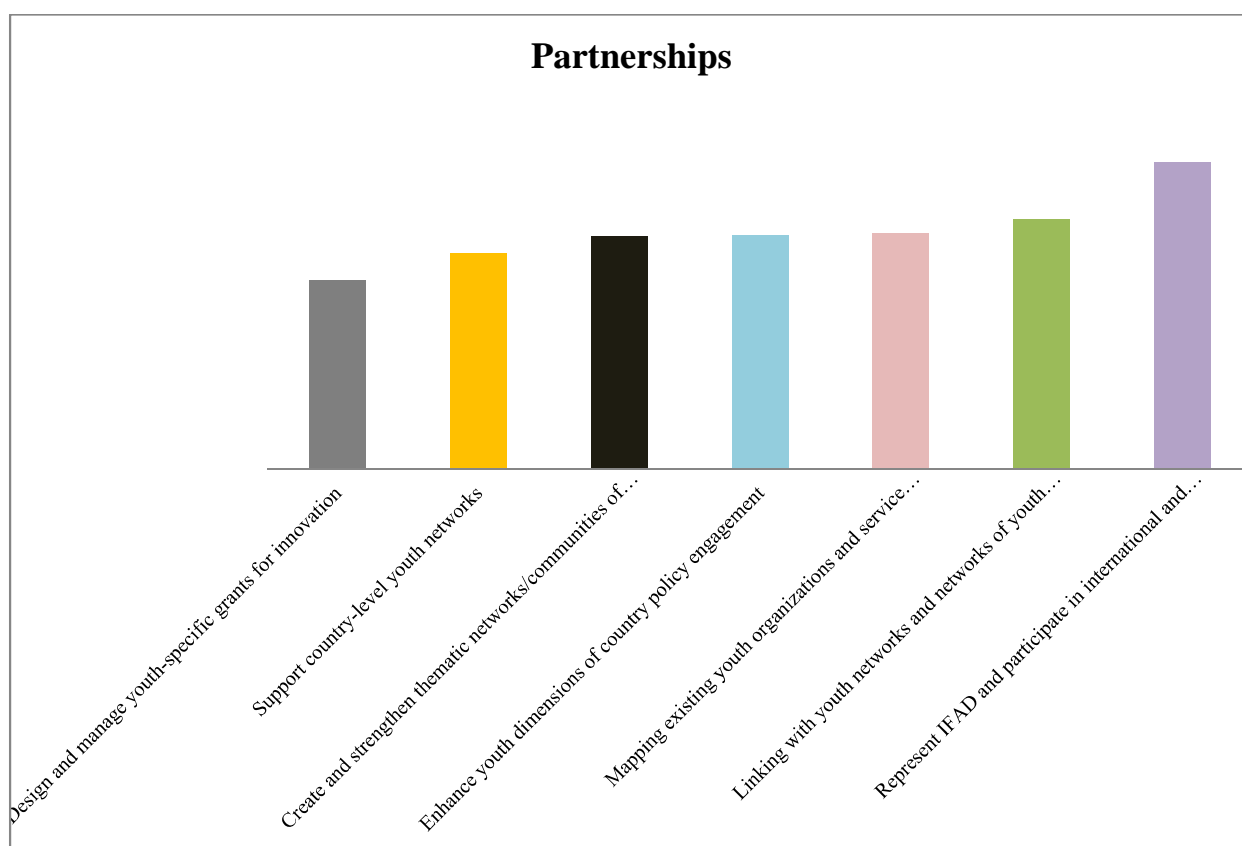
Respondents: 49

QUESTION 5: REGIONAL BREAKDOWN

	Organize and maintain knowledge-sharing and advocacy events	Organize regional youth awards for IFAD-supported operations	Using electronic media platforms, push-out messaging about Rural youth	Establish a Youth Advisory Council	Work with inter-agency initiatives
Total APR	4	2	1	3	5
Total ESA	1	4	2	3	5
Total LAC	1	4	3	5	2
Total NEN	3	4	2	5	1
Total WCA	3	4	5	1	2

QUESTION 6: PARTNERSHIPS

HOW CAN IFAD CREATE STRONG PARTNERSHIPS AND IMPROVE ITS POLICY ENGAGEMENT TO BETTER SUPPORT YOUTH? (PLEASE RANK FROM THE MOST RELEVANT - 1 TO THE LEAST RELEVANT – 7 IN YOUR CONTEXT)



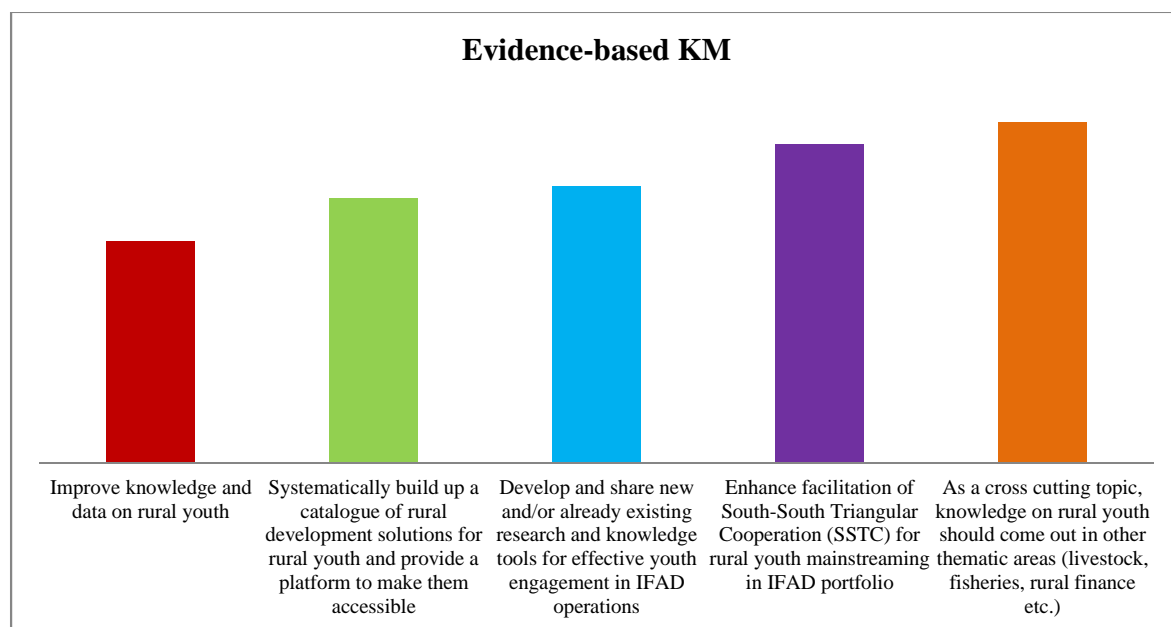
Respondents: 49

4. QUESTION 6: REGIONAL BREAKDOWN

Regional Divisions	Enhance youth dimensions of country policy engagement	Create and strengthen thematic networks/communities of practice for mainstreaming and scaling up innovations	Mapping existing youth organizations and service providers to support youth-focused activities at project level	Represent IFAD and participate in international and regional events	Design and manage youth-specific grants for innovation	Support country-level youth networks	Linking with youth networks and networks of youth organizations
Total APR	5	6	2	7	1	3	4
Total ESA	2	1	5	7	3	4	6
Total LAC	3	6	5	7	2	1	4
Total NEN	5	6	1	7	2	3	4
Total WCA	4	3	5	7	1	2	6

QUESTION 7: EVIDENCE- BASED KNOWLEDGE MANAGEMENT

What are the areas that need strengthening for better evidence based knowledge management (Please rank from the most relevant - 1 to the least relevant – 5 in your context)



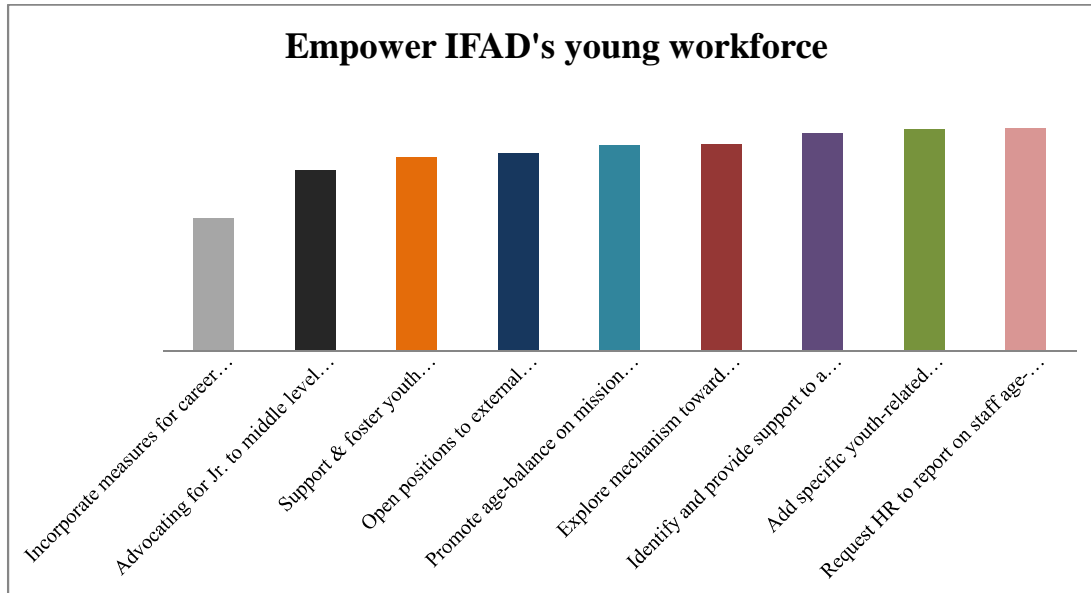
Respondents: 47

QUESTION 7: REGIONAL BREAKDOWN

Regional Division	Improve knowledge and data on rural youth	Systematically build up a catalogue of rural development solutions for rural youth and provide a platform to make them accessible	Enhance facilitation of South-South Triangular Cooperation (SSTC) for rural youth mainstreaming in IFAD portfolio	Develop and share new and/or already existing research and knowledge tools for effective youth engagement in IFAD operations	As a cross cutting topic, knowledge on rural youth should come out in other thematic areas (livestock, fisheries, rural finance etc.)
Total APR	3	2	4	1	5
Total ESA	1	2	4	3	5
Total LAC	1	2	4	3	5
Total NEN	3	2	4	1	5
Total WCA	1	2	3	4	5

5. QUESTION 8: YOUNG WORKFORCE AT IFAD

6. How do we empower IFADs young workforce? (Please rank from the most relevant - 1 to the least relevant - 9 in your context)



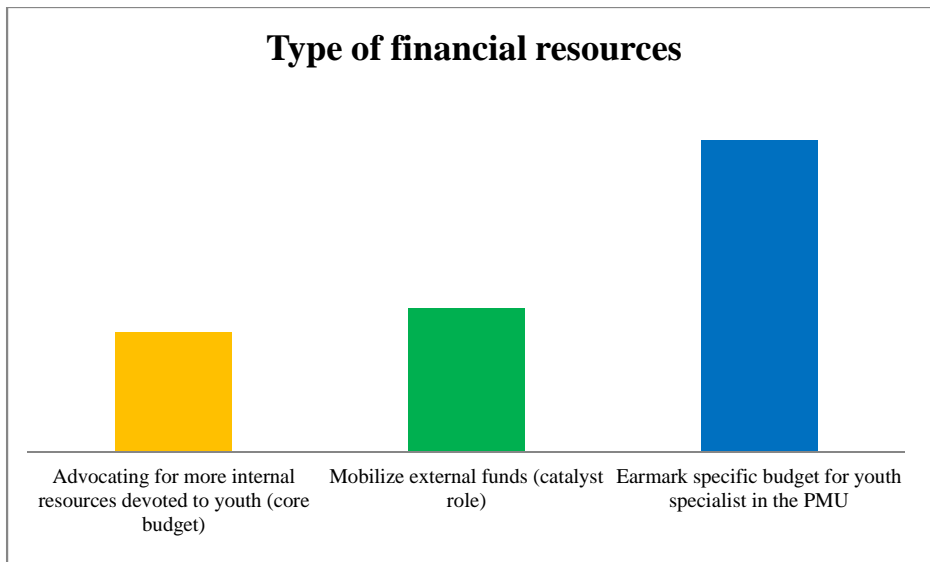
Respondents: 47

QUESTION 8: REGIONAL BREAKDOWN

Regional Divisions	Request HR to report on staff age-disaggregated data	Add specific youth-related questions to IFAD global staff survey	Support & foster youth representation in working groups to reflect age-diversity in IFAD	Incorporate measures for career and skill development for youth (mentorship program etc.)	Advocating for Jr. to middle level Professional positions	Open positions to external candidates	Explore mechanism toward managers who empower young staff	Promote age-balance on mission and in-country CPMTs	Identify and provide support to a youth specialist/focal person in the PMU
Total APR	4	9	5	2	3	1	7	6	8
Total ESA	9	8	3	1	4	7	5	2	6
Total LAC	3	7	4	1	5	9	6	2	8
Total NEN	5	6	8	2	3	4	9	7	1
Tota; WCA	9	6	4	1	2	5	3	8	7

QUESTION 9: FINANCIAL RESOURCES

What type of financial resources? (Please rank from the most relevant - 1 to the least relevant – 3 in your context)



Respondents: 47

7. REGIONAL BREAKDOWN

	Advocating for more internal resources devoted to youth (core budget)	Mobilize external funds (catalyst role)	Earmark specific budget for youth specialist in the PMU
Total APR	2	3	1
Total ESA	2	1	3
Total LAC	1	3	2
Total NEN	3	1	2
Total WCA	1	2	3

LIST OF RESPONDENTS (BY COUNTRY AND DIVISION)¹⁰

IFAD Regional Division	Country assignment
Asia and Pacific	Vietnam
Asia and Pacific	Indonesia
Asia and Pacific	Regional Team
Asia and Pacific	Pakistan
Asia and Pacific	Myanmar, Laos
Asia and Pacific	Pakistan
Asia and Pacific	Vietnam
Asia and Pacific	Bangladesh
Asia and Pacific	Nepal
Asia and Pacific	Indonesia & Pacific
Asia and Pacific	Fiji
Asia and Pacific	India
Asia and Pacific	Nepal
Asia and Pacific	China
Asia and Pacific	Vietnam
Asia and Pacific	Fiji
Asia and Pacific	Fiji
Asia and Pacific	Pacific Islands
Asia and Pacific	various
East and Southern Africa	Ethiopia
East and Southern Africa	Swaziland, Zimbabwe
East and Southern Africa	Burundi
East and Southern Africa	Tanzania
East and Southern Africa	Uganda
East and Southern Africa	Angola, Eritrea, Malawi and Zambia
East and Southern Africa	Madagascar
East and Southern Africa	Burundi
Latin America & Caribbean	PERU
Latin America & Caribbean	Mesoamerican and the Caribbean
Latin America & Caribbean	El Salvador
Latin America & Caribbean	Guatemala
Latin America & Caribbean	Central America
Latin America & Caribbean	Mexico, Guatemala, El Salvador, Nicaragua, Panama
Latin America & Caribbean	Brazil
Latin America & Caribbean	Brazil

¹⁰ The survey is anonymous

Latin America & Caribbean	Guatemala
Latin America & Caribbean	Guatemala
Latin America & Caribbean	Peru
Latin America & Caribbean	Bolivia
Latin America & Caribbean	Dominican Republic and Guyana
Near East, North Africa and Central Europe	Bosnia and Uzbekistan
Near East, North Africa and Central Europe	Sudan
Near East, North Africa and Central Europe	Palestine, Montenegro, Tunisia
Near East, North Africa and Central Europe	n.a
West and Central Africa	Cote d'Ivoire
West and Central Africa	Senegal
West and Central Africa	Cameroon
West and Central Africa	n.a.
West and Central Africa	Niger and Tchad
West and Central Africa	Niger
West and Central Africa	Guinea
West and Central Africa	Cote d'Ivoire
West and Central Africa	Nigeria
West and Central Africa	Mali and Mauritania
West and Central Africa	Sierra Leone
West and Central Africa	Ghana
West and Central Africa	Burkina Faso
West and Central Africa	n.a

B. PROJECT MANAGEMENT / PROJECT COORDINATION UNITS

SAMPLE

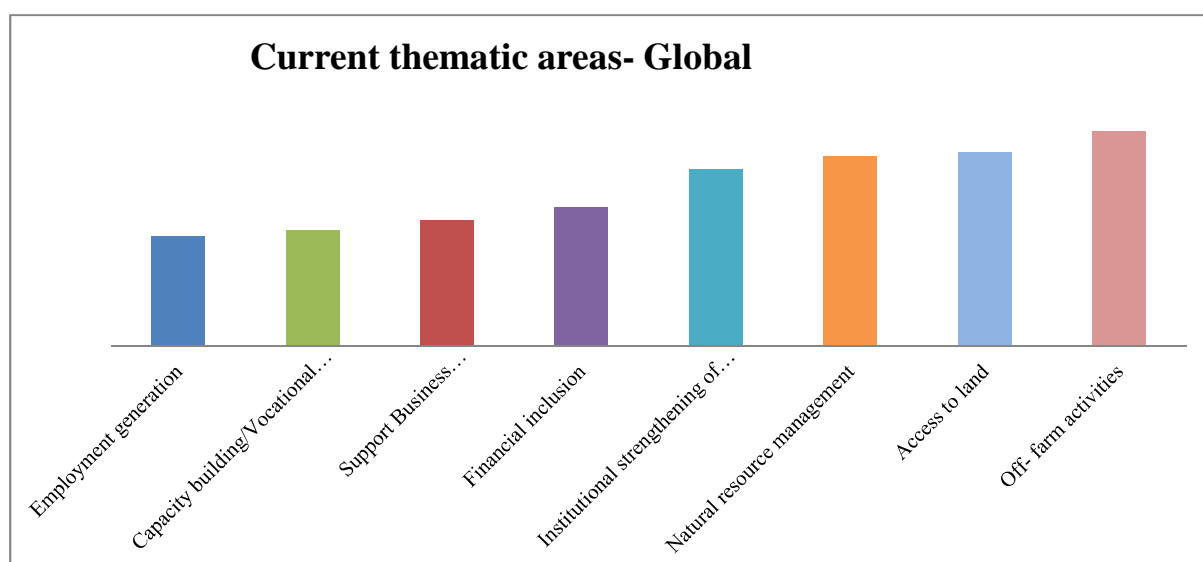
- 201 Projects in five regions were invited to take the survey: 59 in APR, 40 in ESA, 34 in LAC, 34 in NEN, 34 in WCA.
- Roughly over half of them responded (106) to most of the questions: 41¹¹ responses from APR, 25 in ESA, 17 in LAC, 14 in NEN, 9 in WCA.
- Of them, little over 50% (55 respondents) have declared to have prior experience working with youth and almost all of them have provided open-ended answers to questions pertaining main challenges, successes and lessons learned of working with rural youth.
- The full list of countries where projects who responded are located is available in Appendix 1 . The survey is anonymous therefore it is not possible to identify which projects in a given country have taken the survey. Mainly project coordinators and directors have taken the survey: however there are cases where officers in different capacities responded to the survey on behalf of the project.

ANALYSIS

- The questions were designed in order to request respondents to rank from the most relevant option to the least relevant, with the latter having therefore a higher score in absolute numbers. The analysis has been carried out by summing the scores and ranking the options from the most to the least preferred ones. However it should be noted that considering that a low score reflects a high preference, all bars in the charts below should be read in a reverse order, with the lowest being the highest preference and the highest being the least recommended option.

QUESTION 1: CURRENT THEMATIC AREAS

What current thematic areas should IFAD retain in the Youth Action Plan? Please rank the most relevant thematic areas regarding your context (Please rank from the most relevant - 1 to the least relevant – 8 in your context)



Number of respondents: 106

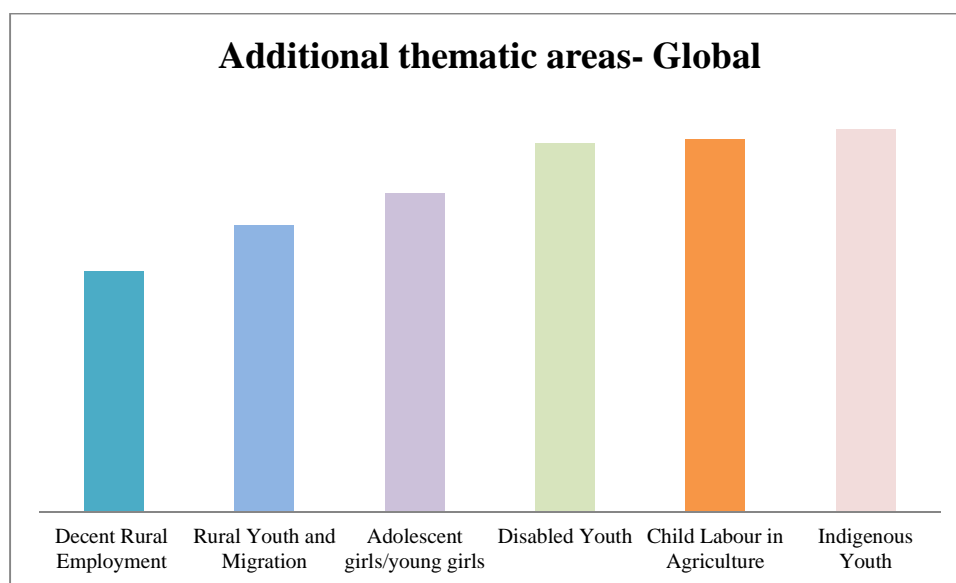
¹¹ This is the overall number of respondents that responded to the majority of the mandatory questions in the survey. The number of respondents by question is available next to the charts below.

QUESTION 1: REGIONAL BREAKDOWN

Regional Division	Employment generation	Support Business Development and Management for young entrepreneurs	Capacity building/Vocational training/education	Financial inclusion	Institutional strengthening of youth organizations	Natural resource management	Access to land	Off-farm activities
TOTAL APR	4	3	1	2	5	6	8	7
TOTAL ESA	1	2	3	4	5	7	6	8
TOTAL LAC	1	2	3	4	5	7	6	8
TOTAL NEN	1	3	2	4	5	6	7	8
Total WCA	1	3	2	4	6	7	5	8

QUESTION 2 :ADDITIONAL THEMATIC AREAS

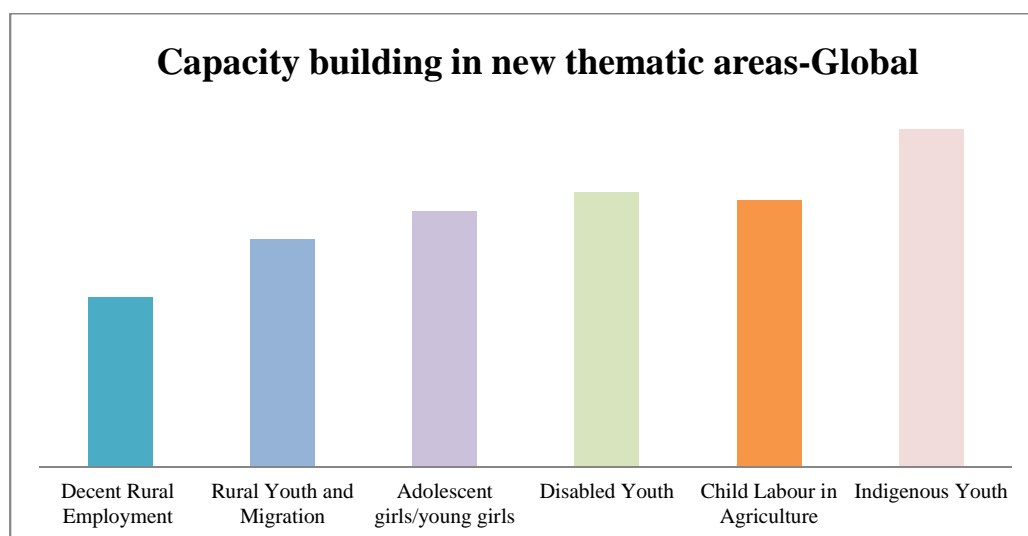
What other thematic areas - that are largely new to IFAD - should be integrated in the Youth Action Plan for IFAD investment on Rural Youth? (Please rank from the most relevant - 1 to the least relevant – 6 in your context)



Number of respondents: 106

QUESTION 6: CAPACITY BUILDING IN NEW THEMATIC AREAS

Kindly rank all thematic areas where you require further capacity building from the least relevant - 1 to the most relevant-6 to you



Number of respondents: 103

QUESTIONS 2 AND 6: REGIONAL BREAKDOWN – NEW THEMATIC AREAS AND RELATED NEEDED CAPACITY BUILDING

8. QUESTION 2: NEW THEMATIC AREAS- REGIONAL BREAKDOWN

Regional Division	Decent Rural Employment	Child Labour in Agriculture	Rural Youth and Migration	Indigenous Youth	Disabled Youth	Adolescent girls/young girls
Total APR	1	5	2	4	6	3
Total ESA	1	4	2	6	5	3
Total LAC	2	5	6	4	3	1
Total NEN	2	5	1	4	3	6
Total WCA	2	5	1	6	4	3

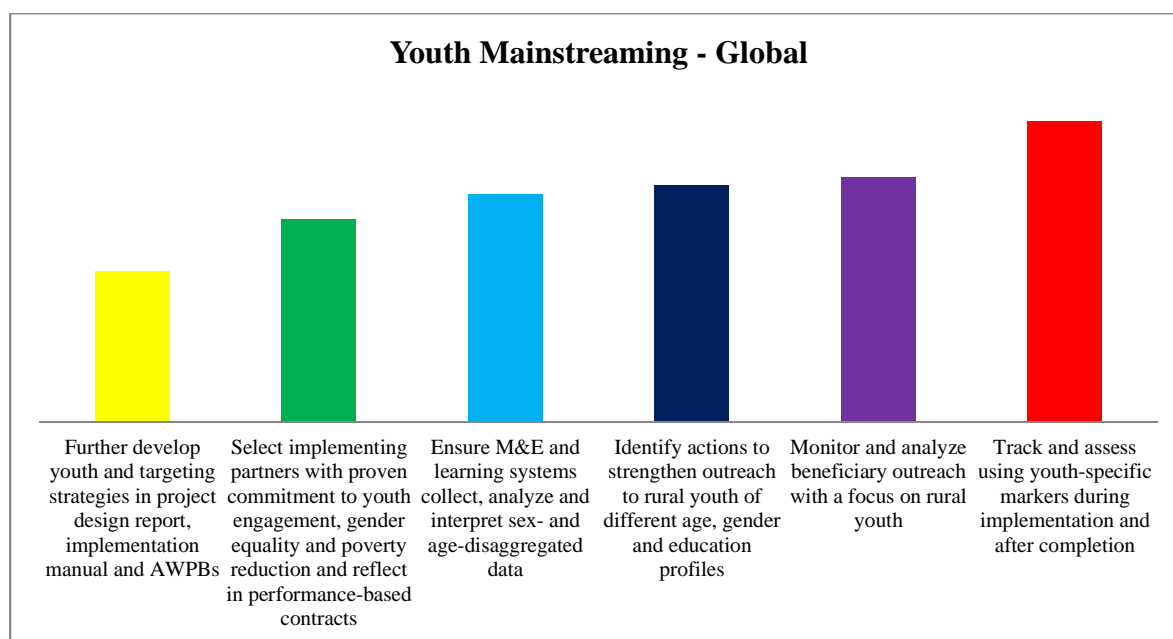
9. QUESTION 6: CAPACITY BUILDING IN NEW THEMATIC AREAS

10. - REGIONAL BREAKDOWN

Region	Decent Rural Employment	Child Labour in Agriculture	Rural Youth and Migration	Indigenous Youth	Disabled Youth	Adolescent girls/young girls
Total APR	4	5	1	3	2	6
Total ESA	1	5	4	2	6	3
Total LAC	4	3	5	6	2	1
Total NEN	1	5	4	2	3	6
Total WCA	3	2	5	6	1	4

QUESTION 3: YOUTH MAINSTREAMING

How can IFAD mainstream youth into project implementation phases? (Please rank from the most relevant - 1 to the least relevant – 6 in your context)



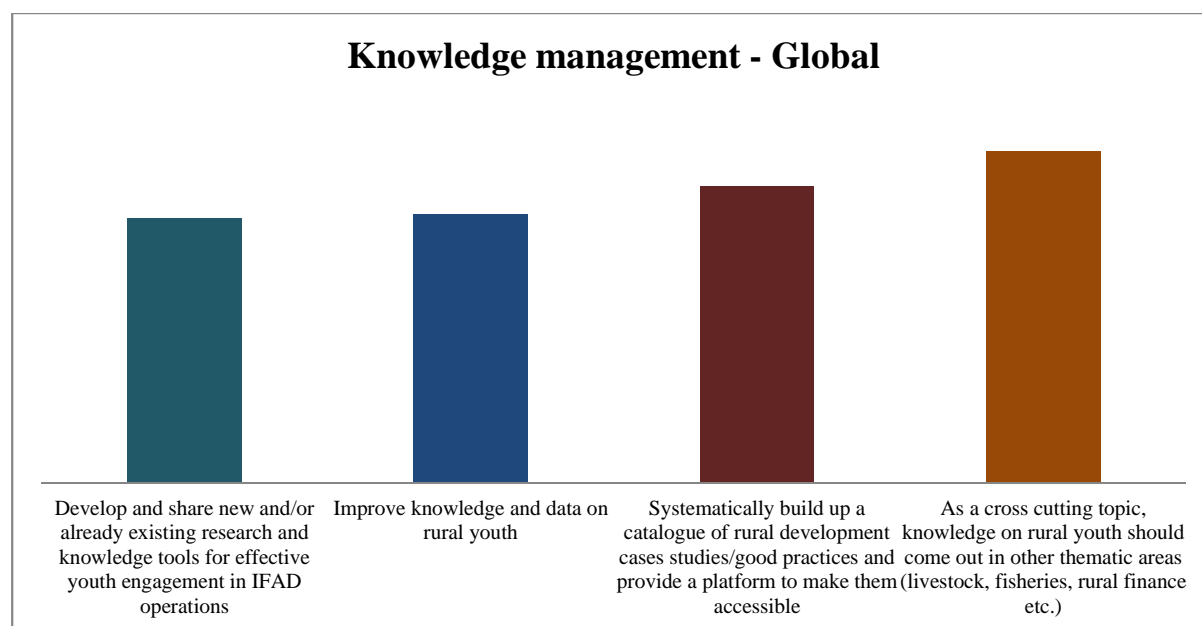
Number of respondents: 103

QUESTION 3: REGIONAL BREAKDOWN

Regional Division	Further develop youth and targeting strategies in project design report, implementation manual and AWPBs	Select implementing partners with proven commitment to youth engagement, gender equality and poverty reduction and reflect in performance-based contracts	Ensure M&E and learning systems collect, analyze and interpret sex- and age-disaggregated data	Monitor and analyze beneficiary outreach with a focus on rural youth	Identify actions to strengthen outreach to rural youth of different age, gender and education profiles	Track and assess using youth-specific markers during implementation and after completion
Total APR	1	2	3	5	4	6
Total ESA	1	4	2	5	3	6
Total LAC	1	2	4	5	3	6
Total NEN	2	1	5	3	4	6
Total WCA	1	2	3	4	5	6

QUESTION 4: KNOWLEDGE MANAGEMENT

What is needed in the area of knowledge Management? (Please rank from the most relevant - 1 to the least relevant -4 in your context)



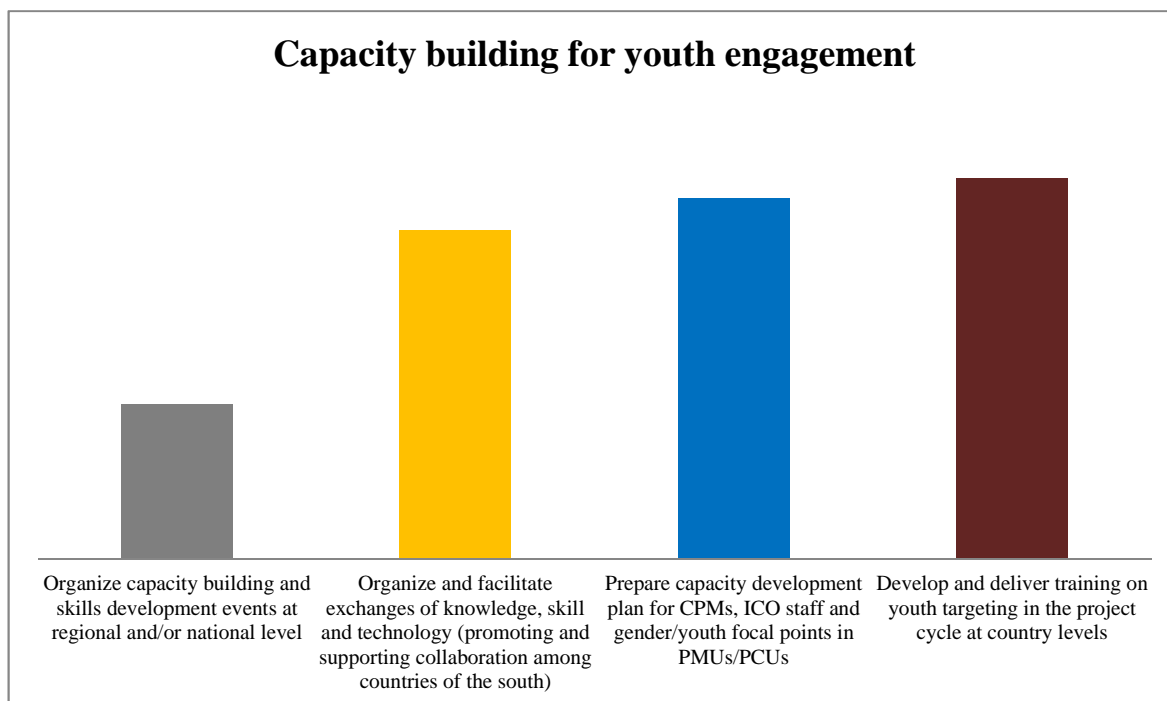
Respondents: 101

QUESTION 4: REGIONAL BREAKDOWN

Regional Division	Improve knowledge and data on rural youth	Systematically build up a catalogue of rural development cases studies/good practices and provide a platform to make them accessible	Develop and share new and/or already existing research and knowledge tools for effective youth engagement in IFAD operations	As a cross cutting topic, knowledge on rural youth should come out in other thematic areas (livestock, fisheries, rural finance etc.)
Total APR	1	3	2	4
Total ESA	2	3	1	4
Total LAC	4	2	1	3
Total NEN	1	3	2	4
Total WCA	3	2	1	4

QUESTION 5: CAPACITY DEVELOPMENT FOR PROJECT STAFF

What kind of capacity development is needed to ensure that IFAD can better engage rural youth? (Please rank from the most relevant - 1 to the least relevant – 5 in your context)



Respondents: 100

QUESTION 5: REGIONAL BREAKDOWN

Regional Division	Organize capacity building and skills development events at regional and/or national level	Organize and facilitate exchanges of knowledge, skill and technology (promoting and supporting collaboration among countries of the south)	Prepare capacity development plan for CPMs, ICO staff and gender/youth focal points in PMUs/PCUs	Develop and deliver training on youth targeting in the project cycle at country levels
Total APR	1	2	3	4
Total ESA	3	4	2	1
Total LAC	3	1	2	4
Total WCA	2	1	4	3
Total NEN	1	3	4	2

LIST OF RESPONDENTS (BY COUNTRY AND DIVISION)¹²

Regional Division	Country (no. of projects)
Asia and Pacific	Afghanistan (4)
Asia and Pacific	Bangladesh (6)
Asia and Pacific	Cambodia (1)
Asia and Pacific	China (4)
Asia and Pacific	Fiji (1)
Asia and Pacific	India (3)
Asia and Pacific	Indonesia (2)
Asia and Pacific	Kiribati (1)
Asia and Pacific	Laos (1)
Asia and Pacific	Nepal (1)
Asia and Pacific	Pakistan (1)
Asia and Pacific	Papua New Guinea (1)
Asia and Pacific	Philippines(4)
Asia and Pacific	Solomon Islands (1)
Asia and Pacific	Sri Lanka (2)
Asia and Pacific	Viet Nam (7)
East and Southern Africa	Angola (1)
East and Southern Africa	Burundi (2)
East and Southern Africa	Comores (1)
East and Southern Africa	Djibouti (1)
East and Southern Africa	Ethiopia (3)
East and Southern Africa	Kenya (1)
East and Southern Africa	Lesotho (3)
East and Southern Africa	Madagascar (3)
East and Southern Africa	Malawi (2)
East and Southern Africa	Mozambique (2)
East and Southern Africa	Rwanda (1)
East and Southern Africa	Uganda (2)
East and Southern Africa	Zambia (3)
Latin America & Caribbean	Argentina (1)
Latin America & Caribbean	Bolivia (1)
Latin America & Caribbean	Brasil (7)
Latin America & Caribbean	Guatemala (2)
Latin America & Caribbean	Guyana (1)

¹² The survey is anonymous therefore it is not possible to know who responded and in which project he/she is working as staff

Latin America & Caribbean	Haiti (1)
Latin America & Caribbean	Honduras (2)
Latin America & Caribbean	Mexico (1)
Latin America & Caribbean	Nicaragua (1)
Near East, North Africa and Central Europe	Armenia (1)
Near East, North Africa and Central Europe	Bosnia and Herzegovina (1)
Near East, North Africa and Central Europe	Egypt (1)
Near East, North Africa and Central Europe	Lebanon (1)
Near East, North Africa and Central Europe	Montenegro (2)
Near East, North Africa and Central Europe	Republic of Moldova
Near East, North Africa and Central Europe	Sudan (1)
Near East, North Africa and Central Europe	Tajikistan (1)
Near East, North Africa and Central Europe	Tunisia (3)
Near East, North Africa and Central Europe	Turkey (2)
West and Central Africa	Ghana (1)
West and Central Africa	Mali (2)
West and Central Africa	Mauritania (2)
West and Central Africa	Nigeria (1)
West and Central Africa	Senegal (2)
West and Central Africa	Sierra Leone (1)

Annex 6. Benchmarking with Selected Multilateral/Bilateral Development Agencies

1. The benchmarking survey covered a set of development partners. Nine responses were received from UN agencies (FAO, ILO), multilateral and bilateral cooperation agencies (OECD, Germany, Netherland and Denmark), and NGOs (Oxfam and Save the Children Fund). Unfortunately, no responses were received from private sector and among the IFIs only Asian Development Bank responded to the benchmarking questions. The results are shown in Annex 6. The following is a summary of the most salient points.
2. When it comes to youth definition, most agencies adopt the UN definition (15-24) which in fact is rarely adopted by developing countries. Bilateral agencies don't make a distinction between rural and urban youth, which in fact is observed by FAO. Others recognize the need to differentiate youth into various subcategories.
3. Most agencies prioritize youth in their strategic frameworks but do not always match these priorities with specific corporate targets, FAO and ILO being an exception. The Danish cooperation has recently started a process of mainstreaming youth within their programs and it is developing appropriate tools for that.
4. With regard to the assessment of youth issues, some agencies are using specific tools (i.e, the Child Rights Situation Analysis, by STC, or the youth labour market assessment by ILO). Several highlighted the fact that these assessment should be done in consultations with local youth organizations and the need to work directly with youth in order to achieve transformational change. Only FAO and the Danish cooperation make reference to principles of engagement for working with youth, while most of them give priority to work directly with youth-led organizations.
5. Common challenges are reported when it comes to systematically reporting on sex and age-disaggregated indicators. Consequently, not all agencies are able to report on specific youth-related results. Likewise, each agency is struggling to source data on youth by relying on multiple institutions (WB, ILO, OECD, EU, UNDESA). With the exception of ILO, most agencies carry out youth-related research through external institutions.
6. The agenda of youth-related policy issues varies for each agency but the issue of youth employment stands out as a common priority. All agencies are working on mechanisms for dialogue with youth organizations, either through established forums, focus group discussions, regional or global events, or alternative solutions (the student think-tank WestWing by the NL cooperation). All agencies are also engaged in advocacy activities for more support to youth through different events and mechanisms. Two specific examples are the UN-Inter-Agency Network on Youth Development (UN-IANYD), to which IFAD participates, and the Global Initiative on Decent Jobs for Youth led by ILO.
7. All agencies avail of specialized technical expertise on youth, sometime both at their headquarters as well as at the field level. They recognized the importance to provide institutional support in building and/or strengthening technical capacities in this domain, having developed specific tools and training modules. Selected examples are the e-learning courses on productive employment and child labour, by FAO, the "Life skills for success" by STC, the Youth Employment Academy, by ILO.
8. Finally, with regard to young staff within their organizations, most agencies have internship and young professional programs, giving also access to training opportunities. It is less clear whether following

these initial experience, young staff can avail of specific programs to progress on career development. Only FAO, ILO, OECD and NL are reporting on staff age-disaggregated data.

Benchmarking with Selected Multilateral/Bilateral Development Agencies

FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
1. Does your institution's strategic framework prioritize youth? If so, how? Does it relate to SDGs?								
<p>FAO places a strong focus on youth in its Strategic Framework. Under its Strategic Programme 3 “Reducing rural poverty”, the Organizational Outcome 2 (SP3/OO2) commits FAO to ensure “Countries enhanced access of the rural poor to productive employment and decent work opportunities, particularly among youth and women, therefore with an explicit focus on youth. Another key area of work under FAO’s Organizational Outcome SP3/OO2 is the prevention of child labour in agriculture contributes to SDG target 8.7.</p>	<p>Save the Children has launched its new Global Strategy “Ambition 2030” which, in line with our vision and mission, commit the Organization to inspire three breakthrough by 2030: I) No child dies from preventable causes before their fifth birthday, ii) All children learn from a quality basic education, iii) Violence against children is no longer tolerated. Such new strategic framework puts Youth at its centre and, most importantly, the most deprived and marginalized one</p>	<p>For OECD member countries, the OECD has adopted a Youth Action Plan in 2013. For developing countries, the OECD Development Centre (DEV) since 2014 has been working a EU-funded project (2014-2018) on Youth Inclusion using a multi-dimensional approach. Youth is inscribed in the regular programme of work until 2020.</p>	<p>Currently, the Policy Outcome 1 of the ILO’s Programme and Budget for the biennium 2018-19 concentrates on “More and better jobs for inclusive growth and improved youth employment prospects”. Specific targets are set and actions planned to meet this outcome with a particular focus on country and regional level work. This strategic framework is aligned with the SDGs with a particular attention on Goal 8, which places full and productive employment and decent work for youth at the centre of the new development vision.</p>	<p>Oxfam’s educational programmes run by the Youth Active Citizens (YAC) community apply the methodological approach of <i>Global Citizenship Education</i> in capacity building activities for young people, with the aim to build a strong shared vision of society in different regions of the world to bring transformative change in line with Oxfam’s strategic plan and the Agenda 2030 of the United Nations.</p>	<p>No</p>	<p>There is no prioritization at institutional level as such. However, Youth is a focus in certain initiatives and programs (e.g. in the Global Program “Green Innovation Centres” as part of the Special Initiative “ONE WORLD – No Hunger” and different bilateral programmes)</p>	<p>Yes, youth is a cross-cutting priority in the Strategy for Development Cooperation and Humanitarian Assistance, The World 2030 - that is also aligned with the SDGs.</p>	<p>Youth is prioritised with the SDG’s take a prominent role in our foreign policy note. he Netherlands also focuses on widening the economic and political space for the young to be able to become part of the future of their own country.</p>
2. Does your organisation have a definition for youth? If yes, which one is it?								
<p>FAO adopts the UN definition for youth of 15 -24 years. However, when supporting specific countries or regions, FAO adapts to national and regional definitions when referring to youth.</p>	<p>Save the Children defines adolescents and youth as a stage of social development between childhood and adulthood rather than with an age range, given that the physical, psychological and cultural expressions of a specific age may differ quite substantially across contexts. Only for statistical purposes, STC makes use of common definitions</p>	<p>No, but usually 15-24 is used for statistical purposes. For developing countries, we often use 15-29 to capture transitions from school to work.</p>	<p>The age range from 15 to 24 years has been applied by the ILO to capture the period of transition between childhood and full adulthood. More recently, considering that young people are now spending more time in education and are also taking longer to enter the labour market, a slightly broader age-range that includes those aged 25 to 29 has also been</p>	<p>The YAC definition mentions that “there is no universally agreed upon definition of youth. It is both a social and cultural construct bound by a range of indicators including age, marital status, financial dependency, responsibility and emotional dependence on primary caregivers. These indicators vary considerably across</p>	<p>Yes, Ages 15 to 30</p>	<p>BMZ and GIZ use national or common international definitions, depending also on the specific program or country context. As part of a current exercise for collection of “aggregated results”, GIZ is using the classification “15-24 years” if age disaggregated data is available.</p>	<p>Denmark has a flexible definition of youth – defining it as the transition stage from child to adult, from dependent to interdependent. Although, there is also acknowledgement that different regions and institutions use different age definitions.</p>	<p>The Netherlands follows the definition used by the UN Youth. Definition of youth perhaps changes with circumstances, especially with the changes in demographic, financial, economic and socio-cultural settings; however, the definition that uses 15-24 age cohort as youth fairly serves its statistical purposes for assessing the needs of the young people and providing guidelines for</p>

	(adolescents 10-19, youth 15-24, young people 10-24).		in use for statistical and analytical purposes (e.g. school-to-work transition surveys). Youth employment action at the country level takes into account the national definitions of youth and implies close work with national stakeholders to identify appropriate target group age-wise depending on the needs and intervention type.	cultures and contexts. Characteristics of youth and the relationship of these to their age can also vary across national and regional contexts, and between individuals. Like the United Nations and many other organisations working in the development sector, Oxfam defines 'youth' as between the ages of 15 and 24, acknowledging that young people can represent a more fluid category than a fixed age group would suggest.				youth development. The sustainable economic development department has not a clear definition for youth
FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA

3. Does your organization distinguish between rural and urban youth? If yes, does it have a definition for rural youth?

Yes, given FAO's mandate and areas of intervention as well as the relative severity of poverty and food insecurity in rural areas, the Organization prioritizes rural poverty reduction and supports rural youth as its main target group under its Organizational Outcome on decent rural employment (DRE).	As afore mentioned, in order to inspire the global breakthrough STC target the most deprived and marginalized youth in all contexts. However, while at programmatic and research level target interventions and studies are carried out, at current there is no adopted and binding definition for rural and urban youth.	Not systematically. At DEV, for developing countries, a separate study on rural youth was done. Definition was already in the survey collected, which applied usually the definition used by the country.	The ILO has carried out extensive work into documenting the definitions used to classify urban and rural areas in official country level labour statistics. This effort led to the development of the ILO's Rural Labour Statistics Dataset on employment; which to the extent possible this information is merged with age disaggregated data to gather information on youth in rural and urban areas	Oxfam's toolkit: <i>Engaging Youth in Our Work on inequality</i> defines youth into sub-categories based on political participation and influence, geographical inequality, social inequality, economic inequality, environmental inequality, gender inequality, generational inequality and racial/ethnic inequality.	No	No, there is no distinctive definition for rural or urban youth.	No, there is no distinctive definition for rural or urban youth.	Youth are not distinguished between rural and urban youth, however the interventions on the ground do vary based on whether there is an intervention in a rural or urban setting.
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4. What are the corporate targets related to rural youth, or youth in general?

<ul style="list-style-type: none"> Ensuring youth inclusiveness in sustainable food production and resilient agricultural practices while addressing the main challenges (access to knowledge, inputs, land, credit, etc.) Harnessing the developmental impacts of rural youth employment via enhancing policy coherence Increasing youth resilience to crises via jobs youth employment promotion and child labour prevention in agriculture 		<p>Policy support for rural youth are usually on decent employment creation and how to create incentives and enabling environment for youth to want to stay in rural areas.</p>	<p>ILO's corporate targets on youth relate to the support offered by the Office to member States in developing and implementing strategies and programmes targeted at young people, including rural youth, as specified in the Programme and Budget document for the biennium 2108-19.</p>	<p>As part of its meta-theory of change; Oxfam's aim is that youth groups, institutions and communities create positive, equitable and sustainable changes that will drive youth participation and leadership.</p>	<p>None</p>	<p>There are no overall corporate targets, but commitments to contribute to internationally agreed targets (such as the G20 Initiative on Rural Youth Employment) or targets within individual programs.</p>		<p>The Department for Sustainable Economic Development works along two lines:</p> <ul style="list-style-type: none"> To collect –as much as possible- age-disaggregated data on results of projects and programs related to Private Sector Development. Per project or program specifically focussing on work and income for youth specify targets regarding jobs, income, capacity building, access to finance, etc.
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MAINSTREAMING YOUTH IN OPERATIONS

5. How does your organization assess youth issues in country strategies and in project design?

<p>FAO project formulators and implementers, both from a risk perspective (Environmental and Social Management Guidelines) and results perspective, are requested to optimize the potential of agri-food development and natural resources management, to create more and better employment opportunities for the poor, especially in rural areas and especially for youth.</p>	<p>The main tool used by STC is the “Child Rights Situation Analysis”(CRSA) that is carried out at national level every 3 years. Through consultation with the Organization as well as with local actors the CRSA builds an analysis of: country environment in which SC is working; extent to which children’s rights are realized in that context; opportunities and obstacles present</p>	<p>OECD usually works with ministries responsible for youth issues. Projects are designed by looking at national youth strategies or policies along with national development strategies to see if youth-specific programmes are indicated. For rural youth, OECD looks at agriculture development policies to see if youth considerations are made.</p>	<p>ILO considers an accurate assessment of the youth labour market situation and needs as a precondition for meaningful youth employment strategies and project making. Youth labour market analysis makes the objective of ILO guidelines and training materials, and continuous efforts are spent to enhance assessment tools and methodologies and to adapt these to national contexts. A specific methodology has been applied to describe transitions from school to work.</p>	<p>Oxfam's Theory of Change identifies three crucial paths for supporting youth active citizenship: via youth groups, communities and institutions. Despite the fact that there is no sequence or priority between the paths, as they offer different avenues to achieving change by working in partnership with young women and men, the YAC community recognises working directly with young people as a priority in order to achieve transformational change</p>	<p>Country strategies and project design may use age aggregated data and target young people or children specifically</p>	<p>Country Strategies and project designs are based on the analysis of major development challenges as well as the commonly agreed priorities with partner countries. In many country strategies and projects, youth issues are a key aspect addressed in relevant priority areas like rural development, sustainable economic development, etc.</p>	<p>The Danish cooperation has recently started a process of mainstreaming youth within their strategies and programmes. However, it is still an early process of developing the tools as to <i>how</i> youth focus and youth participation will be mainstreamed.</p>	<p>Projects conduct their own research in consultation with knowledge-based institutions (e.g. INCLUDE), Dutch embassies that offer briefings on the issues based on the ground realities and partners (such as Agricord, Agriterra) on issues that they come across in the field. With the new policy note new country strategies will be developed by the Netherlands embassy network. In the project cycle in a very early stage youth relevance of the project is assessed as part of the intake for new project ideas.</p>
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FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
6. Does your organization have specific principles of engagement for working with youth?								
FAOs guiding principles for youth engagement are: • Youth inclusiveness; in particular to “Engage and empower youth”, • Gender equality (in terms of gender equality, specifically referred to young women) • Sustainability / Environmental sustainability • Good governance • Human Right Based Approaches (HRBA) and decent work	Being a child-focused Organization, the youth focus is at the core of STCs mission and mandate.	No specific principles.	The ILO’s Call for action on youth employment (2012) – one of the main policy instruments guiding ILO action on youth employment – recognises that “Youth are part of the solution. Their voices should be heard, their creativity engaged, and their rights respected in dealing with the youth employment crisis”. Accordingly, the Office endeavours to listen to and engage with young people.	A set of underlying factors exist across the ToC to enable collective impact and transformational change. These factors have been grouped into ‘ internal empowerment ’ (Internal empowerment relates to the individual capabilities and attributes that lead to active citizenship) and ‘ enabling environments ’ (Specifically, this refers to broader environmental influences, which extend beyond the individual, to support young women and men in being active citizens).	Youth organisations are given no specific privileges under the SOPs. ADB encourages youth participation and has launched a Youth for Asia initiative in 2013 aimed at supporting the voice of youth in development and also youth contribution to operations		As a principle, The Danish Cooperation strategy outlines that "development by and with youth, not merely for youth".	No specific principles.
7. Does your organization prioritize working with youth-led organizations or other implementing partners?								
Yes, FAO prioritizes working with and supporting the empowerment of youth-led organizations at global, regional and country level. Increasingly, the Organization partners with youth organizations as co-implementers. Further, FAO partners with other UN agencies, particularly the ILO, and is member of networks like the United Nations Inter-Agency Network on Youth Development (IANYD), the International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA), and the	Since “empowering children” as agents of change is one of the set objectives embedded in STC Strategy, the organisation dedicates particular efforts to work with youth organization and ensure the voice of youth is heard. Save the Children believes that enabling and amplifying the voices of children, increasing child participation, and providing them with a means to create change, will provide the continued ability to achieve impact for children.	In the Youth Inclusion project, OECD involves/consults with youth-led organisations, usually National Youth Councils.	In mainstreaming youth operations, though the ILO operates primarily through its tripartite constituents (governments and workers’ organisations), it pursues consultation and collaboration with other relevant development stakeholders which normally include youth-led organisations	When involving young people, Oxfam specifically targets: • Vulnerable and marginalised young people who are seriously affected by one or more inequalities, and particularly intersectionality of inequalities (economic, political, gender, ethnicity, sexual minorities, people living with disability.) • Young people with potential to make profound changes - that is those young people who have interest in the issue we are raising, commitment to the cause and/or capacity to make a difference • Young people belonging to social movements , who are involved in the issues facing their society (local, national and global)	ADB supports working with Youth-led and Youth-focussed organisations under the Youth for Asia initiative	There is no prioritization as such. It depends on the country and project contexts and the role and capacities potential partner organization have in the specific context.	Yes, through strategic civil society partners, youth led-organisations are supported. Funding is also channelled through the Dutch Youth Council (DUF) where Danish youth organisations partner with youth organisations in the global south.	Dutch projects have been engaged with affiliate student think-tank The WestWing. The Netherlands also invests in start-ups led by young entrepreneurs. Operations also partner with youth-led organisations such as Agricord. Youth integration in Farmers’ Organisations (FO) and in agricultural activities receives special attention within AgriCord’s Farmers Fighting Poverty programme (FFP).

Global Migration Group (GMG) to further rural youth discourse at global level. FAO is also part of the Global Initiative on Decent Jobs for Youth, and coordinates with the ILO, the thematic area of Youth in the Rural Economies								
FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA

8. Are sex and age-disaggregated indicators mainstreamed and reported on regularly?

Although stressed, it is still not systematically, but left to the consideration of each project M&E framework and responsible officer.	STC has globally and systematically deployed substantial efforts to ensure that sex and age-disaggregated indicators are mainstreamed in each programming. However, while at global level this has already produced remarkable results, SC acknowledge that additional efforts will need to be carried at both thematic and geographical level.	Yes	The ILO maintains a statistical system of labour market indicators which are sex and age-disaggregated. Information can be found on line at www.ilo.org/ilostat (ILOSTAT database). An important reference in the youth employment area is the “ Global Employment Trends for Youth ”, a biennial publication that provides a global overview of young people’s labour market situation and trends (latest edition: 2017		Sex aggregated data is reported on.	Sex-disaggregated monitoring is a common standard wherever possible at project level. Age-disaggregated data is collected in certain relevant projects depending on the impact model. In the upcoming collection of “aggregated results”, GIZ sex- and age- disaggregated data will be recorded for key aggregated indicators as far as possible.	Not as yet, however, discussions on the matter are currently ongoing.	Sex and age-disaggregated indicators are part of the Theory of Change of the Department for Sustainable Economic Development, lead department for the policy Work and Income, especially for youth. The department is currently boosting youth projects and will put a strong emphasis on disaggregating the data not only in terms of age and gender but also on fragility.
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EVIDENCE-BASED KNOWLEDGE MANAGEMENT

9. Where does your organisation source data on youth?

FAO strives to serve as a knowledge network collecting, analysing and disseminating data that aid development. Within that effort, FAO collects age-disaggregated data, included in FAOSTAT data. FAO collaborates with other UN-agencies and institutions specialised in collecting data such	Data on Youth are mainly sourced through DHS and Save the Children own assessments.	Data on youth is sourced from LFS, ILO’s school to work transition surveys for 32 countries (collected between 2012 and 2015)	Data on youth is obtained from different sources: ILO’s and other repositories and data-sets (UN, OECD, Eurofound, others); national statistics; regional institutions (EC, AfDB, others); international literature; project/programme reports; youth surveys and focus group discussions with young people.		UN statistics and Youth Development Index (YDI) of the Commonwealth along with country youth policy documents	Data is usually compiled for specific purposes (and limited scope) from different sources like e.g. baselines and M&E systems, available studies or research publications, etc.	Data is obtained through multiple sources – World Bank, UN agencies, ILO, EU, etc.	Data is predominantly sourced through partner NGOs, universities, businesses, other government bodies and finally, the departments own research work.
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as UNDESA, ILO and the World Bank.								
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10. How does your organization reports on specific youth-related results?

At the end of each year, FAO’s Technical Divisions and Decentralized Offices report on their respective results achieved at global, regional and country levels. The main results are then published in the Medium-Term Reports and Programme Implementation Reports.	Being a child-focused Organization, all Save the Children reports are meant to highlight the impact of our initiatives on Youth. In addition, ad in order to strengthen our programming for and with children, Save the Children has identified "Quality Benchmarks". Many our Quality Benchmark are based on international agreed standards, such as Sphere , INEE , and Child Protection in Emergencies , as well as a range of other thematic resources in Save the Children Quality Framework.	For developing countries, OECD had developed a policy toolkit to review youth well-being policies and just completed 9 Youth Well-being Policy Reviews. For OECD and some emerging economies, we have a report called Investing in Youth which reviews youth employment policies.	Results of ILO work on youth employment are captured in documents presented to ILO’s Governing Body (GB) members; documents which are presented and discussed on the occasion of GB sessions. Project evaluation reports offer insights on the outcome of and lessons learnt from interventions. Thematic, independent evaluations are also carried out to assess the overall outcome of ILO action in the youth employment area over a given period. A similar exercise covering the period 2012-17 is ongoing.	Results are brought out through MEAL Reports, Impact reports, briefings, videos, case studies, etc.	No specific reporting	There is no comprehensive reporting on youth results, but for specific programs (such as the “Green Innovation Centres”). In addition, the current compilation of “aggregated results” within GIZ will allow reporting on a certain set of indicators with age-disaggregated data.	Reporting on specific youth-related results is currently under development.	The Theory of Change of the Department for Sustainable Economic Development, lead department is the basis for the policy Work and Income, especially for youth. Every year results are communicated to Parliament.
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FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
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11. Does your organization work on youth-related research?

FAO works closely with the ILO, academia and other partners, including the UN Research Institute for Social Development (UNRISD), the World Bank, IOM, NEPAD, the International Food Policy Research Institute (IFPRI), and the Consultative Group for International Agricultural Research (CGIAR) to improve	Being a child-focused Organization all Save the Children Research work adopts a youth lens and has Youth as main target group.	Yes, DEV and ELS (employment directorate) both work on youth specific issues. ELS on OECD member countries and DEV on developing countries.	Knowledge development and dissemination – including research work – is one of the main operational pillars of the ILO in the youth employment area. Over the years, the ILO has published a vast amount of documents (books, reviews, working papers, impact reports, others) on different subjects pertaining to the promotion of decent work for youth.	Yes	Yes ADB supports ad-hoc research on youth it has recently undertaken research on Evidence based research related to Youth contributing to SDGs and Employment research related to the effect on Artificial Intelligence and disruptive technologies on jobs.	Certain research work is carried out as part of the Special Initiative “ONE WORLD – No Hunger” (e.g. DIE/GDI report on youth employment strategies). Recently, specific studies and research has been commissioned/ supported on different aspects of rural (youth) employment, including: - <i>OECD-SWAC: Agriculture, Food Economy and jobs in West Africa</i>	Currently under development, but a youth-development cooperation was conducted by the youth-led organisation <i>Restless development</i>	Yes, there is ongoing research work. Apart from the work of partners (such as knowledge platform INCLUDE), there is also a Youth Taskforce at the department of sustainable economics at MoFA. Youth exclusion in the labour market is a prominent issue.
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international efforts for data collection and analysis on decent rural youth employment.								
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ADVOCACY, POLICY ENGAGEMENT

FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
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12. What are the main youth-related policy issues addressed by your organization?

<p>FAO proactively supports countries in the development of policies and programmes to address the key challenges that youth face in engaging in agriculture e.g. Child labour, access to decent work, green jobs, land, finance, information, disadvantaged groups of workers - particularly youth, women and migrant workers in rural areas.</p>	<p>Using the lens of Save the Children advocacy work <u>on adolescent nutrition</u> the main policy issued addressed are:</p> <ul style="list-style-type: none"> - Data and research gap on adolescent nutrition. - Nutrition policies targeting adolescent as a specific group in their own rights are needed. - Prevention of Early marriages and early pregnancies – SRH - Youth/adolescent involvement in policy and programming 	<p>OECD major focus on youth-related policy issues revolve around Employment and social protection.</p>	<p>The ILO is mainly concerned with promoting decent work for young women and men everywhere.</p>	<p>Political Participation</p>	<p>ADB does not have a youth policy</p>	<p>Within the area of food and nutrition security and rural development, there is a focus on rural youth employment (including skills development, value chain development, etc.).</p>	<p>The major topics of focus are Youth and SRHR/health, youth and jobs/entrepreneurship, youth, peace and security (SC2250), education, and youth participation/good governance</p>	<p>The mains topics that are of high priority to the Netherlands encompass: Youth & gender; youth & fragility, and youth & education and; creating jobs for youth -mainly by supporting young entrepreneurship and jobs for youth in SME's with growth potential;</p>
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FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
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13. Does your organization have forums and/or mechanisms for dialogue with youth organisations? Can you please describe them?

<p>The organization has Guidelines for Ensuring a Balanced Representation of Civil Society in FAO Meetings and Processes, which includes youth representatives. FAO is also beginning to dialogue more with youth representatives. In 2017, FAO and the International</p>	<p>Save the Children has globally facilitated several forums and mechanisms aiming at fostering dialogue with Youth Organization. One such initiative known as "Sottosopra" is an educational project that aims to create a pool of adolescents active throughout the country to promote the "voice of the youth" in the various activities of</p>	<p>Although there is no regular forum, in April OECD recently organised a Forum on youth development</p>	<p>A dialogue with youth organisations is maintained through surveys, focus group discussions, and different types of events. Youth-led organisations are involved in national consultations on youth employment policies and strategies, as well as in relevant training and capacity building activities. Regular consultation are also held with regional and</p>	<p>Oxfam has been engaged in dialogue through the platform on Youth Active Citizens. However, this has been closed at the beginning of 2018 as it was not cost effective and since mostly young people participate through Oxfam Youth Programmes Facebook group</p>	<p>ADB routinely has both specific youth focussed forums or invites youth to other international forums. The ADB hosts the international Asia Youth Forum annually</p>	<p>Dialogue platforms are a major instrument for stakeholder engagement and participation in many programs. There is however no general dialogue with youth organisations. A specific youth dialogue took place with a group of young people from African countries, Germany and other G20 countries in the preparation of the G20</p>	<p>The Danish Youth Council has a set in the Minister for Development Cooperation's advisory board. Also the Minister for Development Cooperation host pre-briefings for youth organisations before major events such as UN General Assembly</p>	<p>Specific forums just for youth organisations do not exist yet. , dialogue mechanisms are usually via the affiliated student think-tank called The WestWing. The department is also active on social media using the hashtag campaign #work4youth.</p>
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Planning Committee for Food Sovereignty (IPC) invited youth representatives to train them on viable tools and governance mechanisms, to enable their effective participation in international fora.	Save the Children, in view of their involvement in decision-making through consultation activities, peer education, peer research and peer to peer campaigns. It involves boys and girls between 14 and 22 years old who got organized in urban groups.		international youth representative groups (e.g. European Youth Forum, and UN Major Group for Children and Youth).			Conference “Future of the Rural World”.		
FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA

14. Does your organization advocate for more focus/support on youth? If so, how?

At the global level, FAO participates in cooperation mechanisms such as the Inter-Agency Network on Youth Development (IANYD). A key aspect of FAO’s advocacy for youth is to foster their involvement in policy dialogue and processes as well. At global level, FAO provides technical inputs to the annual ECOSOC youth forum, and has advocated for the inclusion of specific youth employment issues for young indigenous peoples in the Global Indigenous Youth Caucus.	STC develops and disseminates discussion papers/researches through our partners and existing CSOs and INGOs networks; organizes dedicated events, advocacy and lobby actions aiming to highlight the importance of investing in Youth; identifies action-oriented strategies and best practices and mainstreaming these into programming; and brings the voice of youth to relevant events.		Advocacy is another of the main pillars of the ILO action on youth employment. Activities range from communication to the organisation of and participation in dedicated events (conferences, dialogues, experts/donors meetings, etc.), exchanges and joint undertakings with private sector companies, and participation in the works of the UN Inter-Agency Network on Youth Development (IANYD) and Global Initiative on Decent Jobs for Youth, the ILO.	Oxfam advocates via its participation in different fora such as the UNICEF Experts meetings, Global Campaign for Education, UNESCO and others.	ADB internally advocates across projects for more focus on young people and contribution of young people to projects through the Youth for Asia initiative	Yes, e.g. at international level, including through the promotion of the G20 Initiative on Rural Youth Employment. Youth is also advocated for within programs/ projects for bilateral cooperation. On conceptual level for knowledge development and exchange (including through the new Sector Project “Employment in rural areas with a focus on youth”).	Yes. For example at the EU-AU summit in Autumn 2017 and at UN General Assembly	Advocacy for more focus and support to youth is usually targeted within the ministry, to private sector actors and to all partners. A foreign policy note has made youth a main priority for the Netherlands.
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TECHNICAL SUPPORT AND CAPACITY BUILDING FOR YOUTH MAINSTREAMING

FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA
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15. Does your organization avails of specialized technical expertise on youth? If so, how much? Is this expertise decentralized?

At the Headquarters level, FAO has a dedicated multidisciplinary team working on youth employment from different angles, including experts on gender, migration, green jobs, child labour and the 15-17 age group etc. More recently, the Organization has made an effort to develop the capacities and expertise in decentralized offices. Often, external experts are brought in, in the context in these webinars to present specific topics or initiatives on youth employment. The Decent Rural Employment Technical Network has a membership of over 200 colleagues at the headquarters, regional and country levels, in addition to colleagues based in liaison offices.	At all levels Save the Children counts on dedicated Technical Advisors (TA) with a specific expertise on Youth in the different thematic areas of child poverty, health and nutrition, child protection, child rights governance and education. Moreover, in order to provide to provide strategic direction and coherence to our global thematic work, SC has established the so called "Global Themes" that are global network leadership bodies working across the movement and serve as a repository of our global expertise.	We have developed a policy toolkit to support governments in developing countries to analyse youth-specific issues (education, employment, health and civic participation). The toolkit is published .	The ILO's Youth Employment Programme (YEP) operates through a network of ILO specialists from different technical units at the HQs and in the different regions. Located at the Employment Policy Department of ILO Geneva, the YEP Unit coordinates policy research, analysis and the production of guidelines and practical tools on youth employment. The ILO also leverages the collective experience and expertise of partners of the Global Initiative on Decent Jobs for Youth to connect, capture and share best practices across thematic focus areas, from green jobs for youth to youth in fragile situations.	Yes, with different focuses depending on the country's programmes.	ADB's NGO and civil society center supports ADB's work with youth.	Some specialized expertise exists, both at HQ and in countries (depending on the project).		There is a youth employment taskforce at the department of sustainable economics at the ministry. In addition, technical expertise is being established within the organisation and the embassies. There is also collaboration with external expertise from international organisations.
FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA

16. Does your organization also support capacity building activities in this domain? If so, how?

Capacity development is one of FAO's core functions and in this context the Organization has developed an Integrated Country Approach (ICA) for promoting decent rural employment. The DRE toolbox, an online repository of	Save the Children has a global strategy and associated global themes mandated to gather and articulate evidence and disseminate best practices and methodologies, sharing tools and approaches through webinars and participatory training courses. In particular, SC has one	The Youth Inclusion project provided national training to ministry of youth staff on monitoring and evaluating youth programmes	Training and capacity building activities on youth employment and related topics are delivered at the international, regional and national levels. The International Training Centre of the ILO in Turin, Italy, offers regular courses for ILO constituents and other actors including youth-led organisations. At the regional level, a recent capacity		ADB supports youth forums and events which leads to capacity building also youth as beneficiaries to targeted education interventions benefit youth	There are no specific trainings. However, capacity building takes place through knowledge development and exchange; through general portfolio development for bilateral cooperation.		The department organises various events in regards to youth employment. There is also use of a student think-tank (The West Wing) that is affiliated with the MoFA.
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FAO guidance materials, case studies and good practices by themes, and the FAO E-learning course on Productive Employment and Decent Work in rural areas Moreover, FAO (jointly with ILO) has developed an E-learning course on Child labour in agriculture. As regards its staff, FAO organizes regular events (face-to-face and virtual) for colleagues working on youth-related issues worldwide.	methodology specific on youth “Life skills for success” focusing on five areas -Social Skills, Higher Order Thinking Skills, Self-Control, Positive Self-Concept, Communication-together with a Transferable Life Skills Toolkit, targeting youth transition into adulthood and the application of life skills in daily life.		building project addressed AfDB officials, whilst other initiatives have been targeting mixed audiences in the MENA region and CIS countries respectively. It should also be noted that ILO-supported development cooperation projects normally include a capacity building component.					
FAO	STC	OECD	ILO	Oxfam	ADB	German Development Cooperation	Danish Cooperation	Dutch MoFA

17. Does your organization have a specific budget for capacity building?

Yes, regular budget funds are allocated every two years to the Organizational Outcome SP3/OO2 as part of the biennial Programme of Work and Budget. Further, via Trust Funds, FAO implements specific rural youth employment projects and programmes across developing regions.	Staff training costs are normally included in our programs’ budget. In addition, through an internal mechanism of "pool funds" Save the Children may decide to allocate specific budget for ad hoc capacity building initiatives carried out within the frame of wider interventions.	Only within the project budget. No regular budget.	Financial resources are mobilised through different budget lines to support training and other capacity building activities at the international, regional and national levels.		ADB supports youth contributing to project activities through periodic technical assistance funding.	No		No, there is no allocated budget for the youth employment taskforce.
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YOUTH IN YOUR ORGANIZATION

18. Does HR reports on staff age-disaggregated data?

Yes, staff age-disaggregated data is available, which are published in periodic reports.		Possibly yes	Yes. Partially. The Governing Body (GB) annual report reflects the composition of ILO staff by Gender and Age Diversity		Such data is collected and used in internal analysis	No	No	Yes, HRD maintains age-disaggregated data on staff.
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19. Does your organization have specific programs to facilitate career development for young staff?

<p>FAO's Internship Programme aims to provide a learning opportunity to talented young women and men (below the age of 31). The Internship Programme provides selected students, enrolled in an undergraduate or postgraduate degree programme or recent graduates, with the opportunity to supplement their academic knowledge with a practical work experience in a field related to the work of FAO. FAO is also involved in the Junior Professional Programme of the United Nations.</p>		<p>Young professional programme, Internship programme.</p>	<p>YES. The ILO has also maintained for many years now successful programs for the development of young talent. In particular, through the Internship programme and the JPO programme.</p>		<p>ADB has a Young professionals Program specifically targeting young people</p>	<p>Yes, e.g. in BMZ and GIZ the "Young Professional Program" or support to development-related Post-Graduate Courses by German universities/institutes (DIE/GDI and SLE/HU-Berlin).</p>	<p>To a certain extent. For example, there is a diplomat program for all young staff.</p>	<p>Yes, there are several internships, traineeships and programs specifically for young people such as the Young Expert Program, Advanced Master in International Development traineeships, Rijks traineeships and a Diplomat class program among others. Young staff are also offered a wide range of trainings, learning events and special internships at other departments/embassies to exchange knowledge and enhance learning.</p>
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Annex 7. List of Main Youth-Focused Knowledge Products

No.	Name of publication	Year	Typology
1	Designing programmes that improve young rural people's livelihoods	2013	Guidance and knowledge note
2	IFADs engagement with rural Youth	2018	Knowledge Note
3	Lessons Learned: Supporting rural young people in IFAD projects	2014	Guidance and knowledge note
4	How to do note: Youth access to Rural Finance	2015	Knowledge note
5	Youth: Investing in young rural people for sustainable and equitable Development	2014	Knowledge note
6	Lessons Learned: Youth land rights and tenure	2014	Guidance and knowledge note
7	Youth and agriculture: Key challenges and concrete solutions	2014	Papers and Briefs
8	Facilitating access of rural youth to agricultural activities	2012	Papers and Briefs
9	Putting Young people first	2011	Papers and Briefs
10	Feeding future generations - Young rural people today – prosperous, productive farmers tomorrow	2011	Factsheet
11	A new generation of rural transformation : IFAD in Latin America and the Caribbean	2015	Brochure
12	Improving young rural women's and men's livelihoods - The most sustainable means of moving to a brighter future	2013	Policy Brief
13	Evaluation Synthesis - Rural Youth	2014	Evaluation Synthesis
14	Lessons Learned: Youth access to Rural Finance	2015	Guidance and knowledge note
15	Women's and Youth Empowerment in Rural Tunisia	2018	Impact Report Series
16	Morocco: Young Women;s employment and empowerment in the rural economy	2018	Country Brief
17	Jordan: Young women's employment and empowerment in the rural economy	2018	Country Brief
18	Breaking the rural poverty cycle: Getting girls and boys out of work and into school	2010	Policy Brief

Annex 8. Proceeds of the Validation Workshop

A) Background

As part of its participatory efforts to be inclusive in developing the Rural Youth Action Plan, a validation workshop was held on the 19th of June 2018, at IFAD HQ together with IFAD staff and strategic partners that include OECD, ILO, FAO, ADB, Oxfam, Save the Children, Slow Food Youth Network (SFYN), Young Professionals for Agricultural Development (YPARD), and Barilla Centre for Nutrition (BCFN). Following a brief presentation of the draft RYAP along with insights from other experienced organisations, the workshop adopted the *world café* methodology to ensure that participants had a chance to contribute to all the action areas and the theory of change. The following captures the various feedback received during the validation workshop. In particular, it breaks down each action area along with the Theory of Change and highlights the pertinent elements that came out of the discussions.

B) Action Area 1

The 15 minute world café rounds on the Action Area 1 mainly focused on validating the activities that were listed in the RYAP with regard to delivery of country programme. The discussions encompassed the scope of improving COSOP and project designs with regard to youth-sensitivity through: (i) better articulation of IFAD's corporate vision through an updated IFAD Targeting Strategy; (ii) developing tools to assist CPMs to articulate country strategies from the youth mainstreaming point of view; (iii) tool to assist design teams and reviewers to ensure youth-sensitivity of project design; and finally (iv) strategic use of grants to do more youth specific studies, knowledge activities and policy activities.

Below is a summary of the discussions:

Action Area 1: Youth sensitive country programme delivery		
Outputs	Activities	Responsibility
<i>1.1 Revised IFAD Targeting Policy</i>	1. Revise the IFAD Targeting Strategy to include explicit reference to mapping, analysis and engagement of rural youth	ECG
<i>1.2 100% of COSOPS reflect a youth sensitive approach</i>	2. Update COSOP guidelines on how to integrate youth in the analysis – including overview of policies, on-going activities, potential partners and entry points	ECG/OPR
	3. Map regional/global good practises of youth-sensitive activities to inform COSOPS	ECG
	4. Allocate sufficient budget to COSOP design process to facilitate sufficient scope for youth analysis	OPR
<i>1.3 50% of all projects are youth sensitive</i>	5. Develop guidance notes on socio-economic assessments, consultation processes, youth-sensitive M&E framework	ECG
	6. Good practise toolkits to guide better design of youth specific activities/mainstreaming methodologies	ECG/Regional divisions
	7. Develop EFA models to reflect benefits specific to youth	OPR
	8. Develop a marker system to assess the youth-sensitivity of IFAD project design	ECG/OPR
<i>1.4 Strategic use of grants to pilot innovative youth specific activities</i>	9. Allocation of % of total grant portfolio to youth specific activities	OPR
	10. Development of knowledge/learning products to scale up successful grant initiative through investment projects	ECG/OPR

C) Action 2 - Strengthening implementation capacity

- As per the outcome: increased capacity of IFAD staff, consultants etc, some of the participants questioned and proposed whether we should consider to address as part of this outcome not only the IFAD staff, consultants, implementing partners (etc, but also youth led organizations.
- Identify what IFAD is already doing best in terms of contents, approaches and tools.
- Identify complement and integrate with the knowledge, experience, tools applied by other organizations which already have experience on youth.
- Importance of considering TOT approaches and tools at IFAD, project and country level to leverage knowledge and capacity building through champions that can influence and train other persons within IFAD, but also amongst stakeholders, youth organizations and main partners in the field. It was suggested to target local authorities.
- **Training modules** should be evidence based, adaptive and context specific. Priority areas should be identified based on the needs of the audience; however it was suggested to consider leadership amongst youth, human rights, access to productive assets and land, youth involvement in the whole chain of the value chain, and also at IFAD project level how to design and implement projects engaging youth.
- Training modules should be differentiated and organized on three different levels: IFAD staff, service providers and stakeholders (including policy makers) and youth led organizations.
- **On the point 8** (roster of certified consultant), it was suggested to remove certified and consider the word trained, experienced, validated. Include also youth organizations in the roster and not only consultants or professionals.
- **On the point 9** (peer to peer learning modules), consider not only virtual but also different kind of tools such as GALS, Learning Routes, Learning territories, farmers field schools, participatory photos documentation, etc. etc. It would be good to have an inventory of tools which can be applied.
- **On the point 10:** (Annual awards) it was questioned if it should be considered as part of the Action area 3, however it was also agreed that for strengthening implementation capacity is also necessary to building upon the existing good practices and successful initiatives.
- The suggestion on this point was also to promote the awards at regional level and also use the annual awards for trans-fertilization at cross-regional level.

D) Action Area 3 – Evidence based Knowledge Management

The following input were received:

- Besides KM, this section should include **KS and SSTC**
- **The Audience should be identified:** Operators working in rural development, country stakeholders (Government, NGOs, Youth orgs, etc) and Youngsters. Exchange, sharing and learning should be among all. More emphasis should be given to the participatory approach, listening to youngsters needs. National youngsters themselves should also be employed as researchers after being adequately trained.
- **The objective for this Action Area should be identified:** Policy Dialogue, IFAD visibility, Learning for operators and national youngsters, improvement in Project Design.

- **Type of data to be generated should be identified:** country data (a mapping of all operators/partners working in the country would avoid wasting time/resources to produce existing/valid data); key value-chain for national youngsters: to facilitate employment along the value chain; CPMs should be given the time to prepare best practices/lessons learnt at project completion. IFAD existing knowledge products and design checklists should be shared among staff and partners.
- **How to disseminate and share information, and how to communicate with different audiences:** besides using different IT media and organise events, it would be important to have the Youth Advisory Council come to the Governing Council to share information and share with Farmers Organisations and members of the Indigenous People’s Forum – it would be crucial to see the participation of youngsters in the FOs and IPs Forums, too.

A way to transfer knowledge from staff leaving the project/the institution should be structured as well as how to pass the best models from completed projects to new project designs. (QAG; IOE; and other IFAD colleagues should be part of the process).

- **Indicators:** a set of adequate indicators are needed. Save the Children could offer a valid model.
- **Resources:** the programme is ambitious and resources limited. An effective partnership could offer cost-effective gains, both within IFAD – involving different divisions (IOE, RIA, QAG, PMD, etc.) – and external partners.
- **Youth Component should be mainstreamed in all projects:** instead of stand-alone loans/grants.
- **IFAD Rural Development Report on Rural Youth:** some participants thought we do not need a specific report as the thematic should be mainstreamed in all reports; for others, this report represents a key product and we should prepare a communication strategy in order to give IFAD the visibility it deserves that will help for next replenishment.
- Priority areas identified by the group:
 - o Youth Advisory Council
 - o M&E
 - o Rural Development Report on Youth
 - o Prepare a Good Policy on Youth

E) Action Area 4

No.	Relevance	Missing	Priorities
16	<ul style="list-style-type: none"> • Not enough - more specificity country focused (to be defined by partners at country level) 	<ul style="list-style-type: none"> • FOs – youth groups, youth led organisations and key partners • Not enough resources for non-lending activities (use SECAP) • Education as strategic partnership for advocacy & policy engagement 	<ul style="list-style-type: none"> • Country specific opportunities for youth focused interventions (COSOP & implementation) • Mapping of partners & organisations • Trickle up to regional for a • Build capacity of young representation
		<ul style="list-style-type: none"> • Role of local governments for advocacy 	<ul style="list-style-type: none"> • IFAD projects to engage with local gov and define priorities

17,18,19	<ul style="list-style-type: none"> Regional and Global Level - not separate 	<ul style="list-style-type: none"> Be more flexible and open to new/any other opportunities Regional Platforms for youth 	<ul style="list-style-type: none"> Mapping (AU, AfDB) Trickle up mechanism
17		<ul style="list-style-type: none"> Go beyond and have SDGs related activities Use existing platforms (CFS, farmers forum and IPs) 	Prioritize existing youth platforms
		<ul style="list-style-type: none"> Youth within IFAD – advocacy at organisational level 	
20	<ul style="list-style-type: none"> Not enough capacity at country level Not organised Not represented 	<ul style="list-style-type: none"> Capacity building Access to info 	<ul style="list-style-type: none"> In parallel of farmers forum Inclusive (poorest categories are included) Gender balance
	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Advocacy plan Comparative advantage of IFAD SDGs & how to contribute Thematic areas (migration) to be part of advocacy plan 	<ul style="list-style-type: none"> Twining mentoring youth representatives for FAFO Define an advocacy plan Open selection and transparent process for membership

F) Results Framework – Theory of Change

Challenges

- IFAD to focus on access to productive resources
- Differentiate challenges:
 - On-farm, off-farm
 - Development, Humanitarian context
 - Financial and non-financial services
 - Further categories to be added
- ToC so far mainly focuses on project level
- Differentiate between root causes & effects
- Further challenges: Communication - to be more visible in order to change perception on farming
- Lack of information
- Make farming more attractive/modern/lucrative

Outcomes

- Also focus on enabling environment/institutions
- Not just economic empowerment, but also consider life skills
- Include quality of life
- Youth have voice and choice (autonomy)

ENDNOTES

¹ The number of youth jobs required to absorb young people will be much more when considering other definitions, such as the one used by the African Union Charter definition of youth – up to 35 years old; which is more expanded than the UN's.

² <https://webapps.ifad.org/members/gc/41/docs/GC-41-L-3-Rev-1.pdf>

³ For further information on the Youth Advisory Council refer to chapter V, under action Area 5 para XX.

⁴ <http://www.who.int/en/news-room/fact-sheets/detail/adolescents-health-risks-and-solutions>

⁵ Global and regional trends in the nutritional status of young people. (2017). New York Academy of Sciences: <https://nyaspubs.onlinelibrary.wiley.com/doi/epdf/10.1111/nyas.13336>

⁶ IFAD, Leaving no one behind: IFAD's role in the 2030 Agenda. Report of the Consultation on the Eleventh Replenishment of IFAD's Resources. Rome, February 2018

⁷ OECD, 2018, The Future of Rural Youth in Developing Countries: https://www.oecd-ilibrary.org/development/the-future-of-rural-youth-in-developing-countries_9789264298521-en

⁸ OECD, 2018, The Future of Rural Youth in Developing Countries: https://www.oecd-ilibrary.org/development/the-future-of-rural-youth-in-developing-countries_9789264298521-en

⁹ [i] OECD, 2018, The Future of Rural Youth in Developing Countries: https://www.oecd-ilibrary.org/development/the-future-of-rural-youth-in-developing-countries_9789264298521-en

¹⁰ OECD, 2018, The Future of Rural Youth in Developing Countries: https://www.oecd-ilibrary.org/development/the-future-of-rural-youth-in-developing-countries_9789264298521-en

¹¹ ECORYS, YBI and BG Group, 2016, Youth Entrepreneurship in Rural and Remote Areas: A Study of the challenges and possible solutions: <https://www.youthbusiness.org/wp-content/uploads/2016/07/YBI-BG-Rural-and-Remote-Entrepreneurship-Report-2016.pdf>

¹² Projects featured in FAO, IFAD, 2014, Youth and agriculture: Key challenges and concrete solutions: <http://www.fao.org/3/a-i3947e.pdf>

¹³ OECD, 2017, Unlocking the Potential of Youth Entrepreneurship in Developing Countries: <https://www.oecd.org/industry/unlocking-the-potential-of-youth-entrepreneurship-in-developing-countries-9789264277830-en.htm>

¹⁴ UNHABITAT and GLTN, What land means to youth. 2014: <https://unhabitat.org/books/what-land-means-to-youth/>

¹⁵ IFAD, Lesson learned: Youth and land tenure. 2014.

¹⁶ MIJARC/IFAD/FAO. 2012. Summary of the findings of the project implemented by MIJARC in collaboration with FAO and IFAD: 'Facilitating access of rural youth to agricultural activities'. The Farmers' Forum Youth session, 18 February 2012 (available at <http://www.ifad.org/farmer/2012/youth/report.pdf>).

¹⁷ https://www.uneca.org/sites/default/files/images/rural_youth_-_beby_s._andriam.pdf

18 FAO, Voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security: <http://www.fao.org/cfs/home/activities/vgg/en/>

¹⁹ Some examples of solutions proposed by IFAD in the document of Lesson Learned on land and youth issues (2014) are: Strengthen legislation, local institutions and legal services to ensure that young people's land rights are recognized and upheld; Develop land markets and support the inclusion of young people into them through specific financing and credit mechanisms and specific economic incentives; Identify and promote non-agricultural economic activities or small-scale (small farm) or land-intensive productive activities (or) with a focus on rural youth.

²⁰ Data extracted from the Global Findex Database 2017 Report. The World Bank: <https://globalfindex.worldbank.org/#GF-ReportChapters>

²¹ IFAD (2015) How to do Note: Youth Access to Rural Finance: <https://www.ifad.org/documents/10180/4a78941c-4bc4-44f8-b5fb-b493a98720e0https://www.ifad.org/documents/10180/4a78941c-4bc4-44f8-b5fb-b493a98720e0>

²² World Bank (2016). Digital Dividends. World Development Report 2016: <http://www.worldbank.org/en/topic/digitaldevelopment/overview>

²³ United Nations (2009). A Digital Shift: Youth and ICT for Development: <http://unpan1.un.org/intradoc/groups/public/documents/gaid/unpan036084.pdf>

²⁴ MIJARC/IFAD/FAO. 2012. Summary of the findings of the project implemented by MIJARC in collaboration with FAO and IFAD: 'Facilitating access of rural youth to agricultural activities'. The Farmers' Forum Youth session, 18 February 2012 (available at: <http://www.ifad.org/farmer/2012/youth/report.pdf>).

²⁵ World Bank (2016). Digital Dividends. World Development Report 2016: <http://www.worldbank.org/en/topic/digitaldevelopment/overview>

²⁶ United Nations (2009). A Digital Shift: Youth and ICT for Development: <http://unpan1.un.org/intradoc/groups/public/documents/gaid/unpan036084.pdf>

²⁷ Hougbo, Gilbert (2017), "Ending Hunger, Achieving Food Security, Improving Nutrition and Promoting Sustainable Agriculture," #ICT4SDG - Fast-forward progress. Leveraging tech to achieve the global goals. ITU. pp. 15-18.

²⁸ World Bank (2016). Digital Dividends. World Development Report 2016: <http://www.worldbank.org/en/topic/digitaldevelopment/overview>

²⁹ GSMA Intelligence. (2015). The Mobile Economy: Sub-Saharan Africa 2015. GSMA: <https://gsmaintelligence.com/research/?file=721eb3d4b80a36451202d0473b3c4a63&download>

³⁰ SDG Center for Africa, (2017). How Africa can achieve the Sustainable Development Goals. Report No. 1: <http://sdgcafrica.org/wp-content/uploads/2017/03/sdgca-africa-2030-report.pdf>

³¹ <https://www.equals.org/single-post/2018/04/06/Leveraging-the-Power-of-ICTs-for-Rural-Women-and-Girls-62>

³² <http://www.fao.org/3/i8670en/I8670EN.pdf>

³³ Article 23 of The Universal Declaration of Human Rights.

³⁴ Sustainable Development Goal 8 reads "*promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*".

³⁵ <http://www.fao.org/3/a-bc270e.pdf>

³⁶ <http://www.fao.org/docrep/012/al414e/al414e00.pdf>

³⁷ <http://www.fao.org/docrep/012/al414e/al414e00.pdf>

³⁸ http://www.fao.org/fileadmin/user_upload/fao_ilo/pdf/Other_docs/Safer-Agricultural-Practices-FAO-experiences.pdf

³⁹ FAO (2018), online course, Promoting youth employment and reducing child labour in agriculture. <http://www.fao.org/elearning/#/elc/en/course/CLYOUTH>

⁴⁰ http://www.fao.org/fileadmin/user_upload/fao_ilo/pdf/Other_docs/Safer-Agricultural-Practices-FAO-experiences.pdf

⁴¹ <http://www.fao.org/docrep/017/i3098e/i3098e.pdf>

⁴² Hazardous Child Labour Report 2011, available at: http://www.ilo.org/ipec/Informationresources/WCMS_182142/lang--en/index.htm

⁴³ http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575499.pdf

⁴⁴ http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_575499.pdf

⁴⁵ http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_155428.pdf

⁴⁶ The Indigenous World - 2018, IWGIA

⁴⁷ Indigenous Peoples Assistance Facility, IFAD - Guidelines for applications

⁴⁸ Indigenous youth: identity, challenges and hope: articles 14, 17, 21 and 25 of the United Nations Declaration on the Rights of Indigenous Peoples

⁴⁹ The State of the world's indigenous peoples, Indigenous Peoples' access to Health Services

⁵⁰ Indigenous Children and Youth, Leaflet 9, UNICEF

⁵¹ UNDESA, Expert meeting, International Expert Group Meeting on the theme "Indigenous youth: identity, challenges and hope"

⁵² <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-with-disabilities.pdf>

⁵³ WHO (2011), World Report on Disability.

⁵⁴ <http://www.washingtongroup-disability.com/>

⁵⁵ The RDR 2019 aims at informing the programmatic and policy choices of local, regional and global development practitioners and policy makers in this area. In particular, the report will place emphasis on 15 thematic topics that cover (i) Economic Opportunities; (ii) Private Sector and AFS; (iii) Nutrition; (iv) ICTs; (v) Demography; (vi) Rural youth Opportunity; (vii) Gender and Rural Youth; (viii) Migration; (ix) Remittances; (x) Fragility and conflict; (xi) Climate Change; (xii) Policies and institutions; (xiii) Inclusion, empowerment and participation; (xiv) Rural Youth today and; (xv) Access to Land, Migration and Employment.

⁵⁶ "Lineamientos para la generación de oportunidades para los jóvenes" (2014), Consejo Nacional Política Económica y Social (CONPES), República de Colombia, Departamento Nacional de Planeación: <http://www.colombiajoven.gov.co/atencionaljoven/Documents/CONPES%20173.pdf>

⁵⁷ More information can be found in Annex 10.

ⁱⁱⁱ More information can be found in Annex 10.

⁵⁸ For further information on the Youth Advisory Council refer to o chapter IV, under action Area 4 para iv.

⁵⁹ This section is intended to provide general information on results. Further details can be found in Annex 5

⁶⁰ Institutions such as FAO and ILO have already developed training modules, tools and conduct technical workshops that specifically focus on topics of Decent Employment that entail building implementation human capacity for addressing these topics in project cycles