



Support Programmes for Youth Employment and Employability in the Growth Sectors in Senegal

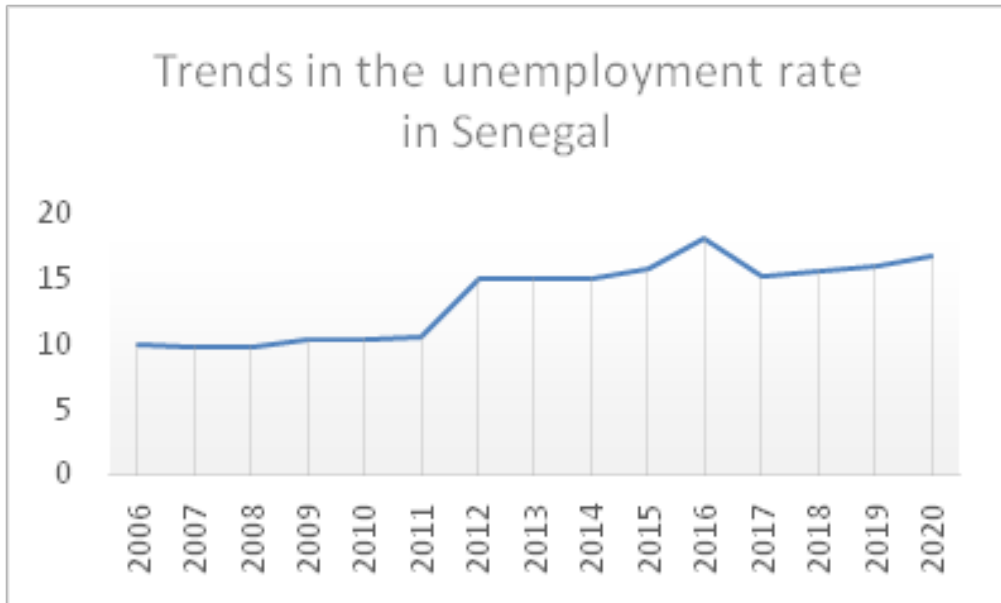
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Economic employment situation

The situation of young people on the labour market remains worrying in Senegal (ILO, 2018; *PAP* plan for 2019-23; *ENES* survey for 2017). Although the country had a real GDP growth of over 5% per year between 2014 and 2019, it still has not created enough jobs, and the quality of those created remains a worrying issue (*PAP* for 2019-23, p. 12). The country's unemployment rate remains high (20.5%). It is higher in rural areas (22.1%) than in urban areas (12.6%), higher for women (29.9%) than for men (12.6%), and highest for the 15-35 age group. More specifically, the unemployment rate is 19.5% for young

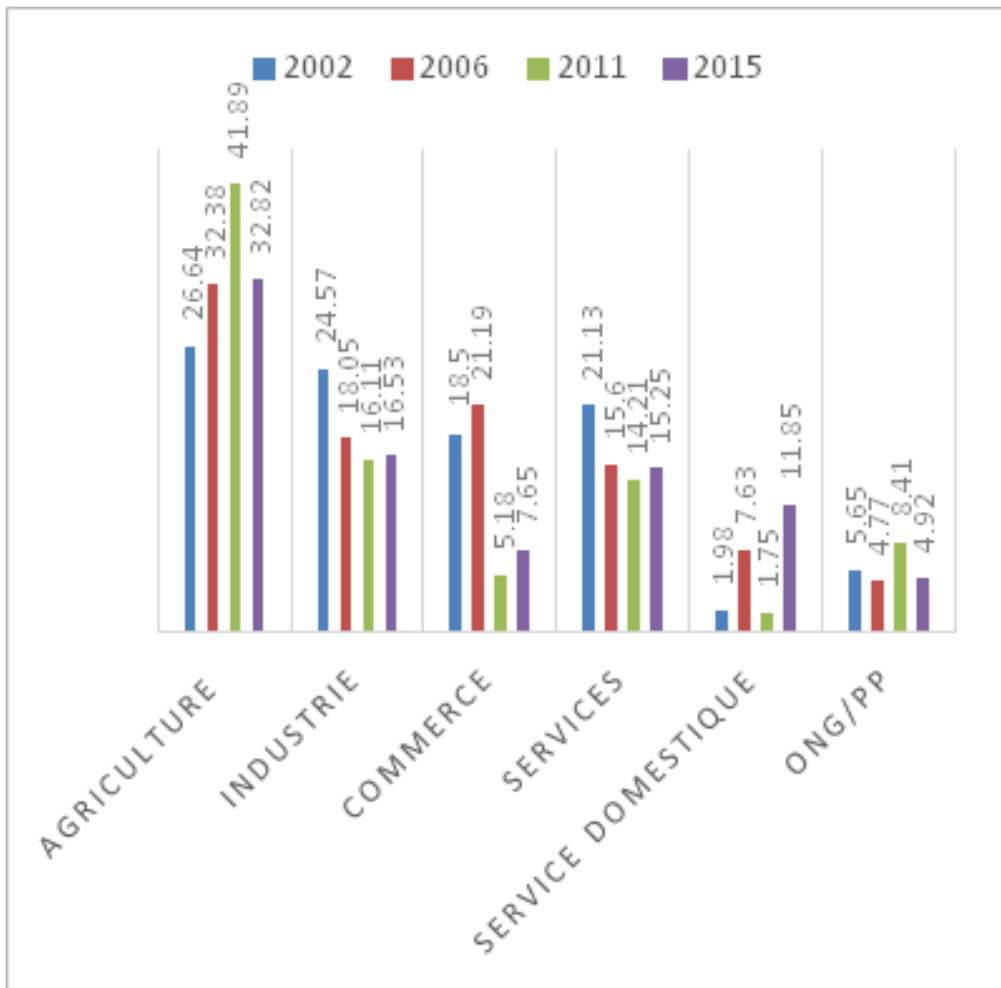
people aged 20 to 24 and 17.5% for those aged 25 to 29, while it is only 10% for adults (*ENES* for 2017).



In addition, more than 100,000 young people enter the Senegalese labour market each year, but, due to limited opportunities for formal and decent employment, most of them end up in the informal sector (*PAP* for 2019-23).

Employment sectors

The distribution of employed young people aged 15 to 35 by sector of activity shows a clear predominance of the agricultural sector, regardless of the survey year considered (see Figure 2).



AGRICULTURE, INDUSTRY, TRADE, SERVICES, DOMESTIC WORK, NGO/PP

As the figure shows, there was an upward trend in the number of young people employed in agriculture between 2002 and 2015, with a peak of around 40% in 2011. Although this proportion decreased over the 2011-2015 period, agriculture remained the largest employment sector: employment in agriculture accounted for almost 30% of the total youth employment in 2015, compared to almost 40% in 2011. The proportion of young people employed in the trade sector also declined over the period, but the sector remained the second largest employment sector after agriculture.

Strategies to promote employment

In Senegal, approximately one in two people is under 18 years of age and the average population age is around 23 years (ANSD, 2020). Given this demographic structure, the hundreds of thousands of young people entering the labour market each year are a cause for concern for the country's government. That is why this has taken a number of initiatives by creating several public employment structures, among which are the following: the National Youth Employment Bureau (*Agence Nationale de l'Emploi des Jeunes, ANEJ*), the Bureau for the Employment of the Youth from the Suburbs (*Agence pour l'Emploi des Jeunes des Banlieues, AJEB*), the National Bureau for the Support of Street Vendors (*Agence Nationale d'Appui aux Marchands Ambulants, ANAMA*), and the National Youth Promotion Fund (*Fonds National de Promotion des Jeunes, FNPJ*). Useful as they were, these structures proved to be ineffective. This led the government to set up a single structure to coordinate youth employment initiatives, a structure called the National Bureau for the Promotion of Youth Employment (*Agence nationale pour la promotion de l'emploi des jeunes, ANPEJ*). But despite the existence of this single structure, there has been a proliferation of stakeholder initiatives offering a multitude of programmes that directly or indirectly affect the country's employment policy. One such stakeholder initiative is the National State-Employer Agreement first signed in 1987 and then renewed in 2000 and 2009. While such government initiatives are not oriented towards the employment sectors, they certainly promote youth employability. Of all the stakeholder initiatives in Senegal, only the National State-Employer Agreement is the focus of the present study, as only it has stood the test of time.

The present study therefore set out to assess the impact of the programmes run within the framework of the National State-Employer Agreement on the integration of young people in the employment sectors that had a high capacity to create quality jobs.

To identify such sectors, the study used poverty-monitoring survey data (2006 and 2011), household survey data (2002), and the Senegal employment data (2015).

In addition, primary data from the Employment Policy Improvement Survey (*Enquête sur l'amélioration des Politiques d'Emploi, EAPE*) were used to construct the employment quality index and to analyse the impact of employment support programmes on quality employment in those employment sectors.

The assessment was done using the propensity score matching (PSM) method; this enabled a comparison between the beneficiaries and the non-beneficiaries of the programmes being assessed.

Findings

The study found that the employment support programmes implemented within the framework of the National State-Employer Agreement enabled the beneficiaries to have access to higher-quality jobs than the non-beneficiaries. Specifically, the study made the following findings: first, the “solidarity contract”, which is a teaching practice programme at private schools, enabled its beneficiaries to have a 4% to 6% higher chance of having access to higher-quality jobs in the service sector than the non-beneficiaries.

Second, the “apprenticeship training”, which is an in-company vocational training programme that enables the trainees to move from one training centre to another, enabled its beneficiaries to have a 4.5% to 7.2% higher chance of having access to a higher-quality job in the industrial and service sectors than the non-beneficiaries.

Third, the “adaptation internship”, which is a work experience programme, increased from 4.8% to 7.2% the chances of its beneficiaries having access to a higher-quality job than the non-beneficiaries.

Fourth, the “incubation internship”, which is a mentoring programme for young people in supervisor positions, enabled its beneficiaries to increase their chances of having access to a higher-quality job from 4% to 7.2%.

The “spin-off contract”, which is a training and orientation programme aimed at helping its beneficiaries to set up their own businesses, indeed increased their chances of succeeding in setting up a business.

Lessons learnt and recommendations

It transpires from the findings above that the programmes implemented within the framework of the National State-Employer Agreement to promote youth employment in Senegal have enabled their beneficiaries to have access to higher-quality jobs. These jobs are mostly found in the industry and service sectors. These are the sectors that provide quality employment to young men and women who have benefited from the training and internship programmes offered as part of the National State-Employer Agreement. The factors that limit young people’s access to quality employment are the very ones that limit their participation in employment support programmes.

In the light of the analysis above, the study recommends the following:

- To develop employment promotion policies oriented towards the employment sectors.
- To strengthen the collaboration between the government and private-sector employers, which in turn would encourage public-private partnerships aimed at promoting the socio-professional integration of young people in the growth sectors.
- To orient training and internship programmes towards the sectors with a high employment potential, which in turn would enable a more effective employment policy.
- To promote entrepreneurship among young men and women, which in turn could help to combat unemployment. That could be achieved by increasing the number of training courses for entrepreneurship and by continuing to support their beneficiaries beyond the training, to the implementation of new ideas oriented towards the growth sectors.



Mission

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