

Promoting Decent Rural Employment through FAO's Integrated Country Approach in Malawi and Tanzania

News from the Web



“Eradicate poverty and hunger” is the first Millennium Development Goal (MDG) set out by world leaders in the United Nations Millennium Declaration (2000). It includes the target 1.B “Achieve full and productive employment and decent work for all, including women and young people”. Decent rural employment is key to achieving food security and alleviating poverty. The Food and Agriculture Organization (FAO) of the United Nations has committed, through its Strategic Framework, to ensure that the enabling environment in support of decent rural employment is improved.

The promotion of decent rural employment is part of FAO's mandate and contributes to reaching its three global goals: reducing hunger, eliminating poverty and managing natural resources in a sustainable manner. FAO's Decent Rural Employment Team coordinates and implements FAO's efforts in supporting member countries to effectively promote decent rural employment at country level through an Integrated Country Approach.

In January 2011, FAO launched a three-year programme in Malawi and Tanzania entitled “*Policy support on rural employment and decent work for the promotion of equitable and sustainable livelihoods under conditions of climate change*”, funded by the Swedish International Development Cooperation Agency (Sida).

The main purpose of the programme is to provide policy and institutional support to key national stakeholders (mainly agricultural line-ministries and main farmers' federations and unions) in order to improve the national enabling environment for decent rural employment (DRE). This builds on the centrality of decent employment for inclusive economic growth, poverty reduction and food security in rural areas. The main focus of the programme is on the promotion of gainful employment opportunities in agriculture and related occupations such as agro-processing and retailing.

Ultimately, the main beneficiaries of this programme will be the rural unemployed and underemployed, particularly women and youth working as subsistence farmers, as own-account workers in the informal economy, as unpaid family workers or under other vulnerable employment arrangements (e.g. casual and migrant workers).

The programme directly contributes to the implementation of national growth and poverty reduction strategies (MGDS II in Malawi, and MKUKUTA II and MKUZA II in Tanzania Mainland and Zanzibar), national United Nations development assistance frameworks and plans (UNDAFs/UNDAPs), ILO-led decent work

country programmes (DWCPs), and the achievement of the Millennium Development Goals (MDG), specifically MDG 1 and its target 1B.

The programme is implemented in collaboration with the International Labour Organization (ILO). By fostering partnerships with ILO and its partners at country level, the programme contributes to improving the policy dialogue between agriculture and labour stakeholders in Malawi and Tanzania. Finally, the programme fosters cross-sectoral policy coherence and coordinates its activities within other national and regional programmes (e.g. AU NEPAD/CAADP), and with other UN agencies in both countries (e.g. UNIDO).

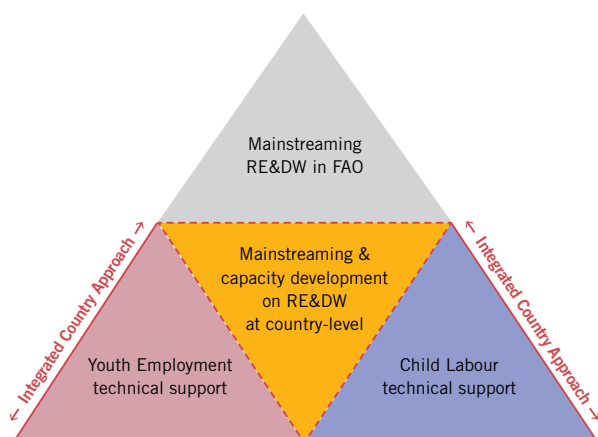
Integrated Country Approach

Creating more and better rural jobs is a complex task and depends on the effective implementation of rural development policies and strategies, supported by efficient rural institutions. It requires participation of inter-ministerial and multi-stakeholder mechanisms as well as the involvement of the private sector and the empowerment of civil society, organisations especially through increased collective action of the rural poor to claim their right to decent jobs. To support these national processes, the Decent Rural Employment Team (DRET) of FAO has developed an [Integrated Country Approach](#) (ICA) for the promotion of Decent Rural Employment, which is now being piloted in Malawi and Tanzania.



The country-level intervention has several components, namely awareness raising and mainstreaming; capacity development; youth employment promotion and child labour prevention. The ICA is embedded into FAO's overall promotion and mainstreaming of DRE at global and FAO corporate level. It directly correlates to FAO's normative work on DRE, including the production of knowledge documents and guidance materials, with the aim of applying them in the given country context (see Figure 1).

Figure 1: The Integrated Country Approach as part of FAO's interventional logic on DRE promotion



The approach aims at combining the technical support provided by FAO on specific areas, such as youth employment promotion or child labour prevention in agriculture, with support to strategic planning, policy formulation and national capacity development processes. The approach is aligned with the four pillars of the Decent Work Agenda (employment creation, rights and standards at work, social protection and social dialogue). Gender equality, rural institutions and rural-urban linkages are the main cross-cutting issues.

Programme Structure

Component 1: Awareness raising and mainstreaming

Awareness raising on rural employment and decent work is an integral part of the programme. There is already significant awareness in Malawi and Tanzania about the centrality of employment for rural growth and in particular on the need to make the agricultural sector more attractive for young people in order to generate more and better jobs.

However, this awareness has not yet been translated into the application of national integrated approaches to tackle this complex issue successfully. In main agriculture and rural development (ARD) policies and strategies, employment remains an indirect effect of agricultural transformation, growth and value addition rather than an immediate driver of these processes. Therefore, there is a need for employment to

be explicitly considered in strategic planning and policy processes.

Moreover, often not all the dimensions of the employment challenge are adequately taken into consideration. In particular, the quality of rural jobs tends to remain overlooked. This is mainly due to a lack of information and analysis of the seriousness of the decent work deficits that characterize rural areas (e.g. child labour rates; occupational health and safety risks in subsistence agriculture; women's work burden and reduced access to inputs and training) and their negative effects on agricultural productivity and growth of the rural economy.

In addition to raising awareness, the programme actively supports the mainstreaming of decent rural employment concerns into ARD policies and their implementation strategies. Providing information is often not enough to promote changes in action. FAO's role is, therefore, also to orient national stakeholders on how to develop concrete programmes and strategic interventions.

Activities include

- Carrying out mappings of national policy and institutional frameworks as well as knowledge gaps related to DRE;
- Developing an analytical framework for employment-centred policy analysis and support (in collaboration with UNRISD);
- Producing thematic studies, policy briefs, and identifying and sharing good practices;
- Providing technical inputs to reflect DRE in ARD-related policies, strategies and programmes;
- Providing technical support to existing multi-stakeholder mechanisms for policy and social dialogue on DRE and fostering their inclusiveness.

Component 2: Capacity development

Strengthening the capacities of national stakeholders to promote decent rural employment is another key component of the programme and a 'modus operandi' underpinning the entire Integrated Country Approach. Strong emphasis is placed on national ownership and on nationally driven change processes. For this reason, the first step is the identification and prioritization of capacity needs in collaboration with national stakeholders.

In line with FAO's corporate strategy on capacity development, both technical employment-related capacities and functional capacities (policy, knowledge, partnering and implementation) are addressed. A first step to support capacities is the transfer of knowledge and training of individuals. However, capacity development is a complex and long-term change process in which technical assistance and policy advice are also instrumental. Therefore, a strong focus is placed on forming

partnerships with other capacity development actors, such as the ILO and national training centers.



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Activities include

- Carrying out comprehensive capacity needs assessments on DRE with key national stakeholders;
- Developing and implementing, in collaboration with ILO, technical workshops and trainings;
- Developing guidance materials for policy makers and technical staff on specific DRE aspects;
- Supporting the integration of DRE modules in ongoing training and other nationally-owned capacity development processes;
- Providing institutional support to national stakeholders and inter-institutional mechanisms to better reflect and address DRE for ARD and food security in their organizational structures, strategies, budgets and work plans.

Capacity Needs Assessment

Capacity Needs Assessments (CNA) on DRE have been carried out with a wide range of decision- and policy-makers from key national institutions in the two countries during the first year of implementation of the programme. A methodology has been developed which adapts the corporate FAO methodology for capacity assessment. QUICK WINS and MID-TERM priorities for capacity development have been jointly agreed upon. They will represent a work plan for all subsequent capacity development activities to be carried out under the Sida-funded programme in the respective countries.

Component 3: Youth employment promotion

Youth are generally more educated than their parents and hold an enormous potential for innovation, bringing energy and dynamism to rural economies. Nevertheless, young people face several challenges in finding decent jobs and the inequalities between youth and adults are one major factor shaping labour markets.

The promotion of better employment and entrepreneurship opportunities for young women and men in rural areas is therefore a major priority within the DRE intervention logic.

In Malawi and Tanzania, FAO strengthens institutions' capacities in the context of the [Junior Farmer Field and Life Schools \(JFFLS\)](#) to stimulate decent employment opportunities in the agro-sector for rural youth as a means to increase food security and youth access in specific value chains.

Activities include

- Assessing specific needs of youth in target districts and nationally contextualizing JFFLS methodology;
- Carrying out training of trainers on youth employment for cooperative members, jointly with farmers' federations and unions, ministries of agriculture and labour, and local government authorities;
- Conducting market analysis of specific products and youth friendly agro-value chains;
- Identifying mechanisms to increase the uptake of rural youth employment activities into national policies, programmes and strategies.

Trainings on Youth Employment Promotion

The approach used is JFFLS, which combines support to vocational educational training opportunities (merging agricultural, business and life skills) with business development support, group cooperation and access to markets. A total of 26 (Tanzania) and 60 (Malawi) cooperative members and federation and union executives were trained in 2011 under the programme. Among the main partner institutions in both countries are the Farmers Union of Malawi (FUM), the National Smallholder Association of Malawi (NASFAM), the Tanzania Federation of Cooperatives (TFC) and the Cooperative Union of Zanzibar (CUZA).

Component 4: Child labour prevention and reduction

Children are the future of a nation's economy. When they engage in child labour they are denied their basic rights to health and education and the future of their community and country is compromised. Sixty percent of all child labour is in agriculture. Decreasing child labour in agriculture and improving rural education are key for reducing poverty and increasing food and nutrition security. This is why FAO, in collaboration with the ILO and other members of the [International Partnership for Cooperation on Child Labour in Agriculture](#), are supporting governments, producers' organizations and other key stakeholders to join forces to tackle this complex issue.

The FAO country-level intervention in Malawi and Tanzania aims to contribute to a sustainable reduction of child labour in agriculture in both countries by promoting a holistic approach, in which institutional capacity and policies are strengthened, awareness is raised within communities, access for children to relevant education is facilitated, decent youth employment is promoted and families are supported

to increase their incomes and food security without the use of child labour.

Activities include

- Mainstreaming child labour concerns into ARD policies and programmes, and technically supporting the development and implementation of strategic action plans on child labour reduction in rural areas;
- Carrying out joint FAO-ILO capacity development workshops on child labour prevention in agriculture for key national and district stakeholders;
- Promoting joint targeting at the household level to ensure an integrated approach between child-labour and food-security programmes;
- Supporting institutional mechanisms and capacities for child labour prevention in agriculture.



©FAO 2011. Child labour prevention training in Salima, Malawi.

The way forward

FAO will continue to support the enabling environment for decent rural employment in Malawi and Tanzania at least until 2013. The strategic partnership with ILO and the guidance of the Decent Work Agenda will continue to represent a core dimension of FAO's Integrated Country Approach. Additional partnerships will be fostered with other UN agencies, development partners, and national capacity development actors.

In the future, the FAO Decent Rural Employment Team intends to further replicate the Integrated Country Approach in other countries and regions, as financial resources become available. The adaptation of the approach to different country and regional contexts will allow further application and generalization of the institutional mechanisms, methodologies and tools developed in Malawi and Tanzania (e.g. analytical framework for policy analysis and advice; methodologies for mapping and capacity assessment; training tools for DRE strategic planning and monitoring and evaluation; institutional mechanisms for youth employment promotion; etc.). This will contribute to a systematized but flexible approach which will guide FAO corporate policy and institutional work towards employment-centred rural transitions.

Child Labour Prevention Trainings

In 2011, FAO and ILO supported a series of pilot capacity development workshops in Malawi to raise awareness on child labour in agriculture and strengthen stakeholder coordination. The national workshops targeted directors, managers and senior technical staff primarily from the ministries of agriculture and labour and were followed by a district level workshop. The workshops resulted in national and district level activity plans and the development of a district training package to support the implementation of the National Plan of Action on Child Labour. In Tanzania, FAO has supported the integration of child labour concerns into national and district-level trainings of the Southern Highlands Food Systems project, including the topic of *Farming as a business*.

Key Resources on the topics below can be found at www.fao-ilo.org

- [Decent Rural Employment](#)
- [Gender-Equitable Rural Employment](#)
- [Rural Youth Employment Promotion](#)
- [Child Labour Prevention in Agriculture](#)
- [Integrated Country Approach](#)

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...and visit the [Integrated Country Approach in Malawi and Tanzania webpage](#)

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...and visit the joint [FAO/ILO website on "Food, Agriculture and Decent Work"](#)

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