



REPUBLIC OF UGANDA

MINISTRY OF AGRICULTURE, ANIMAL INDUSTRY & FISHERIES

# NATIONAL STRATEGY FOR YOUTH EMPLOYMENT IN AGRICULTURE



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**ACRONYMS AND ABBREVIATIONS**

AfDB	-	African Development Bank
AFRISA	-	African Institute for Strategic Animal Resource Services
AIDS	-	Acquired Immune Deficiency Syndrome
ASSP	-	Agricultural Sector Strategic plan
AYAP	-	African Youth Agri-Entrepreneurship Programme
AU	-	African Union
AU-NEPAD	-	Africa Union New Partnership for African Development
BRAC	-	Building Resources Across Countries
CAADP	-	Comprehensive African Agriculture Development Programme
CAES	-	College of Agricultural and Environmental Sciences
CDO	-	Community Development Officer
CDO	-	Cotton Development Authority
CPM	-	Commodity Production and Marketing
CSO	-	Civil Society Organisations
CURAD	-	Consortium for Enhancing University Responsiveness to Agribusiness Development
DANIDA	-	Danish International Development Agency
DAO	-	District Agriculture Officer
DDA	-	Diary Development Authority
DFO	-	District Fisheries Officer
DSIP	-	Development Strategy Investment Plan
DVO	-	District Veterinary Officer
EAYIP	-	East Africa Youth Inclusion Programme
FAO	-	Food and Agriculture Organization of the United Nations
FGDs	-	Focus Group Discussions

FMARD	-	Federal Ministry of Agriculture and Rural Development
FtF	-	Feed the Future
FTBIC	-	Food Technology Biotechnology Incubation Center
GOU	-	Government of Uganda
GTZ	-	German Technical Cooperation
HIV	-	Human Immunodeficiency Virus
IANYD	-	Inter Agency Network on Youth Development
IFAD	-	International Fund for Agricultural Development
IITA	-	International Institute of Tropical Agriculture
ILO	-	International Labour Organization
ITU	-	International Telecommunication Union
KIIs	-	Key Informant Interviews
MAAIF	-	Ministry of Agriculture, Animal Industry and Fisheries
MDAs	-	Ministries, Departments and Agencies
MDGs	-	Millennium Development Goals
MFPEd	-	Ministry of Finance, Planning and Economic Development
MGLSD	-	Ministry of Gender, Labour and Social Development
MOH	-	Ministry of Health
MSME	-	Micro, Small and Medium Enterprises
MOES	-	Ministry of Education and Sports
MTIC	-	Ministry of Trade, Industry and Co-operatives
NAADS	-	National Agricultural Advisory Services
NAES	-	National Agriculture Extension Strategy
NAGRC & DB-		The Animal Genetics Resource Centre and Data Bank
NAP	-	National Agriculture Policy
NAPYE	-	National Action Plan for Youth Employment
NARO	-	National Agricultural Research Organisation

NDP	-	National Development Programme
NEP	-	National Employment Policy
NPA	-	National Planning Authority
NPHC	-	National Population and Housing Census
NSYEA	-	National Strategy for Youth Employment in Agriculture
NUCAFE	-	National Union of Coffee Agribusinesses and Farm Enterprises
NYEAP	-	Nigeria Youth Employment in Agriculture Programme
OWEC	-	Operation Wealth Creation
PSFU	-	Private Sector Foundation Uganda
PWD	-	People with Disabilities
SAIP	-	Strategic Action and Investment Plan
SG2000	-	Sasakawa Global 2000
SPEC	-	Strategy Paper for Employment Creation
SSA	-	Sub Saharan Africa
SWOT	-	Strengths, Weaknesses, Opportunities and Threats
SWTS	-	School-To-Work Transition Survey
TWG	-	Technical Working Group
ToT	-	Training of Trainers
UCA	-	Uganda Cooperative Alliance
UCDA	-	Uganda Coffee Development Authority
UCFA	-	Uganda Coffee Farmers' Alliance
UIA	-	Uganda Investment Authority
UIRI	-	Uganda Industrial Research Institute
UN	-	United Nations
UNCTAD	-	United Nations Conference on Trade and Development
UNDESA	-	United Nations Department of Economic and Social Affairs
UNDP	-	United Nations Development Programme

UNEP	-	United Nations Environmental Programme
UNFFEE	-	Uganda National Farmers' Federation
UNESCO	-	United Nations Education, Scientific and Cultural Organisation
UNFPA	-	United Nations Population Fund
UNICEF	-	United Nations International Children's Fund
UNIDO	-	United Nations Industrial Development Organisation
UNRWA	-	United Nations Relief and Works Agency
UNWTO	-	United Nations World Tourism Organisation
UPE	-	Universal Primary Education
USAID	-	United States Agency for International Development
USD	-	United States Dollar
USE	-	Universal Secondary Education
VCF	-	Venture Capital Fund
WIPO	-	World Intellectual Property Organisation
YLP	-	Youth Livelihood Programme
YAP	-	Young Adolescents Project



**FOREWORD**

**Y**outh un-employment is one of the major socio-economic policy challenges facing Uganda’s economic growth and development today. Unless this problem is amicably addressed, it will peg back Uganda’s ambition to reduce poverty and attain a middle-income status by 2020.

Aware of this challenge, Government under the Vision 2040 and the second National Development Plan (NDP II) has put in place strategies to expand the country’s productive base and reduce unemployment and poverty.

To contribute to this process, the Ministry of Agriculture Animal Industry and Fisheries (MAAIF) put in place a National Agricultural Policy in 2013 which is being operationalized through the Agriculture Sector Strategic Plan (ASSP 2015-2020).

One of the aspects of ASSP is to attract, retain and support youth and their employment in the various aspects of the agriculture value chain. This national strategy for youth employment in agriculture is therefore part of the broader implementation of the ASSP.

Encouraging and supporting youth in agriculture is one of the several strategies that government has adopted in order to address youth unemployment. There is broader acknowledgement that young people are dynamic, enterprising and very innovative. MAAIF is collaborating with other stakeholders to implement programs that support the youth to realize their potential in the agricultural sector.

Government will continue to harmonize, review and strengthen the laws, policies and other regulations to ensure a supportive policy and legal framework is in place for youth employment in agriculture.

The Vision of this strategy will be realizing an economically empowered youth from gainful employment in agriculture. While this strategy will focus on the broader category of youth, specific interventions will be strategically designed for youth in the age category of 14-17 years especially school dropouts who have not been well targeted under various government programs.

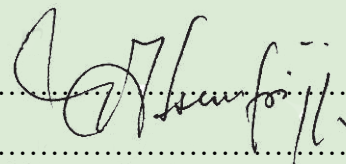
This strategy will be implemented under the following themes:

- i. Ensuring an enabling environment for youth employment in agriculture;
- ii. Supporting youth oriented agricultural extension;
- iii. Improving youth education and learning
- iv. Supporting youth entrepreneurship; and
- v. Adaptation to and mitigation of agribusiness risk and uncertainties.

Bringing youth early into various agricultural practices will inspire posterity for various agricultural enterprises in crop, animal husbandry, fisheries and aquaculture. This will create the next generation of farmers, processors and traders. Once these young people are recognized and given room to bring about their ideas at an early age, they can progress to incubate them and eventually inspire a new agricultural age.

MAAIF will conduct impact assessment studies to unpack best practices as this strategy is implemented and support efforts provided to scale them up. There will be a focus on ensuring decent work, supporting use of ICT in agriculture, use of innovative information and messaging platforms. These will include use of internet and the social media to reach the youth and other platforms. Government will revitalize the National Agricultural Youth Forum to facilitate this process.

I would like to thank all stakeholders; state and non-state actors who have contributed to the formulation of this strategy. Special thanks go to; The Food and Agriculture Organization of the United Nations (FAO) for the technical and financial assistance provided in the process of the formulation of this Strategy.



**Hon. Vincent Bamulangaki Ssempijja (MP)**  
**MINISTER, MINISTRY OF AGRICULTURE,**  
**ANIMAL INDUSTRY AND FISHERIES**

## EXECUTIVE SUMMARY

Uganda's economy relies heavily on the agricultural sector which employs about 65% of the working population, of which 63% are youth. Most of these youth reside in rural areas where agriculture is the major economic activity. The youth make up the largest percentage of Uganda's population. Over 92% of the youth in employment are poor and they represent some of the biggest cohorts when it comes to extreme poverty (ILO, 2015a).

Three quarters (3/4) of working youth are in vulnerable employment where they are not in decision making positions, cannot negotiate own wages and most do not hold own bank accounts. They contribute prevalently to unpaid family labour force in households mostly practicing subsistence farming. A low skill set has seen very slow progression in the employment of youth in other stages of the agricultural value chain (especially at post-harvest handling, processing and agri-business).

### A1: SITUATIONAL ANALYSIS

About seventy eight percent (78%) of Ugandans are below 30 years of age (Statistical Abstract 2016). Despite being the majority, they still face varying problems including inability to own or access land, lack of affordable financing for agribusiness start-ups as well as the technical know-how to be effectively employed in the sector. The gender differences among the youth have had a negative impact especially on the young women.

The young women try to find work in the male-dominated social setting that makes them more vulnerable to marginalization. For instance, most are in a socio-cultural environment that precludes them from inheriting land yet it is fundamentally critical for agricultural employment. Young women in rural areas are 88% more likely to contribute family labour than young men who often have a better access to paid work. Attracting more young people in decent employment under various stages of the agriculture value chain is therefore imperative. In order for Uganda to have significant growth, it will have to invest in programmes that improve youth livelihood by providing them with a springboard for gainful employment. Most youth remain unemployed or underemployed, while others are absorbed in the informal sector characterized by low quality working conditions, unstable earnings and job insecurity.

## YOUTH ENTREPRENEURSHIP AND INNOVATION

Uganda's economy has been improving consistently, particularly in comparison with other low-income and Sub-Saharan African countries. Since 2015, the Global Innovation Index (GII) has ranked Uganda as a top 'innovation performer,' a title given to countries that, over a number of years including the two most recent, have been identified as innovation achievers and pillar outperformers.

This laudable progress stems from sustained economic growth coupled with a commitment to private-sector development and innovation. Though encouraging, this nascent progress will translate into real benefits for the broader Ugandan population only if policy makers understand and address specific constraints in the innovation systems in agro-food sector. This strategy is therefore, aiming at ensuring that Uganda's enterprising and innovative youth are reached with proper incentives to help them unleash their potential. This strategy will strengthen the legal and institution

al framework for youth employment in agriculture, ensure provision of youth-sensitive agricultural extension services; support youth entrepreneurship; establish a national youth fund; support setting up of national information centers as innovation incubation hubs; and support broader youth entrepreneurship and mitigate risks and uncertainties usually faced by the agricultural sector.

### A2: RATIONALE FOR THE STRATEGY

Unemployment is without a doubt one of the biggest challenges facing Uganda's socio-economic development. As a natural resource based economy, agriculture provides a great potential for employment. A large proportion of this potential is not being fully exploited. The strategy therefore, has been designed to enable the youth to join the agriculture sector and in so doing enable them to find decent employment which will in the long run contribute in solving the major challenges facing agriculture in Uganda, such as low production and productivity, high post-harvest losses and low value addition.

### A3: LEGAL AND POLICY FRAMEWORK

Section 2 of the 1995 Constitution provides for equality and freedom from discrimination and highlights that a person shall not be unfairly treated on grounds of



sex, race, tribe, religion, social or economic standing, political opinion or disability of any kind. This strategy is to be implemented in the spirit of the 1995 Constitution (as Amended) that provides for respect of the rights and freedoms of youth. However, because of legal presentation with contradictions and overlapping presentation of who youth are and what they have the potential to do, youth have been in most instances unfairly treated and denied their right to gainful employment.

This is especially true for the young boys and girls who would have preferred to work in the agriculture sector. The strategy operationalizes the National Agricultural Policy (2013) and is part of the broader implementation of the Agriculture Sector Strategic Plan (ASSP 2015-2020). This strategy is in line with the National Youth Policy that aims to leverage all efforts in all sectors to ensure that they contribute meaningfully to the development of the youth. Part of the implementation of this strategy will be to strengthen the current legal policy and institutional framework so that youth in the working age category of 14-17 years who are mainly excluded from most development programming are brought on board. Strategic interventions will be made to encourage their broader inclusion in the agricultural sector.

For instance, while youth in this category are not able to form, own SACCOS or other institutions (owing to their recognition by the constitution as children) they can form informal entities as producer or agri-business entities.

#### **A4: VISION, MISSION, GOAL, STRATEGIES AND GUIDING PRINCIPLES**

##### **Vision statement**

*Economically empowered youth from gainful employment in agriculture*

##### **Mission statement**

*Enhancing youth employment by reducing deterrents to decent and gainful employment*

##### **Goal**

*Increased and sustainable youth employment in the agriculture sector at various levels of the value chain*

The Strategy for youth employment in agriculture is guided by the following principles: inclusiveness, non-discrimination, gender responsiveness, innovation

and adaptability, multi-sectorial collaboration, good governance all under a value chain approach.

#### **A5: THE STRATEGY'S THEMATIC AND INTERVENTION AREAS**

##### **A5.1 Strengthening the enabling environment for the youth employment**

MAAIF in collaboration with other MDAs and non-state actors will strengthen a legal, policy and institutional framework to create an enabling, sustainable and profitable employment of youth along the various aspects of agriculture value chain. The focus will be put on removing the obstacles and binding constraints that have for long prohibited youth employment in agriculture.

These include: lack of skills, affordable financing, inability to afford key production and processing equipment; and most essentially the inability to own land. Through a Youth-in-agriculture Fund, MAAIF will work with other MDAs to set up a facility for youth to obtain affordable financing, set-up training facilities, access public and private land as well as critical equipment as required for start-ups especially at the production part of the agriculture value chain. MAAIF will also work with various actors to include youth between 14-17-year olds who due to regulative limitations have been precluded in most programmes in agricultural sector development.

##### **A5.2 Supporting youth-oriented agricultural extension**

Research and extension are the bedrock of all agriculture. Working through the Directorate of Agriculture Extension Services (DAES), MAAIF will support a wider effort under the single spine modular to reach youth with various technologies to maximize both quality and quantity and ensure proficiency in production and productivity. DAES will ensure that on-going work under Operation Wealth Creation (OWC) and Sustainable Land Use Management (SLM) is youth-sensitive and targeted. There will be adoption of already proven methods like Farmer Field Schools and Junior farmer field and life school to conduct capacity building sessions for vulnerable youth, review and adapt guidelines on integration of youth oriented extension services for both school-going and out-of-school youth. MAAIF through its decentralized structures like the Zonal Agricultural Research Institutions (ZARDIs) will conduct scoping studies and assessment of extension

approaches and methods to identify good practices for scaling-up.

### A5.3 Improving youth education and learning

A lot of emphasis on agricultural education and learning has been put on farming, but less on other aspects of the agriculture value chain (especially post-harvest loss reduction, processing and agri-business). MAAIF will work with the Ministry of Education and Sports to review the current agriculture curriculum to make it more practical and responsive to youth needs in modern day agriculture. MAAIF will support and promote peer-to-peer learning approaches and also enhancing agricultural vocational training.

### A5.4 Supporting youth entrepreneurship

As a key strategy to ensure gainful employment in agriculture, government will support youth entrepreneurship events in crop, animal husbandry, fisheries and aquaculture with a focus on market readiness and honing agri-business acumen. Government will promote and support youth agricultural entrepreneurs as an incentive for job creation and income generation.

### A5.5 Adaptation to and mitigation of agribusiness risks and uncertainties

Aware of the negative effect of climate change, Government will invest in efforts to increase adaptation to and mitigation of climate change effects. Efforts will also be made to ensure adherence to occupational health and safety standards since this is critical in advancing decent work in the sector. Efforts will be sustained to address the challenges of HIV and AIDS as well as mitigation of agribusiness risks and uncertainties that require agricultural insurance.

## A6: IMPLEMENTATION ARRANGEMENTS

This is a national strategy to inspire youth employment in agriculture and will be implemented utilizing a multi-sectorial approach involving Government Ministries, Departments and Agencies, Local Governments, the private sector and other non-state actors.

### A7: MONITORING AND EVALUATION

The broader MAAIF Monitoring and Evaluation (M&E) system will be updated to include youth-in-agriculture indicators against which this strategy's performance

will be appraised. Utilizing already existing M&E mechanisms under various departments of the ministry, Key Performance Indicators (KPIs) will be generated to report performance at the national level.

At the decentralized structures, guidance will be provided to district and urban authorities on capturing, reporting and utilizing data on performance under crop, animal husbandry, fisheries and aquaculture at all stages of the agriculture value chain. Reporting of performance under this strategy will be part of MAAIF submissions under the National Development Plan M&E framework; the Government Annual Performance Report; and the Budget Accountability and Monitoring Report of the Ministry of Finance, Planning and Economic Development.

### A8: FINANCING THE STRATEGY

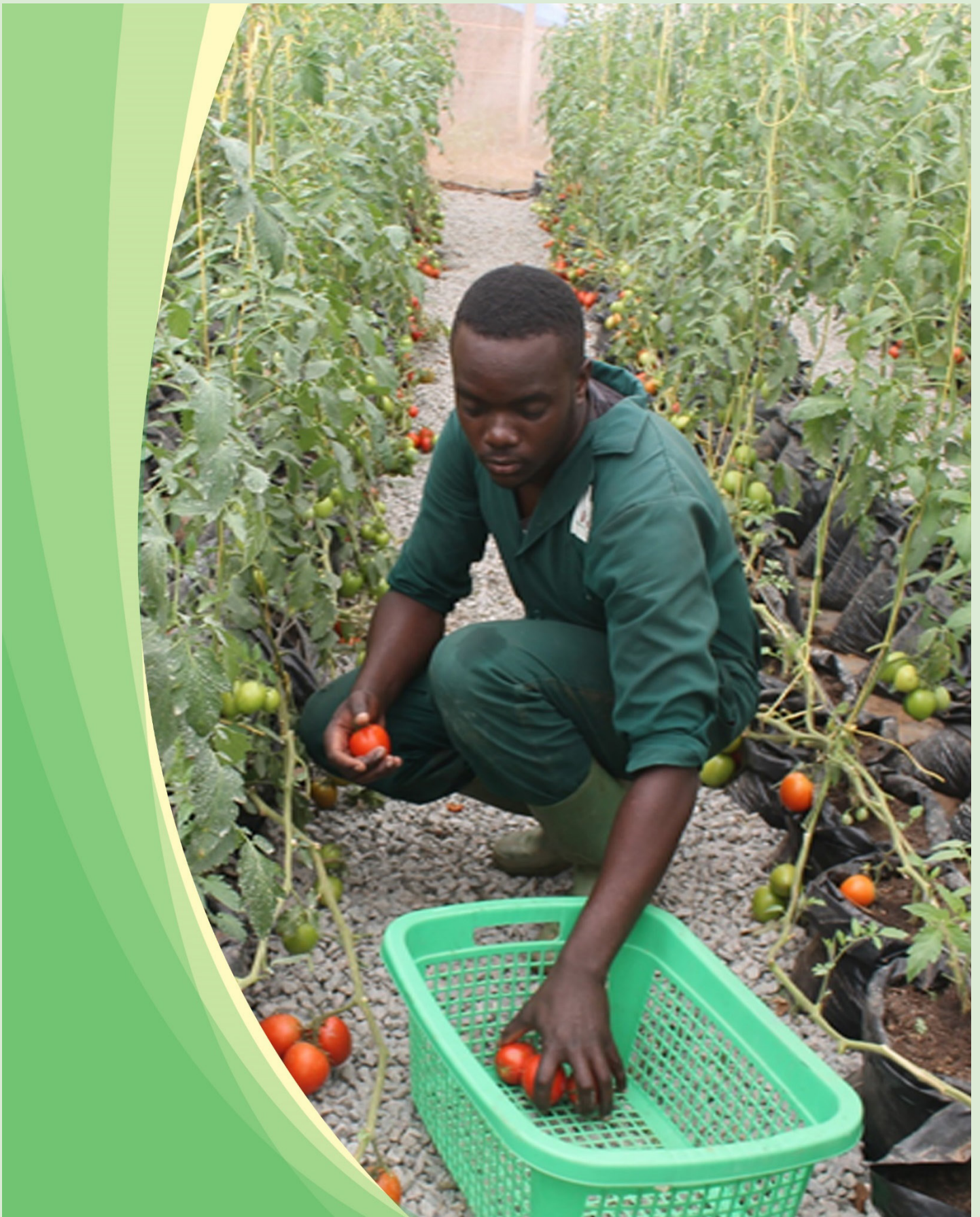
This strategy will cost UGX 52.9 billion shillings over the next five years broken down as below:

Thematic Area	Five Year Budget (UGX)
Strengthening Enabling Environment	31,533,236,000
Youth Oriented Agricultural Extension	(already budgeted for)
Youth Education	10,551,600,000
Youth Entrepreneurship	2,131,120,000
Addressing Risks and Uncertainties	4,823,773,000
M&E and Inflation	3,882,166,000
<b>Total for 5 Years</b>	<b>52,921,895,000</b>

### A9: COMMUNICATION STRATEGY

Using an interplay of social media, formal meetings, mass media, print and electronic media and public gatherings, MAAIF will implement a communication strategy aimed at reaching all youth with messages about the viable options for gainful employment in agriculture at various stages of the value chain.





## INTRODUCTION

This is a national strategy that has been designed by the Ministry of Agriculture Animal Industry and Fisheries (MAAIF) to attract, as well as, support and retain youth employed at all levels of the agriculture value chain. While youth constitute the highest proportion of Uganda's population with about 70% below the age of 30, a host of obstacles have hampered their employment in the agriculture sector. This has contributed to high levels of youth unemployment – one of the main socio-economic challenges facing the country. If not addressed, this will peg-back the prospects of attaining the medium income status by 2020. MAAIF, has designed this strategy aware that the current youth population is growing faster than rate of job creation. This strategy will also operationalize the Agriculture Sector Strategic Plan (ASSP) aimed at drawing from existing programmes and initiatives to address the issues that deter the youth from embracing agriculture.

### 1.1 Rationale for a National Strategy for Youth Employment in Agriculture

Uganda's economy heavily relies on the agricultural sector which employs 59% of the working population, of which 63% are mostly youth in rural areas - agriculture is the major economic activity (NDP II). The majority of youth remain unemployed or underemployed, while others are absorbed in the informal sector characterized by low quality working conditions, unstable earnings and job insecurity. It has become a challenge for youth to find gainful, secure and decent employment in most sectors of the economy and especially agriculture – where opportunities for employment are highest.

While it is recognized in the ASSP that the current capacity for involvement of the youth in agriculture is limited, there are measures that can be devised to address this problem and hence, the rationale for this strategy.

The youth are facing mainly the following challenges:

- i. Prohibitive aspects and contradictions within the current legal framework that has precluded youth aged between 14-17 (above the minimum age for employment) in gainful employment;
- ii. Low access to, and control over, productive resources (especially land);

- iii. Limited knowledge and skills in modern farming, processing and marketing techniques;
- iv. Income poverty, driving youth to small income-generating activities such as commercial motorcycle transport (“bodaboda” riding), petty trade and other lowly paying service sector jobs;
- v. Linked to (iii) above youth lack of marketable skills leading to unstable earnings and job insecurity, because of low education levels; and
- vi. Scattered interventions targeting the youth under various public and non-state projects and programmes without a coherent focus on addressing root causes of youth unemployment.

This strategy aims to convey greater logic and nuance amongst different interventions between different actors working on youth engagement in rural areas and the agricultural sector in order to avoid duplication of efforts and promote synergies among various players. The government and a number of stakeholders consider that this strategy will support inclusion of youth priorities in the agricultural sector.

### 1.2 The Strategy formulation process

This strategy is an outcome of a highly participatory process that was spearheaded by MAAIF. The technical process was conducted by a Technical Working Group (TWG) and with technical support from UN-FAO. It comprised of experts drawn from MAAIF, Ministry of Gender Labour and Social Development (MoGLSD), National Planning Authority (NPA), Uganda Coffee Development Authority (UCDA) and Youth Associations, and was chaired by the NPA. The stakeholders who participated in the strategy development process include MAAIF Officials (led by the Department of Agricultural Investment and Enterprise Development); National Planning Authority (NPA); Ministry of Gender, Labour and Social Development (MGLSD) Officers; FAO, and other UN-Agencies; Civil Society Organizations (CSOs); Local Government officials; selected farmers in crop, animal industries as well as fisheries and aquaculture; Private sector; United States Agency for International Development (USAID); Building Resources Across Countries (BRAC); Sasakawa Global 2000 and; Gayaza High School among others. It also included the youth who are currently employed in the agricultural private sector or those affiliated to agricultural projects funded and promoted by both Government of Uganda (GoU)



such as the Youth Livelihood Programme (YLP), and the Venture Capital Fund. Four regional consultative workshops were held during the period August-September, 2016. The workshops were held in Lira town (for the Northern and West Nile region), Mbale town (for the Eastern region), Mbarara town (for the Western region), and Mukono (for the Central region), to ensure wide national consultations, contributions, acceptance and ownership.

A total of 1,515 youth and key informants were involved in the process of formulating the strategy. Out of these, 220 were participants in the aforementioned consultative regional workshops that included technical and political officers. These were; District Production Coordinators (DPCs), District Agricultural Officers (DAOs), District Veterinary Officers (DVOs), District Fisheries Officers (DFOs), Community Development Officers (CDOs), District Youth Officers, Resident District Commissioners (RDCs), Chief Administrative Officers (CAOs). Others were; religious leaders (drawn from the Catholic Church, Church of Uganda, and Muslims, as well as other faiths, and cultural/traditional leaders. Further, eight Key Informants were interviewed in each of the regions, giving a total of 32. This was supplemented by four Focus Group Discussions that were held in each region that contributed to a total of 240 respondents.

A survey was held to inform this strategy and was contributed to by over 303 sampled respondents drawn from the four regions that we randomly selected from youth groups and non-group members. A total of 85 University students were also interviewed while 635 secondary school students (drawn from “O level” and “A level”), were also randomly selected and interviewed. By and large, deliberate sampling efforts were geared towards gender balance, and inclusion of youth that engage in agriculture and those that are not involved in agriculture. Further, a value chain approach and an in-depth SWOT analysis were also undertaken

during the workshops. All the fields of agriculture where youth are engaged in and/or can benefit from were considered. These were: apiary, crops, fisheries, forestry and livestock.

A number of relevant MAAIF agencies were consulted, including; NAADS and NARO (and its Zonal Agricultural Research Development Institutes in the various regions), who have the mandate to develop technologies which youth in agricultural employment can adopt for increased productivity and incomes. Other line Ministries that were consulted were: MGLSD that is mandated with labour issues and policies, and Ministry of Finance, Planning and Economic Development (MFPED) that funds and monitors many of the funding programmes related to youth employment in agriculture. Universities and other tertiary institutions of learning were also represented in regional workshops. Youth organizations working with other development partner programmes such as World Food Programme (WFP), Purchase for Progress Programme, USAID’s Feed the Future programme, and Agricultural sector working group were also among the stakeholders consulted. A number of organizations that have also been involved in the implementation of youth programmes were also consulted, especially on lessons learnt, such as: BRAC, ADB (under Enable Youth Uganda),

### 1.3 Structure of the strategy

The strategy is organized in six chapters. This chapter presents the background while Chapter two shades light on the situational analysis. Chapter three highlights the strategic direction while chapter four details the Vision, Mission, Goal, thematic areas, strategic objectives, and strategic interventions. Chapter five presents the implementation arrangements. The strategy concludes with chapters on financing arrangements and Monitoring and Evaluation framework. The report also presents the results framework and a detailed budget which are annexed.





## 1.4 SITUATION ANALYSIS

This chapter presents the global, regional and national context on youth status and employment. At the national level it details the Strengths Weaknesses and Threats to youth employment in agriculture. It is against this analysis that various strategies were crafted to remove barriers to youth engagement and employment in the agriculture sector.

## 1.5 Youth status and employment: Global, Regional and National Context

### 2.1.1 Global context

Over the last 30 years, the issues of youth employment have risen high on the development agenda. Nearly, a third of the world population are between the ages of 15 and 34 years and live in developing countries (World Bank, 2013). In Africa today, over 60% of the population are below the age of 25 years. Youth employment is very high on the global development agenda. Goal 8 of the Sustainable Development Goals (SDGs) on Full and productive employment and decent work for all sets dedicated targets on youth (see Box 2). Several UN organizations, including FAO, are actively engaged in global processes and fora on youth employment, such as the Inter-Agency Network on Youth Development (IANYD) and its System-wide Action Plan on Youth (UN Youth-SWAP), as well as the Global Initiative on Decent Jobs for Youth (DJ4Y).

Overall, numerous metrics point to the fact that the youth face enormous challenges in entering into the labour market, and getting productive and decent jobs, in particular:

- Over 74 million youth (aged 15-24), were unemployed in 2013, an increase of more than 700,000 over the previous year
- The global youth unemployment rate was about 13 percent, which is about three times as high as the adult unemployment rate.
- There were 37.1 million fewer young people in employment in 2013 than in 2007.
- The global youth labour force participation rate of 47.4 percent in 2013, was more than two percentage points below pre-crisis level, as more young people dropped out of the labour market.

- The share of young people in the 15-29 age group who are neither in employment, education or training, rose in 30 of the 40 countries for which data were available in 2013.
- In developing countries, 60 percent of workers in the 15-29 age group lacked a stable employment contract, 60 percent had below average wages, 80 percent were in informal employment in 2012.

A number of strategies have been put in place to ensure sustainable and inclusive growth in Europe. Europe 2020, the European Union's ten-year growth strategy, sets the framework for a coordinated response in order to emerge stronger from the crisis and to improve the long-term prosperity of its citizens, including youth.

### DEFINITION OF YOUTH

- The United Nations (UN) defines 'youth' as people between the ages of 15-24 years.
- Most African countries adopt the African Union (AU) definition of youth as people between the ages 15-35. This Programme adopts the AU definition when referring to youth. However, it also takes into account the differences in aspirations, needs and challenges between the 15-24 and 25-35 age cohorts.
- Uganda defines its youth as being between the ages of 18-30 years. However, this is a mismatch with the Uganda National Youth Policy that define the youth as; *"all young persons; female and male aged 12 to 30 years"*.

### 1.6 2.1.2 African context

In Africa, main regional bodies and policy processes acknowledge that youth unemployment is a daunting development challenge. In particular, integrating youth in agriculture and agribusiness is a key priority in the implementation of the Sustaining CAADP Momentum Results Framework (2014-24). Likewise, the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods, endorsed at the African Union summit in 2014, identifies specific youth-related targets under its "Commitment to Halving Poverty by the Year

2025, through Inclusive Agricultural Growth and Transformation.” The specific targets identified are: 1. Create job opportunities for at least 30% of youth in the agricultural value chains; 2. Support and facilitate preferential entry and participation for women and youth in gainful and attractive agribusiness opportunities.

In terms of programmes and other initiatives, the region has already engaged in a wide range of ongoing interventions towards youth employment. Examples include: The AfDB-IITA-AGRA programme Empowering Novel Agribusiness-Led Employment for Youth (ENABLE Youth); The Nigeria Youth Employment in Agriculture Programme (NYEAP); IFAD-supported Community Based Natural Resource Management Programme in the Niger Delta; The African Youth Agri-preneurship Programme (AYAP) in Ghana, among others.

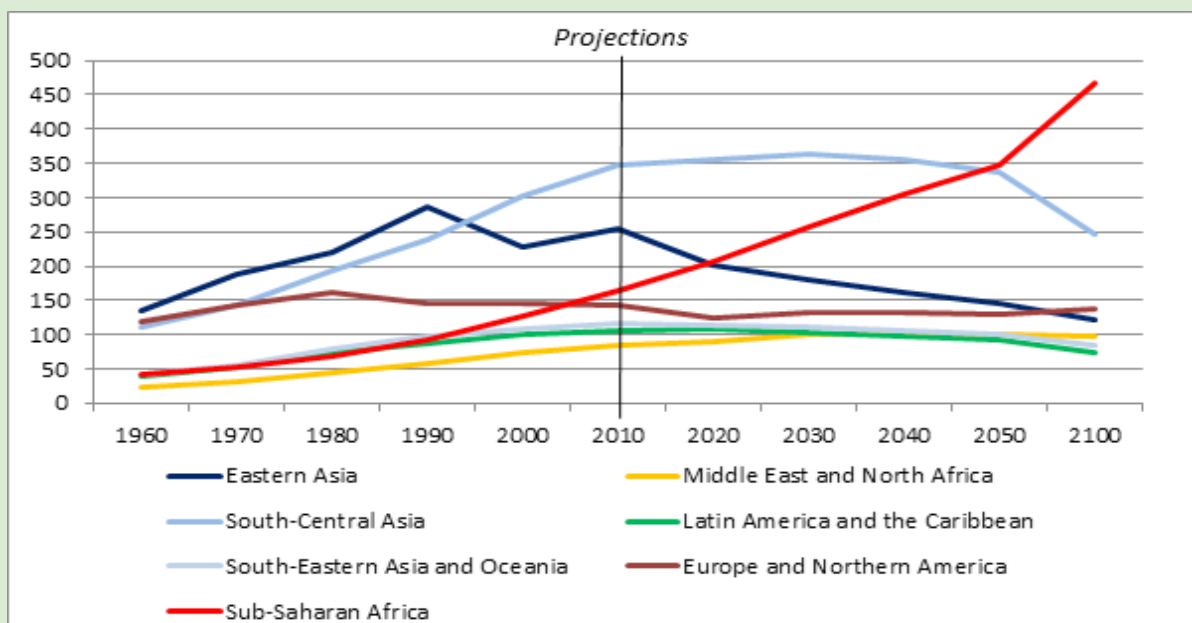
To harness the potential of the sector to create productive and decent jobs for youth in Africa and to attract young people, agriculture will need to be more dynamic and appealing, and young people will need to view the sector in a more positive manner. Last, but not least, responding to the rural youth employment challenge in SSA requires a broad approach and enhanced coherence among interventions in different policy areas such as: poverty reduction, youth development, education, employment and social protection.

In Africa, the employment challenge is particularly pronounced and aggravated by the increasing numbers of youth entering the labour market. Figure 1 shows that the youth population will continue to rise in Sub-Saharan Africa (SSA), throughout the 21<sup>st</sup> century, even though it is projected to decline in other regions. Africa south of the Sahara has both the world’s fastest growing population and the youngest population. By 2050 the subcontinent with its projected 1.7 billion people, will be the second most populous region in the world after South Asia.

In rural areas, the number of young people will continue to expand into the 2030s, which has far reaching implications for development, food security and employment in Africa in the decades ahead. Between 2010 and 2050 other regions will experience a significant decrease in rural population, while Africa south of the Sahara will add an estimated 150 million people in rural areas (an increase of nearly 30 percent).

The young people yet to be born will be in addition to the 330 million already present and about to enter the labor force, of whom 195 million live in rural areas. As Figure 1 shows, the number of people entering rural labor markets each year is projected to increase until at least 2035.

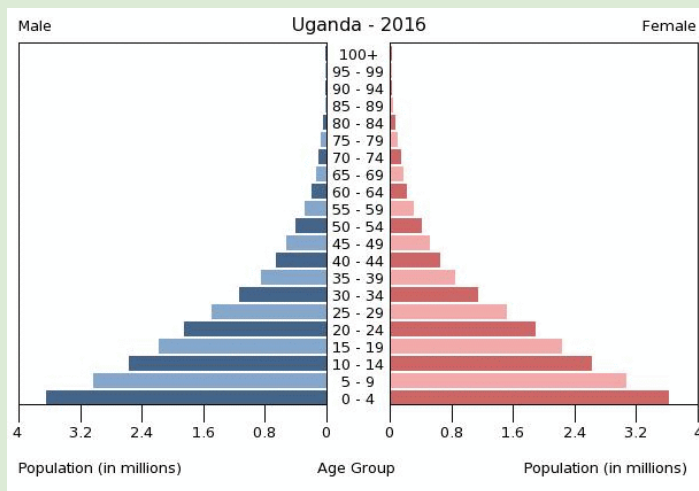
**Figure 1: Projected youth population by region; 1969 -2100\***



\*Based on data from United Nations (2011), cited in: Proctor and Lucchesi (2012), op cit.

### 2.1.3 National context

The Ugandan population is to a large extent comprised of a high and increasing cohort of young people. With a high population growth rate of 3.2 percent per annum, Uganda is going through a young population bulge with close to 78 percent of its population below the age of thirty, and the median age being 15 years . The youth (18-30 years) represent approximately 23 percent (estimated at about 9.2 million) of the population and they comprise over 64 percent of the unemployed persons in Uganda . This large youth population presents immense opportunities for national development. However, challenges related to transitioning successfully from education to employment, and finding viable employment and income-earning opportunities remain critical huddles.



Source: [CIA World Factbook](#) - Last updated on July 9, 2017

### Employment

Over 92% of the youth in employment are working poor, and youth are also overrepresented among the extremely poor (ILO, 2015a). Three out of four working youth are in vulnerable employment, as either own-account workers or contributing (unpaid) family workers, predominantly in the agricultural sector. Young women in rural areas are more likely to be contributing to family labour and have less chance than young men of obtaining paid work (12.0 % compared to 21.4 % of young men) . Vulnerability also varies by age group.

In Uganda, there are specific gender roles that make young women more vulnerable to challenges to their work within agriculture. Women work within a male dominated society – source of their, exclusion

This proportion is continuing to rise and will peak in coming years hence, creating a global “youth bulge”. There are growing fears in the social circles that this bulge of underemployed youth will weaken community and societal bonds and heighten social unrest, including crime, riots, and armed conflict and terrorism.

Young people (see definition in Box 1) who have weaker links to the world of work than the general population are disproportionately affected by the current global employment situation. Lack of relevant work experience, weak economic prospects, and dwindling new job openings exacerbates young people’s chances of getting jobs despite their levels of education, high energy, enthusiasm and innovative ideas that they might bring to the labour market. Since the economic crisis of 2008, young people are increasingly finding it difficult to penetrate the job market.

The young men and women constitute the largest proportion of the country’s labour force. The youth share of unemployment was 64% in 2013. The largest uneducated group that is unemployed is located in rural areas, while the reasonably educated are mostly urban. Also, in addition to unemployment, underemployment remains a major problem in rural areas, as well as the high rates of poor quality and low-productivity jobs and activities. According to the second “School-to-Work Transition Survey” (SWTS) undertaken by UBOS in 2015, labour underutilization is a major problem with more than one quarter of the working population (27 percent) underutilized in relation to time, inappropriate skills and low pay. The vast majority of young Ugandans are working.

However, the quality of employment is low for most of them, which results into the majority of young people and the country failing to make the most out of their economic potential. (UBOS, 2016) . Sixty three percent (63%) of the youth are in agriculture and mainly in rural areas (NDP2). Youth unemployment is predominant among the female youth. In spite of the Universal Primary Education (UPE), Universal Secondary Education (USE) and affirmative action for entrance of young women into tertiary institutions, many young women are still illiterate and

lack the vocational skills that would enable them to get employed or create their own jobs. Evidence provides that out of the 6.9 million Ugandans that were non-literate during the 2009/10 period, 5.5 million were women and only 1.4 were men aged 15 years and above. Further, young women (15-29 years) are faced with a number of gaps in the labour market. These include higher unemployment rates, wage gaps and, higher shares in vulnerable employment, among others. Also, although Uganda has taken various steps aimed at reducing the gender gap in the education system, the proportion of females classified as neither in Education nor in Employment or Training (NEET) is about 19 percent which is nearly three times that of males (7 percent) (UBOS, 2016).

Evidence reveals that youth engagement in agriculture is declining amidst rising youth unemployment, yet the services and industrial sectors despite growing at considerably faster rates have not created enough jobs for the burgeoning youthful labour force. This has implications on food security, unemployment, and underemployment and may undermine the government efforts to drive economic growth through agriculture.

The withdrawal of youth from agriculture is higher than that of the older cohorts. The shift from agriculture is biased towards the services sector and more prominent among the educated youth. On a positive note, compared to other countries in SSA, Uganda's agriculture seems to have been effective in engaging graduates in agriculture and in providing higher shares of young workers in the agriculture sector in (wage) stable jobs, although with low shares compared to middle-income countries at 13.3 per cent (ILO, 2015). Yet, the majority of the youth that work in agriculture face harsh and poorly remunerative conditions. The Industry and Services sectors being skill driven, agriculture is often seen as the only option for the less skilled youth where their return on labour can be enhanced and maximized through less investment in training and capitalization.

Most youth are engaged in some sort of agricultural activity. For the most part, however, youth do not see the attractiveness of agriculture as a primary income generating activity. Young Ugandans are interested in agriculture in terms of second income generation, and many of them respond positively to the question "*do you want to be a farmer in the future?*" However, they react negatively to subsistence farming, which is the form

of agriculture to which most youth are exposed. This distaste for subsistence farming is not unwarranted, as low agricultural yields and the natural vulnerability of crops prompt many youths to perceive diversification of income as a stronger livelihood strategy than a singular focus on farming. As such, many youths seek pathways to the workforce that still allow them to 'keep a foot in the door' of agriculture, especially as many youths believe that they will one day return to their parents' land.

The following were the non-farm economic activities that youths are largely involved in; Bodaboda, Sand quarrying /mining, Brick making, Charcoal making, Mechanic works, Hawking of various household items, Porters at construction sites, Sales promotions, Prostitution, Pick pocketing, Mobile money and airtime transactions, Attendants in shops, bars, lodges and banks, ICT related business (such as recording music and films on CDs and DVDs), Commercial music, dance and drama, and Salon business.

It is important to focus on 14-17 age group as a special category of young persons, and as beneficiaries of the agriculture sector in the near future. Globally, about 47 million youth aged 15 to 17 are engaged in hazardous work. They account for 40 % of all youth employed in this age group and 28 % of all child labour. Youth under 18 also face additional challenges in accessing productive resources and services or joining representative organizations due to their status as minors.

In Uganda, among the major reasons that warrant focusing on these young people is that they constitute about 10.3 percent of the population and according to the Employment Act, they are allowed to work (article 32 on employment of children). However, they are not allowed to perform hazardous tasks (both hazardous by nature and by conditions).

It's also noteworthy that few interventions, programmes and policies focus on them. Other reasons are: they are energetic and there is a need to harness their innovative potential; they are still developing their aspirations, are more vulnerable than the youth, are ill-prepared for the transition into adulthood, and lack awareness of existing capacity building services. Moreover, here is a lack of policies targeting them as compared to the



18-30-year youth category that are constitutionally recognized and. This age group is also excluded from participation in government policies and programmes design and implementation. Such programmes as Youth Entrepreneurs Scheme (YES), Youth Opportunities Programme (YOP); Youth Venture Capital Fund (YVCF) and Youth Livelihood Programme (YLP) are meant for the 18-30-year youths. The youth in 14-17 age category are also excluded from decision making within their families, communities and development initiatives. It is therefore, crucial to create mechanisms for their voices to be heard and recognized and that they are part of the decision-making process with regards to programmes and policies that affect them.

Legally, these young people are below the constitutional age of a youth. They encounter major barriers to access resources, services, employment opportunities, and markets. The majority of youth in this age group operate in the informal sector and are unable to access decent working conditions or appropriate social protection (i.e. fair wages, insurance, safe working conditions, employment contracts, etc.).

Young persons of this age category are more vulnerable to exploitation in the labour market due to their lack of skills, low bargaining power, and because they often end up in the informal sector of the economy. Further, (i) employers may be reluctant to employ them formally partly due to the limitations that the legislations poses to employment of children under 18 years and negative perception regarding their ability to do good work,

(ii) they tend to be denied employment contracts, hence get paid low wage or work in indecent working conditions since many are unaware of their rights,

(iii) related labour legislation is often not enforced. In this group of people, boys are often found in hazardous tasks, while girls tend to work for as long as 14 hours or perform low or unpaid work. One million children aged 14-17 years were estimated to be involved in hazardous work .

The sensitivity of the female further compounds the challenges faced by this cohort. Females usually have fewer opportunities due to community perception and expectations that include early marriage, family caring tasks and mobility constraints. They usually have less control over the income they earn, are exposed to more risks and have lower retention of jobs (due to early

pregnancy, sexual harassment, etc.). Young people below 18 years of age face a legal barrier to access financial services as they are not even allowed to open bank accounts and lack the requisite assets (including land) to act as collateral for loans. The Youth aged 14-17 are often excluded from cooperatives and associations as direct members, which impedes their ability to access markets and business services.

The following categories are marginalized groups and require special, tailored attention; the Illiterate, out-of-school youth who have not completed basic education, the disabled, orphans, child-headed households, children from pastoral or nomadic communities, girls living in communities that have negative or disempowering gender related practices (i.e. FGM, early marriage), young girls in hazardous or forced labor, young refugees and displaced persons, those affected by HIV or AIDS and/or living with relatives affected by HIV or AIDS, those living with albinism, those living and working in the street or in conflict with the law, and those from very poor families.

### 1.1.1 Legal, Policy and Regulatory Framework

The constitution of Uganda provides for youth rights and privileges. It also tasks policy makers, nationals and implementers to respect the rights and freedoms of youth. Section 2 of the Constitution provides for equality and freedom from discrimination and highlights that a person shall not be unfairly treated on grounds of sex, race, tribe, religion, social or economic standing, political opinion or disability of any kind. However, because of widespread and perceived ignorance of this law, many youths have been denied many employment opportunities.

It also provides for disadvantaged groups that include Persons with Disabilities (PWDs), women and youth. Laws, cultures, customs, and traditions which are against the dignity or interests of women or other disadvantaged groups are prohibited. Access to and ownership of land remains a big challenge for the youth and women. This should be a basis for providing an enabling environment to provide the pre-requisites to attract the youth into agriculture.

Section 24 defines Economic rights of nationals. In Article 40 part (1), Parliament is tasked with passing

laws, (a) to provide for the right of persons to work under good, safe and healthy conditions; (c) to ensure that every worker is given rest and reasonable working hours and periods of holidays with pay, as well as payment for public holidays. These provisions provide for decent employment of nationals.

The National Employment Policy (NEP) recognizes the twin challenge of poverty and unemployment in spite of impressive economic growth over the years. Accordingly, a strategic framework has been formulated to guide efforts towards employment within a stable macroeconomic environment. The policy is anchored on key Government policies and legislation such as the National Vision (2025), the National Development Plan II, the National Constitution and other relevant legislation. It draws inspiration from various commitments to regional and international obligations, such as, the Millennium Development Goals (MDGs) and now replaced by Sustainable Development Goals,

### National Youth Specific Policy Framework

The Government of Uganda has prioritized the generation of more and better jobs for the youth. This is well articulated in Government policies and strategic documents as highlighted in this section. Also, the current policy and strategic framework to promote youth employment is cognizant of the role that agriculture currently plays, and can potentially play to increase youth employment and contribution to national development. The National Strategy for Youth Employment in Agriculture (NSYEA) has been developed in total alignment with these existing frameworks, with the aim to foster policy coherence. Youth employment priorities are reflected at macro level in the country's **National Development Plan (NDP II)**.

Its objectives are to: Promote decent employment opportunities and labour productivity; Enhance effective participation of communities in the development process; Improve the resilience and productive capacity of the vulnerable persons for inclusive growth; Improve the capacity of youth to harness their potential and increase self-employment, productivity and; Promote rights, gender equality and women's empowerment in the development process; Improve the performance of

the sector institutions; Reduce imbalances and improve access to opportunities for all.

The NDP II, identifies agriculture as one of the priority sectors for investment given its great multiplier effect and potential on Uganda's economy. Emphasis is placed on investing in 12 enterprises (Cotton, Coffee, Tea, Maize, Rice, Cassava, Beans, Fish, Beef, Milk, Citrus and Bananas). Employment-relevant interventions refer to: Increase access to agricultural finance services; Promote commercialization of agriculture particularly amongst smallholder farmers; Strengthen Farmer Group formation and cohesion including commodity associations, platforms, federations and co-operatives; Promote time and labour saving technologies targeting women farmers; and strengthening agricultural research.

The NPA Strategy Paper for Employment Creation (SPEC)<sup>1</sup> identified the major handicaps to youth employment as: inadequate employment opportunities, a high population growth rate, slow economic growth, small formal private sector, low education levels (the majority of the youth have only attained primary education), and limited skills, skills mismatch due to the slow responsiveness of the education system to technological and general global advancement for the youth. Further, to attract the youth into agriculture the paper calls for addressing an important element of decent work. The Strategy proposes a holistic value chain development approach and acknowledges a number of youth oriented programmes already in place, namely: Youth Livelihood Programme, the Youth Venture Capital Fund, the Youth Enterprise Scheme, the Programme for Children and Youth and Skilling Uganda.

The **Micro, Small and Medium Enterprise (MSMEs) Policy** guides the private sector to significantly contribute to sustainable and efficient value addition<sup>2</sup>. The policy recognizes the following strengths that could provide a strong foundation for MSMEs to

1 NPA (2015). *The National Planning Authority, PEC Paper, January, 2015. Kampala, Uganda.*

2 Republic of Uganda (2015). *Ministry of Trade, Industry and Cooperatives (MTIC). Uganda Micro, Small and Medium Enterprise (MSME) Policy. Kampala, Uganda*



flourish and promote youth employment: (i) a stable macroeconomic environment, (ii) support at policy and implementation levels, academic and research institutions, (iii) a supportive legal framework, (iv) an enterprising and trainable labour force, (v) natural resource endowments, (vi) a conducive investment climate.

The **National Employment Policy (2011)** identifies youth employment promotion as well as agricultural and rural employment among its critical action areas. The policy is organized around main objectives: i) To promote macro-economic policies and investment strategies for employment creation; ii) To increase productivity, competitiveness and employability of the labour force, especially the youth and other vulnerable members of the labour force; iii) To promote in-employment skills development, training and apprenticeships and/or internships, especially for the youth; iv) To ensure availability of reliable and timely labour market information, and v) To promote and protect the rights and interests of workers in accordance with existing labour laws and fundamental labour standards.

Youth engagement in agriculture and employment promotion are recognized priorities in the agriculture policy framework. Yet, a coordinated strategy for this purpose is missing. The overall objective of the

National Agricultural Policy (2013) is to “promote food and nutrition security and household incomes through enhancing sustainable agricultural productivity and value addition, providing employment opportunities, and promoting domestic and international trade in Uganda”. Among the six operational objectives, employment-relevant ones include (1) Ensure household and national food and nutrition security for all Ugandans; (2) Increase incomes of farming households (3) Promote specialization in strategic, profitable and viable enterprises and value addition through agro zoning; and (4) Develop human resources for agricultural development. The policy emphasizes the importance of supporting improved working conditions and fundamental principles and rights for agricultural workers.

## SWOT ANALYSIS

An analysis of the Strengths, Weaknesses, Opportunities and Threats (SWOT) of agriculture in the context of the youth was undertaken. This strategy will be implemented within internal and external dynamic environments. The internal environment analysis will assist in developing strategies, maintaining the strengths, and minimizing the weaknesses. The analysis of external environment will assist the Ministry (MAAIF) to exploit the available opportunities and to have the ability to face the foreseeable threats during implementation of this strategy. A detailed SWOT is presented below;

**Table 1: SWOT Analysis of the Youth in the Agricultural Sector**

STRENGTH	WEAKNESS
1. Availability of abundant and affordable labour force of the youth	1. Youth negative attitude towards farming
2. Availability of basic Indigenous knowledge in agriculture	2. Limited involvement of the youth in some agricultural value chain nodes
3. Youth are energetic, and can be utilized to undertake labour intensive activities	3. Lack of sufficient knowledge and skills in agricultural related ventures
4. The youth are flexible and can easily be relocated	4.i) Low mechanization which increases inefficiency
5. Innovativeness of the youth (since some have ample education)	4.ii) Lack of adequate market information 4. iii) Poor transport infrastructure which makes inputs and outputs expensive 4. Iv) Limited storage and agro-processing facilities
6. There are platforms for peer learning (e.g. there are some successful youth with viable running projects of piggery, vegetables like fresh beans, poultry and agriculture)	
7. Easy to mobilize with motivators/incentives	5. Youth want quick wins (e.g. sports betting) – not patient, they are not committed  ADD: Presence of High levels of subsistence
8. Youth are trainable	6. Limited access to financial services and agriculture insurance

OPPORTUNITIES	THREATS
1. Agricultural inputs (e.g. machinery) are tax free	1. Competition for labour with non-other agricultural activities taking them away from agriculture due to its nature (labour intensive, time consuming and longitudinal)
2. Availability of unutilized land	2. Competition for resources allocation from other sectors 3. Climate variability and change (prolonged drought, floods, shifts in seasons, etc.)
3. Availability of markets both national regional and international markets has widened market opportunities (including EAC and COMESA)	4. Degradation of productive resources (including declining soil fertility, decreasing water bodies)
4. The political environment is currently supportive of youth programmes. Government's goodwill to enhance youth engagement in agriculture by setting youth programmes (e.g. youth livelihood programme, youth venture capital fund)	5. Land fragmentation is a threat to mechanized agriculture 6. Price fluctuations, especially for agricultural commodities 7. Unfavorable external economic factors (e.g. Inflation, shilling depreciation, etc.) 8. Pests and diseases
2. Availability of agricultural financing products	





### 3. OVERALL STRATEGIC DIRECTION

#### 3.1 An Overview

Agriculture is perceived by a larger cross section of the youth as not being an attractive source of employment yet it is a source of livelihood for over 70% of Ugandans. Agriculture has the highest potential to reduce poverty. However, various bottlenecks have hindered the maximization of this potential including limited inclusion and employment of youth in agriculture in spite of a number of initiatives in place to make this possible.

Uganda has one of the youngest populations in the world with over 70% of the population below the age of 35. However, most interventions have targeted youth between 18-30 years leaving out the 14-17-year-olds because persons below 18 years are children.

The existing policies, legal and regulatory framework accords limited attention to the 14-17 year olds making them vulnerable to poor conditions in the job market. Youth lack adequate access to assets and lack security of land tenure, are lowly skilled in entrepreneurial aspects, lack access to finance, land equipment and adequate social capital, among other challenges. The strategic direction seeks to address these critical gaps.

This strategy is operationalizing the Agriculture Sector Strategic Plan (ASSP 2015-2020) which is the broader framework for implementing the National Agriculture Policy (2013). The strategy addresses economic, social and political challenges which lead to lack of or low incomes, low food production, food and nutritional insecurity. The strategy has the following vision, mission, thematic areas, strategic objectives, strategies and specific activities.

#### 3.2 Youth Employment along the Agriculture Value Chain

To implement this strategy, the approach that has been devised is to build a dual approach that (on one hand) tackles challenges precluding youth employment in agriculture, and (on another hand) supports new

investments that will inspire youth (both those already in agriculture and new incomers) to participate gainfully from decent employment in the different agriculture sub-sectors namely: crop, animal husbandry, fisheries and aquaculture and along the various stages of the value chain.

As shown in the diagram below, Government will put in place a conducive legal, policy and institutional framework to create an enabling framework that attracts, retains and inspires prosperous youth engagement in various aspects of the value chain.

Government will harmonize, review and strengthen the legal framework and ensure good governance and accountability. Working under the same arrangement ongoing under the National Agricultural Extension Policy, Government will support youth-focused agricultural services, review and adopt guidelines on integrating youth into various aspects of extension. Government will support youth's access to agricultural inputs such as seed, feeds, fertilizers, farming equipment and other technologies for the youth.

This will lead to increased production and productivity working with households and community networks especially on better utilization of both public and private land. More focus will be put on post-harvest handling and value addition so that youth can produce products that generate high returns from processed output produced to meet national, regional and international markets.

This strategy has a number of cross-cutting themes critical to youth employment in agriculture that include: Ensuring Gender equity and Equality including aspects of social protection for the vulnerable including PWDs; ensuring that implementation cognizant of the inclusion of all aspects of climate smart agriculture as well as Use of ICT and innovations to ease the cost of doing business and expand the knowledge base. The strategy will also propel sharing of best-practices and related awareness creation so that they are scaled up to the benefit of the wider agricultural sector.

## 4. VISION, MISSION, GOAL, THEMATIC AREAS AND STRATEGIC THRUSTS

### 4.1 Vision Statement

**Economically empowered youth from gainful employment in agriculture**

### 4.2 Mission Statement

**Enhancing youth employment by reducing deterrents to decent and gainful employment in agriculture**

### 4.3 Goal

**Increased and sustained youth employment in the agriculture sector at the various levels of the value chain**

### 4.4 Thematic Areas

Strategic interventions to support youth employment in agriculture are aligned to the following five distinctive thematic areas:

- Thematic Area 1: Ensuring an enabling environment for youth employment in agriculture**
- Thematic Area 2: Supporting youth oriented agricultural extension**
- Thematic Area 3: Improving youth education and learning**
- Thematic Area 4: Supporting youth entrepreneurship**
- Thematic Area 5: Adaptation to and mitigation of agribusiness risk and uncertainty**





## THEMATIC AREA 1. STRENGTHENING THE ENABLING FRAMEWORK FOR YOUTH EMPLOYMENT

This thematic area will focus on the following main strategic areas. These include strengthening the policy, legal and institutional framework for youth employment, enhancing land access and control by the youth, strengthening family and community involvement in youth agricultural programmes/projects to enhance ownership and sustainability, increasing access to agriculture finance; increasing access to ICT for youth in agriculture; increasing access to markets, and supporting youth in agricultural mechanization.

### 4.4.1 Thematic Area 1 Strategy 1: Strengthening the policy and legal framework

Currently, there exists a number of gaps within the country's legal, policy and other regulatory frameworks that constitute significant barriers against youth involvement in agriculture. The definition of youth itself has contestation owing to the recognition of children as all persons below the age of 18. This has led to the marginalization of youth aged between 14-17 years and who are legally eligible and able to work in some aspects of agriculture. Owing to the fact that most of Uganda's population depends on subsistence agriculture for their livelihoods, medium and extensive agriculture has been practiced by larger scale farmers who constitute less than 20% of all farming population – mostly excluding the youth. A number of binding constraints including limited access to land, finances and technical know-how have limited the presentation of agriculture as a viable commercial option – an issue that has led to a drive of youth to commercial businesses in peri-urban and urban towns away from agriculture. Worse still, some negative perceptions around agriculture as a hard labour activity handed out as 'punishment' or 'community service' in schools and communities respectively have in some instances been a disincentive to attracting young people to the sector.

Absence or limited legal frameworks to regulate the sector has made it difficult for youth to reap the benefits that the sector promises including high cost of agricultural financing (and lack of diversity in financial products to incentivize enterprise set-ups), high cost of doing business as well as limiting tax structure that is a disincentive for youth investment in the sector. Due to limited provision in the financial sector, most youth are not eligible to form producer groups, cooperatives

and other SACCOs which minimizes their opportunity to invest. Weak, enforcement of laws coupled with weak penalties has seen a rise in sale of counterfeit inputs – further frustrating young people and eroding their faith in agricultural practice and realization of tangible benefits. This strategy will be including the revitalization of the national agricultural youth forum to present these and concerns pertaining to institutional and regulatory challenges to relevant authorities. In order to appraise the performance of this strategy, MAAIF will strengthen reporting, collaborative learning and information sharing supported by a tailored Monitoring and Evaluation (M&E) system. There is therefore, a need to ensure that a supporting and enabling environment is in place to address these challenges. These and other strategies to ensure a conducive environment for youth employment in agriculture are stated below:

### Strategic Interventions

- a) Identifying, reviewing and harmonizing laws, policies and strategies relating to youth in agriculture;
- b) Lobbying Government and policy makers for legal provisions that recognize the 14-17 year-olds;
- c) Promoting awareness initiatives about youth enabling laws, procedures, rights, programmes, obligations and remedies;
- d) Supporting dissemination of the National Strategy for Youth in Agriculture (NSYEA) information and on various youth-in-agriculture programmes and projects;
- e) Supporting monitoring and enforcement of regulations pertaining to agricultural services especially, agro-inputs;
- f) Building capacity of MAAIF to mainstream youth issues in their programmes and partnerships inclusive of 14-17-year-olds;
- g) Strengthening M&E systems for youth interventions in various enterprises;
- h) Lobbying for provision of youth agribusiness tax incentives;
- i) Lobbying for increased rural electrification to spur processing at lower costs; and

- j) Revitalizing the National Agricultural Youth Forum.

#### 4.4.2 Thematic Area 1 Strategy 2: Enhance land access and control by the Youth

Land is one of the critical factors of production yet the majority of youth have limited access and rights to own land at household and community levels. This is partly attributed to gender differences, inheritance, and cultural beliefs. Among most cultures, female youth continue to be excluded from land ownership because land is typically inherited by their male counterparts. Most women work on land that they borrow or hire which is usually smaller plots averaging less than two (2) acres.

There are cases where male youth have been given land but have opted to sell it to generate financial resources to start off-farm businesses. Another concern is high incidences of land fragmentation. This is mainly as a result of land inheritance where parents pass on land to their children through a will or through cultural systems – and one that prioritizes hand over of land to mainly male youths since female youth are expected to move away from their home once they get married. In some cases, when young women have a legal claim to land, it can be difficult for them to enforce it because they at times lack the education and financial resources to press a claim.

Aware of the need to ensure access land by youth, Government's strategy will be to sensitize communities on the importance of youth employment in agriculture and the need to ensure that land is availed to make this possible. Government will build community capacity to ensure efficient utilization of both public and private land by utilizing resources in a proposed youth land fund. The following will constitute the main strategic interventions.

##### Strategic Interventions

- a) Lobbying for establishment of a national youth land fund to support efficient utilization of land to support young people especially women in agriculture;
- b) Building the capacity of community networks that will support young people especially women to promote utilization of public and private land.

#### 4.4.3 Thematic Area 1 Strategy 3: Strengthen family and community involvement in youth agricultural programs/projects to enhance ownership and sustainability

Families and communities are critical in agriculture yet they rarely participate adequately in program prioritization and planning for youth involvement in the sector. Communities can play a very strong role in mobilization of youth to participate in various programmes and projects so that gradually youth appreciate the investment effort required to benefit optimally from various agricultural enterprises. Communities have hosted Farmer Field Schools (FFS) to demonstrate practical skills for uptake by young people. The strategy is therefore, to support parents, guardians and community leaders to demonstrate success stories as effective peer influence on the young people as a means of mentoring and creating of a mind-set change on agriculture as a viable option for employment. To embark on this process, the following strategic interventions will be carried out:

##### Strategic Interventions

- a) Educating youths on the values of family and community structures;
- b) Supporting youth, parents and community participation in agricultural programmes/projects' designs, implementation and monitoring;
- c) Ensuring nurturing and implementation of mentorship programmes with special emphasis on proximity skills for the 14-17 year olds; and
- d) Supporting initiatives that create mind-set change among the youth and communities to invest in agriculture as a viable venture.

#### 4.4.4 Thematic Area 1 Strategy 4: Increase access to agricultural finance

Financial constraints are more pervasive in agriculture and related activities than in service and industry sectors, reflecting the risky nature of agricultural activities. Despite some development of financial services in Uganda, the majority of youths have limited access to finances that can make them competitive in the market. The ability of agricultural enterprises and rural households to invest for the long term and make calculated decisions for risky income flows is partly shaped by the availability of financial services (MAAIF, 2010). Access to financial services, in particular savings

and credit products, would expand their opportunities for more efficient technology adoption and resource allocation.

Financial contracts in rural areas involve higher transaction costs and risks than those in urban settings because of the greater dispersion of production, lower population densities, the poor quality of infrastructure, and the seasonality of rural production activities. Invariably, banks and other traditional finance institutions find it risky to lend to agricultural endeavors. This pushes the interest rates up and calls for high value collateral, and hence, excluding resource constrained youth. Wealthier farmers can obtain larger loans at lower cost from formal lenders because they can credibly pledge assets or future cash flows. Asset-poor households by contrast, are limited to considerably smaller loans at much higher rates. To address these challenges, the following strategic interventions will be undertaken:

### Strategic Interventions

- a) Sensitizing youth and relevant financial institutions regarding available financial products to establish formal links;
- b) Advocating for more youth-friendly financial products working with financial institutions focused on relevant agricultural machinery and equipment among other inputs to support project start-ups;
- c) Lobbying Government to establish an innovation incubation fund for youth groups;
- d) Supporting the establishment and capacity building of youth farmer groups, Savings and Credit Cooperatives (SACCOs) and Village Savings and Loan Associations (VSLAs) to ease mobilisation, and increase savings and access to agricultural finance;
- e) Supporting establishment and promotion of special microfinance schemes for the 14-17 year olds beginning at the national level.

#### 4.4.5 Thematic Area 1 Strategy 5: Increase access and use of ICT for youth in agriculture

This is an information age and access to ICT is critical in knowledge sharing on developments in the agriculture sector as well as demonstration of modern practices at all stages of the agriculture value chain. With increased

ICT penetration (especially the use of mobile smart phones and social media).

While this is possible with youth in urban and peri-urban centers, access to information remains a challenge for youth in rural areas. To reach youth with information and enable them access ICT facilities to boost their engagement in agriculture, Government will set up community information centers, sensitize youth, and provide training in use of ICT tools for agriculture and use these centers as reference points for knowledge-based agricultural service provision for the youth across the country. Sensitization drives will be carried out using radio FMs, television programs and print media. The following will be the key strategic interventions:

### Strategic Interventions

- a) Establishment of internet enabled community information centers (including ICT software and equipment) to provide and promote market information sharing to and among the youth in agriculture;
- b) Sensitizing and training youth in using ICT in agriculture; and
- c) Undertaking research and support dissemination of offline tools that are usable with no or limited internet connectivity.

#### 4.4.6 Thematic Area 1 Strategy 6: Increasing access to markets

Markets provide the incentive for sustained production. However, not only is there inadequate market infrastructure in the country, in terms of coverage and quality (such as rural feeder roads), but linkages between producers and buyers are weak and information sharing is meager. This is the reason why many farmers have limited access to markets. Demands from both domestic and foreign markets have not been met due to low productivity, unsustainable volumes, but also lacking in terms of quality to penetrate other niches and well-paying buyers. Government focus will be to support youth to sustainably produce within a market orientation. This will require support to agro-processing and post-harvest handling infrastructure and supporting youth to be organized in informal and formal groups and cooperatives to benefit from economies of scale; reduce processing and value addition costs and achieve profitability that agriculture is able to provide. The following will be the key strategic interventions.

### Strategic Interventions

- a) Supporting the youth in sustainable production of high quality, value, quantity and safe agriculture products;
- b) Supporting agro-processing and post-harvest handling infrastructure (including cottage industries);
- c) Organizing youth into formal and informal groups with focus on rural youth aged 14-17-year olds;
- d) Support and promote initiatives in market linkages such as: capacity for storage (to bulk up supplies), contract negotiations and market analysis.

#### 4.4.7 Thematic Area 1 Strategy 7: Support youth in agricultural mechanization

Modernization of agriculture requires high investment in mechanization. Attracting youth into agriculture

makes access to agricultural machinery imperative. Currently, agricultural machinery and equipment are in limited supply in the country in comparison to their high demand. Tractors, and related farm implements and equipment are hard to access, and where they are accessible are prohibitively priced. Making agricultural machinery available and training youth on their use will be critical in increasing land use efficiency. In addition, youth will be supported to undertake machinery and equipment repairs and maintenance by linking them to technical operators.

### Strategic Interventions

- a) Support the youth to acquire skills for operating, maintenance and fabrication of agricultural tools and equipment building on what is being provided in formal institutions;
- b) Establish youth agro machinery hire and leasing pilot scheme.







## THEMATIC AREA 2: SUPPORT YOUTH-ORIENTED AGRICULTURE EXTENSION

This thematic area will be implemented as part of the broader effort to operationalization of the National Agricultural Extension Policy which is intended to address past shortcomings in agricultural extension service delivery and cause sustained progression of smallholder farmers from subsistence agriculture to a market oriented and commercial farming. The focus of this theme is to inspire youth-friendly extension services including successful approaches such as farmer field schools among others.

### 4.4.8 Thematic Area 2 Strategy 1: Effective Participation to maximize benefits of youth-oriented agricultural extension services

Government embarked on the programme to revitalize agricultural extension services with reforms under a single spine system that integrates all aspects of agricultural extension to be provided under one 'stream' of delivery. The aim of this approach was to eliminate parallel institutional arrangements as well as the separation of agricultural input supply from the extension service delivery system. Government through this strategy will organize the youth to effectively organize, manage, strengthen, regulate and develop human resources, techniques and technologies to advance their enterprises. This is because while smallholder farmers produce more than 80% of all food, they manage only 12% of all agricultural land. Obtaining critical skills is critical in maximizing the potential that this land provides. To this end the following interventions are planned:

#### Strategic Interventions

- a) Conducting a series of capacity building sessions for youth (with focus on vulnerable youth);
- b) Reviewing and adapting guidelines on integration of youth into extension services;
- c) Conduct a scoping study and assessment of extension approaches and methods (including e-extension, gender and nutrition sensitive, youth targeting, and market oriented) to identify good practices;
- d) Carrying out promotion activities for youth involvement in agriculture services.

## THEMATIC AREA 3: IMPROVE YOUTH EDUCATION AND LEARNING

Currently, the nature of agriculture education in Uganda is mainly theoretical yet by its nature, the subject is meant to have more hands-on exposure to the youth. To ensure an enduring inclusion and employment of youth in the agriculture sector, a protracted effort will be sustained to mainstream agriculture education at all levels. Government will under this theme provide youth-focused education and learning interventions using best practices and approaches in agricultural education and learning.

### 4.4.9 Thematic Area 3: Strategy 1: To Promote Peer-to-Peer Learning Approaches

Government will, under this strategy, support efforts to review the curriculum to promote practical orientation of youth in agriculture; support youth agricultural clubs to conduct agricultural competitions that facilitate peer-to-peer learning and promote practical exposure to youth both in and out-of-school. Government will utilize already existing institutions like the Zonal Agricultural Research Institutes (ZARDIs) to support this process. The following will be the strategic interventions:

#### Strategic Interventions

- a) Advocating for and supporting the review of the education curriculum to promote practical orientation of youth to agriculture;
- b) Supporting and promoting Youth agricultural clubs and camps;
- c) Conducting National agricultural competitions for the youth to facilitate peer learning;
- d) Promoting practical school farming systems (e.g. school gardens for students' practical teaching);
- e) Supporting life skills development and HIV/AIDS prevention and mitigation initiative;
- f) Conducting capacity building events for youth trainers to mentor the 14-17-year-old youth.

### 4.4.10 Thematic Area 3 Strategy 2: Promoting agricultural vocational training

The impact of youth employment in agriculture will be more efficient when youth are able to link theory to practice. Youth in schools can plant food crops like



vegetables that include cabbages, tomatoes and leafy vegetables such as amaranthus.

They can keep a fish pond or a zero-grazing cow and learn by doing. Promoting agricultural vocational training would inspire hands-on approaches in production, post-harvest handling and processing of various outputs.

By so doing, youth can appreciate agriculture as a business when they are still young and view it positively and as a viable professional option of employment. To this end the following interventions are planned:

### Strategic Interventions

- i. Lobbying Ministry of Education and Sports (MoES) and other stakeholders to support vocational institutions to offer formal and informal short courses to the youth;
- ii. Supporting provision of start-up support to the 14-17-year young persons to complete informal skills trainings combined with sustained mentoring and coaching;
- iii. Providing scholarships and grants to training programs in vocational skilling;
- iv. Revitalizing and improving the functionality of existing agriculture training institutes;



## THEMATIC AREA 4. SUPPORT YOUTH ENTREPRENEURSHIP

While there have been initiatives by Government in the past to increase youth entrepreneurship through skilling and other efforts, sustained training on the agricultural value chains and other areas largely remains low at all levels.

Entrepreneurship is critical to driving marketing and trade since youth will be aware of market demands and strive to produce with a target in mind.

Government under this theme will train youth in food processing, packaging, branding and marketing through the support of incubation facilities such as the one at Makerere University known as the Food Science and Technology Business Incubation Centre (FTBIC), Uganda Industrial Research Institute (UIRI) and CURAD housed at Makerere University Agricultural Research Institute, Kabanyolo (MUARIK).

These are few facilities to reach out to by all youth targeted under this strategy.

### 4.4.11 Thematic Area 4: Strategy 1: Promote and support youth agriculture entrepreneurs as an incentive for job creation and income generation

Aware of the limited provision of services to orient youth in various aspects of agricultural entrepreneurship, Government will utilize the ICT information centers proposed under this strategy under Theme 1: Strategy 5. Government will also support efforts to ensure proper administration, management, and operation of these structures and man them with dedicated and trained specialists. To support youth entrepreneurship, the following systems are planned:

#### Strategic Interventions

- a) Support youth agricultural entrepreneurs to access business incubation services;
- b) Build capacity of the youth to write viable agriculture proposals and business plans for sourcing of funds;
- c) Work with MoES in provision of basic functional literacy and numeracy skills to the 14-17 young persons (to those unable to attend schooling





## THEMATIC AREA 5. ADAPTATION TO AND MITIGATION OF AGRIBUSINESS RISKS AND UNCERTAINTIES

Risks and uncertainties have increased in recent times and have led to devastating losses. They include changes in weather patterns due to climate change; a drop in yields due to crop failure (linked to a low use of organic and inorganic fertilizers) all these combine to cause output and price fluctuations. These theme is purposed to address these shocks.

### 4.4.12 Thematic Area 5: Strategy 1: Enhancing youth's adaptation and resilience to climate related agri-business risks and uncertainties

Adverse effects of climate change have seen a rise in occurrences of prolonged droughts, shift in rainy seasons, reduced rains, and higher temperatures. Many farmers have faced losses due to vagaries of nature. Some farmers borrow funds for production, only to lose the entire or part of the crop or livestock or fish stock, and invariably fail to pay back. There are limited insurance schemes available for young people engaged or willing to come into agriculture, to compensate farmers for such losses. It is therefore evident that farmers lack adequate knowledge regarding the climate change phenomenon and its impacts. Government will implement the following interventions under this strategy;

#### Strategic Interventions

- a) Ensuring uptake of best practices, innovations and technologies relevant to addressing agribusiness risks and uncertainties;
- b) Supporting interventions towards effective and efficient dissemination of information on weather patterns and early warning systems for CSA and

better agribusiness planning;

- c) Promoting agricultural insurance to cushion agricultural loss; and
- d) Designing and implementing a robust rapid response and disaster preparedness system.

### 4.4.13 Thematic Area 5 Strategy 5.2: Enhancement of Occupational Health and Safety (OHS)

Ensuring a secure and safe working environment at the various stages of the agricultural value chain is critical in attracting youth to these sector. It will also go a long way in dispelling the negative perception of agriculture as hard, tedious and laborious undertaking. OHS will also be emphasized at all levels of the agriculture value chain including at: installation of new plant or processes in design or installation, or added to existing plant or process.

Proper arrangements shall be made to ensure safety and absence of health risks related to the use, handling, storage and transport of agricultural outputs. Skills will be imparted to ensure technical know-how regarding use of protection gear to limit exposure to health and safety hazards. Enhancement of OSH contributes also to youth employment creation by transforming hazardous work performed by those in the age group 14-17 into decent agricultural jobs.

#### Strategic Interventions

- a) Support research and promote best practices on working conditions across the value chain and especially agri-business;
- b) Support sensitization of youth, especially the most vulnerable ones, on occupational health and safety including aspects to address hazardous child labour activities;
- c) Provision of protective gears and labour saving technologies.







## 5. IMPLEMENTATION ARRANGEMENTS

### 5.1 A Multi-Sectoral Approach to Implementation

This is a national strategy to inspire youth employment in agriculture and will be implemented utilizing a multi-sectoral approach involving Government Ministries, Departments and Agencies, Local Governments, the private sector and other non-state actors. In order to effectively implement this strategy, MAAIF will set up a cohesive and collaborative effort to form a multi-dimensional and multi-institutional approach to this implementation. Overall, MAAIF will be the lead implementing agency doing the coordination and implementation of this strategy. MAAIF will utilize a number of policies, programs and initiatives that support youth development. The table below shows the different roles and responsibilities of various implementing institutions.

**Table 5.1 Roles and responsibilities of key stakeholders in strategy implementation**

Implementing Entity	Roles and Responsibilities
Ministry of Agriculture, Animal Industry and Fisheries	<ul style="list-style-type: none"> <li>✓ Provide policy guidance as a lead implementing institution</li> <li>✓ Coordinate extension services and all capacity building</li> <li>✓ Establish and maintain an effective knowledge management, ICT, MIS to ensure information gathering</li> <li>✓ Report on implementation performance of this strategy</li> </ul>
Ministry of Gender, Labour and Social Development	<ul style="list-style-type: none"> <li>✓ Ensure youth inclusive and gender sensitive approach holds</li> <li>✓ Support work within communities to mobilize the population to support interventions that attract and retain youth and their engagements at the various stages of the value chain</li> <li>✓ Support strategic interventions that support 14-17 year olds</li> </ul>
Ministry of Finance, Planning and Economic Development	<ul style="list-style-type: none"> <li>✓ Support efforts for resources mobilization including the setting up of the youth in agriculture fund</li> <li>✓ Monitoring and Evaluation of the inventions</li> <li>✓ Provide enabling environment for acquisition and provision of agriculture credit through SACCOs, VSLA and MFIs.</li> </ul>

<p>Ministry of Education and Sports</p>	<ul style="list-style-type: none"> <li>✓ Put in place a curriculum supportive of practical application of agriculture value chain practices to youth in agriculture</li> <li>✓ Accredit training courses in both public and private training institutions that support mentorship and hands-on vocational training at certificate and diploma and graduate levels</li> <li>✓ Support study tours and exchanges and partnerships</li> </ul>
<p>Development Partners</p>	<ul style="list-style-type: none"> <li>✓ Provide policy and advocacy support for Youth in agriculture</li> <li>✓ Provide technical Assistance to Youth in Agriculture</li> <li>✓ Mobilize financial resources for the Youth in Agriculture</li> </ul>
<p>The Youth</p>	<ul style="list-style-type: none"> <li>✓ Participate actively in events arranged to disseminate information on employment opportunities in agriculture</li> <li>✓ Engage actively in activities along the agriculture value chain</li> <li>✓ Self-monitor and appraise strategy interventions</li> </ul>
<p>Private Sector</p>	<ul style="list-style-type: none"> <li>✓ Offer internship, apprenticeship and youth mentorship</li> <li>✓ Support agribusiness aspects to strengthen markets to keep agricultural enterprises profitable and responsive to youth needs</li> </ul>
<p>Ministry of Science, Technology and Innovation</p>	<ul style="list-style-type: none"> <li>✓ Support and promote innovations and their incubation and their upscaling for use by wider youth</li> <li>✓ Technological transfer to strengthen ICT use in agriculture</li> </ul>
<p>Office Of the Prime Minister</p>	<ul style="list-style-type: none"> <li>✓ Monitor and Evaluate sector programs and support youth-sensitive interventions that support their employment</li> </ul>
<p>Ministry of Information, Communication and Technology</p>	<ul style="list-style-type: none"> <li>✓ Promote use of transferable and appropriate information technologies</li> <li>✓ Contribute to the strengthening and setting up of information centres and related facilities</li> </ul>
<p>Non- State Actors (NGOs, CSOs, PSO)</p>	<ul style="list-style-type: none"> <li>✓ Policy advocacy for Youth Employment in Agriculture and support youth capacity building initiatives.</li> </ul>

The Ministry of Gender, Labour and Social Development (MGLSD) is mandated to spearhead youth development issues and will work with MAAIF to support communities in attracting youth to the agriculture sector.

MAAIF will work with Ministry of Local Government to ensure effective implementation at district level. The following autonomous institutions are currently working closely with the youth and will play a key role in the implementation of the strategy. This will include National Youth Council; the National Council for Children; the National Women Council; Public Libraries Board; National Cultural Centre; Industrial Court (for settlement of disputes in case of breach of agreements); Institutions like Nsamizi Institute of Social Development, Economic Policy Research Center and Enterprise Uganda and other Public and private Universities (to design practically oriented curricular to equip the youth); Uganda National Farmers Federation (UNFFE), for the development of youth groups; Uganda Cooperative Alliance (for establishment, nurturing and mentoring youth oriented Cooperatives); Dairy Development Authority; the NAADS secretariat and Operation Wealth Creation (OWC) among others. The implementation will be supported by development partners, NGOs, CBOs and other non-state actors.

## 6. FINANCING OF THE STRATEGY

The National Strategy for Youth Employment in Agriculture will cost an estimated UGX 5.29 billion over the next five years (2017-2022). Budget estimates to support various activities have been aligned to the initial cost estimates for the ASSP and are in line with current budget lines for similar interventions (at operational and logistic cost need) within the agriculture and other sectors. While these costs are largely indicative, they provide guidance on the funds required for the proposed activities.

An inflation rate of 7% has been factored into the budget basing on Bank of Uganda estimates of headline inflation by January, 2017. In line with the National Public Policy on Monitoring and Evaluation, 3% have been factored in to support monitoring and reporting framework on the strategy's performance. The strategy will be financed by GoU with support from development partners. The table below shows the overall budget and a detailed budget is annexed to this report.



Table 6.1 Summary of Budget Estimates to Finance the Strategy ('000)

<b>THEMATIC AREA 1: STRENGTHEN THE ENABLING ENVIRONMENT FOR YOUTH EMPLOYMENT</b>	
<b>Strategic Objective Narrative: To promote an enabling environment for youth employment in agriculture</b>	
Strategy 1.1: Strengthen the Policy and Legal Framework	5,547,925
Strategy 1.2 Enhance Land Access and Control by Youth	1,108,000
Strategy 1.3 Strengthen Family and Community Involvement in Youth Programs	4,750,111
Strategy 1.4 Increase Access to Agricultural Finance	1,843,200
Strategy 1.5 Increase Access and Use of ICT for Youth in Agriculture	4,430,000
Strategy 1.6 Increase access to Markets	12,054,000
Strategy 1.7 Access to Agriculture Machinery	1,800,000
	<b>31,533,236</b>
<b>THEMATIC AREA 2: SUPPORT YOUTH ORIENTED AGRICULTURAL EXTENSION</b>	
Strategic Objective: To empower youth to participate and benefit equitably from agricultural extension services (costed under National Agricultural Extension Services Policy implementation)	
	<b>0</b>
<b>THEMATIC AREA 3: IMPROVE YOUTH EDUCATION AND LEARNING</b>	
Strategy 3.1 To mainstream youth targeted agriculture education at all levels	5,051,600
Strategy 3.2 Promote agricultural vocational Training	5,500,000
	<b>10,551,600</b>
<b>THEMATIC AREA 4 SUPPORT YOUTH ENTREPRENEURSHIP</b>	
Strategy 4.1 Promote Youth Entrepreneurs as an incentive for job creation	2,131,120
	<b>2,131,120</b>
<b>THEMATIC AREA 5 ADAPTATION AND MITIGATION OF AGRIBUSINESS RISKS AND UNCERTAINTIES</b>	
Strategy 5.1 Adaptation and resilience to related agribusiness risks and uncertainties	2,550,000
Strategy 5.2 Promote decent work and enhance occupational health and safety	2,273,773
	<b>4,823,773</b>
Total for all Thematic Areas	<b>49,039,729</b>
Monitoring and Evaluation (3% of Activity Budget)	<b>1,471,191</b>
Contingency Adjusted For 7% Inflation	2,410,975
<b>ALL GRAND TOTAL</b>	<b>52,921,895</b>

## 7. MONITORING AND EVALUATION FRAMEWORK

### 1.1 Introduction

MAAIF will utilize its M&E system to broaden its network to capture reporting on the performance of this strategy both at national and sub-national levels. At the national level, key performance indicators (KPIs) will be the basis for general reporting at the thematic level while specific indicators at output level will be reported on by district authorities and aggregated for national reporting by MAAIF M&E department.

The results framework has been developed as part of this strategy to state expected outputs against each strategic intervention. KPIs will be added to reporting by MAAIF under the Output Based Budgeting now translated into Performance Based Budgeting tool.

### 1.2 Monitoring

Monitoring of interventions will be done by District Agriculture Officers who will use reported data by agriculture extension workers, community development officers and commercial officers who have networks at the sub-county levels. This will be replicated by officials in urban authorities such as town councils and municipalities.

Monitoring will be utilized as a continuous internal management activity whose purpose is to ensure that the organization achieves its defined objectives within a prescribed time-frame and budget. The monitoring framework will ensure provision of regular feedback on the progress of programme implementation, and report any problems faced during implementation so that duty

bearers can resolve them expeditiously.

The staff of MAAIF will conduct regular field visits to provide technical support to the staff members and district local government staff. Review meetings will also be held on a quarterly basis to measure progress towards the achievement of the agreed results. The department will be required to produce quarterly performance reports in narrative and financial forms for analysis and discussion by the ministry through various sector working committees.

The quarterly reports will focus on: progress made against planned inputs and outcomes and use of resources, explanation of performance levels achieved, and proposed measures to improve performance. Reporting from local governments on implementation of this strategy will also feed into general reporting under the ASSP.

### 1.3 Evaluation

Building the link to monitoring, evaluations will be conducted mainly to assess the impact of this strategy in the medium and longer term. It will be important therefore, to undertake a baseline survey at the start of implementation so that it becomes a basis for performance and impact assessment in years ahead.

Evaluation will be aligned with other performance reporting frameworks so that duty bearers are prepared to conduct a mid-term review and also an end-term evaluation at the end of the planning period. Evaluations (both mid-term and end-line) will provide lessons from assessments of the impact both intended and non-intended to inform future similar interventions aimed to inspire youth employment in agriculture.

**ANNEX 1. PUBLIC AND PRIVATE UNIVERSITIES AND NARO INSTITUTES AND ZARDIS****Public Universities**

- 1 Busitema University
- 2 Gulu University
- 3 Kyambogo University
- 4 Makerere University
- 5 Mbarara University of Science and Technology
- 6 Muni University
- 7 Soroti University

**Private Universities**

- 1 Africa Renewal University
- 2 African Bible University
- 3 African Rural University
- 4 Aga Khan University
- 5 All Saints University, Lango
- 6 Bishop Stuart University
- 7 Bugema University
- 8 Busoga University
- 9 Cavendish University
- 10 Ibanda University
- 11 International Business, Science & Technology (ISBAT) University
- 12 International Health Sciences University
- 13 International University of East Africa
- 14 Islamic Call University College
- 15 Islamic University in Uganda
- 16 Kabale University
- 17 Kampala International University
- 18 Kampala University
- 19 Kayiwa International University
- 20 Kumi University
- 21 Lira University
- 22 Livingstone International University
- 23 Mountains of the Moon University
- 24 Muteesa I Royal University
- 25 Ndejje University
- 26 Nkumba University
- 27 Nsaka University
- 28 St. Augustine International University
- 29 St. Lawrence University
- 30 Stafford University
- 31 Team University
- 32 Uganda Christian University



- 33 Uganda Martyrs University
- 34 Uganda Pentecostal University
- 35 Uganda Technology and Management University (UTAMU)
- 36 Valley University of Science & Technology
- 37 Victoria University
- 38 Virtual University of Uganda

### **NARO Institutes and ZARDIs**

- 1 National Agricultural Research Laboratories-Kawanda
- 2 National Crops Resources Research Institute
- 3 National Fisheries Resources Research Institute
- 4 National Forestry Resources Research Institute
- 5 National Livestock Resources Research Institute
- 6 National Semi Arid Agricultural Research Institute
- 7 National Coffee Research Institute
- 8 Abi Zonal Agricultural Research and Development Institute
- 9 Buginyanya Zonal Agricultural Research and Development Institute
- 10 Bulindi Zonal Agricultural Research and Development Institute
- 11 Kachwekano Zonal Agricultural Research and Development Institute
- 12 Mbarara Zonal Agricultural Research and Development Institute
- 13 Mukono Zonal Agricultural Research and Development Institute
- 14 Nabuin Agricultural Research and Development Institute
- 15 Ngetta Zonal Agricultural Research and Development Institute
- 16 Rwebitaba Zonal Agricultural Research and Development Institute

Results	Indicator	Target	Responsible Institution/ Organisation	Cost Description	Output	Five Year Cost (000)
<b>THEMATIC AREA 1: STRENGTHEN THE ENABLING ENVIRONMENT FOR YOUTH EMPLOYMENT</b>						
<b>Strategic Objective Narrative: To promote an enabling environment for youth employment in agriculture</b>						
<b>Strategy 1.1: Strengthen the Policy and Legal Framework</b>						
k)	Lobby Government and policy makers for legal provisions that recognize the 14-17-year olds	<ul style="list-style-type: none"> <li>Number of Laws, policies and strategies reviewed to recognize the engagement of 14-17-year olds in agriculture</li> </ul>	<ul style="list-style-type: none"> <li>At least one</li> </ul>	MAAIF and other partner institutions initiatives	Recognition of youth aged 14-17 years within Government programs	204,000
l)	Promote awareness initiatives about youth enabling laws, procedures, rights, programmes, obligations and remedies	<ul style="list-style-type: none"> <li>Number of Awareness initiatives</li> <li>Proportion of the population aware of youth enabling laws and obligations</li> </ul>	<ul style="list-style-type: none"> <li>20 events</li> <li>At least 30%</li> </ul>	Awareness campaigns and training events per annum	Youth aware of rights, obligations and remedies to challenges they face	520,000
m)	Support dissemination of the NSYEA and youth programs	<ul style="list-style-type: none"> <li>Number of dissemination events</li> <li>Percentage of youth aware of the NSYAE &amp; youth programs</li> </ul>	<ul style="list-style-type: none"> <li>20 events</li> <li>At least 60% of youth</li> </ul>	Popular version, leaflets produced and translated in local dialects	Popular version, leaflets disseminated	550,000
n)	Identify, review and harmonize laws, policies and strategies relating to youth in agriculture	<ul style="list-style-type: none"> <li>Number of initiatives that support harmonization of Laws, policies and strategies</li> <li>Number of Laws, policies and strategies harmonized</li> </ul>	<ul style="list-style-type: none"> <li>At least five laws policies and strategies</li> <li>At least five</li> </ul>	Consultancy services to review and harmonize the policies and strategies	Policy briefs on the policies, laws and strategies responsive to youth issues	348,758

<p>o) Support monitoring and enforcement of regulations pertaining to agricultural services especially inputs</p>	<ul style="list-style-type: none"> <li>Number of activities for increased number of enforcement officers and funding</li> <li>Number of Sensitization initiatives on services</li> <li>Percentage of youth reaches with agricultural services including inputs</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 engagements</li> <li>At least 20 initiatives</li> <li>At least 30% of youth in agriculture</li> </ul>	<p><b>MAAIF, MoFPED, UN-ADA</b></p>	<p>Contribute to on-going activities to enforce regulations related to streamlining provision of services including inputs on selected enterprises.</p>	<p>Enforced regulations tailored to support youth services in agriculture</p>	<p>1,500,000</p>
<p>p) Build capacity of MAAIF to mainstream youth issues in their programs and partnerships inclusive of 14-17-year olds</p>	<ul style="list-style-type: none"> <li>Level of capacity built within MAAIF to mainstream youth issues in their interventions</li> </ul>	<ul style="list-style-type: none"> <li>20 capacity building interventions</li> </ul>	<p><b>MAAIF</b></p>	<p>Workshops, Demonstrational retreats Exchange visits (including outside Uganda)</p>	<p>Training sessions held and evidence of projects designed reflecting youth issues</p>	<p>640,000</p>
<p>q) Support improvement of the M&amp;E systems for youth interventions</p>	<ul style="list-style-type: none"> <li>Performance on youth in agriculture integrated within the existing national M&amp;E frameworks</li> </ul>	<ul style="list-style-type: none"> <li>Use of existing M&amp;E system</li> </ul>	<p><b>MAAIF, OPM, MGLSD</b></p>	<p>Capacity to review and integrate youth related data into M&amp;E system</p>	<p>Performance data on Youth in Agriculture</p>	<p>1,000,000</p>
<p>r) Lobby for provision of youth agribusiness tax incentives</p>	<ul style="list-style-type: none"> <li>Number of lobby activities on tax incentives for youth conducted</li> <li>Number of tax incentive provisions</li> </ul>	<ul style="list-style-type: none"> <li>Three engagements</li> <li>At least 2 provisions</li> </ul>	<p><b>URA, MAAIF</b></p>	<p>Provisions for tax incentives to support youth in agriculture</p>	<p>Tax incentives in place</p>	<p>65,167</p>
<p>s) Lobby for increased rural electrification to spur processing at lower costs.</p>	<ul style="list-style-type: none"> <li>Number of youth enterprises accessing the electricity power grid for agro-processing</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly engagements in first two years</li> </ul>	<p><b>MAAIF, MoEMD</b></p>	<p>Lobby activities to increase connectivity of youth agro-processing plants on the national grid</p>	<p>Increased access and use of affordable electricity by youth in processing</p>	<p>170,000</p>
<p>t) Revitalize a National Agricultural Youth Forum</p>	<ul style="list-style-type: none"> <li>Operational and effective National Agricultural Youth Forum</li> </ul>	<p>1 National Agricultural Youth Forum</p>	<p><b>MAAIF</b></p>	<p>Re-activate a national youth in agriculture forum</p>	<p>National Agricultural Youth Forum established</p>	<p>550,000</p>



Strategy 1.2: Enhance Land Access and Control by the Youth					
a) Lobby for establishment of a Youth Land Fund	<ul style="list-style-type: none"> <li>Number of lobby engagements to establish a youth land fund</li> <li>A youth land fund in place in the first two years</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 lobby engagements</li> <li>Youth land fund established</li> </ul>	MAAIF MoL-HUD, MFPED, Financial Institutions,	Activities towards the establishment of a Youth Land Fund (including requisite approval by Cabinet)	National Youth Land Fund in place 150,000
b) Build the capacity of households, communities and community networks to promote youth ownership and utilization of public and private land.	<ul style="list-style-type: none"> <li>Community land use</li> <li>Capacity building activities</li> <li>Percentage of youth accessing unutilized public and private land.</li> </ul>	<ul style="list-style-type: none"> <li>At least 5 activities</li> <li>At least 5% of youth in agriculture</li> </ul>	MAAIF, MoLHUD MoLG,	Training and sensitizations and other interactions within communities at regional and district levels	Community networks promoting youth utilization of land for agriculture 958,000
Strategy 1.3: Strengthen Family and Community Involvement in Youth Agricultural Programs/Projects for Ownership and Sustainability					
e) Educate the youths on the values of family and community structures	<ul style="list-style-type: none"> <li>Number of Education campaigns and trainings</li> <li>Percentage of youth with knowledge of family values and community structures</li> </ul>	<ul style="list-style-type: none"> <li>At least 5</li> <li>at least 50%</li> </ul>	MGLSD MAAIF, MoLG,	Sensitization of communities on youth employment in agriculture	Enhanced values within communities supportive of youth employment in agriculture 913,221
f) Support youth, parents and community participation in agricultural programs/projects' designs, implementation and monitoring	<ul style="list-style-type: none"> <li>Number of initiatives to support youth, parents and community participation</li> <li>Percentage of youth and parents participating in program/project cycles</li> </ul>	<ul style="list-style-type: none"> <li>At least 3</li> <li>At least 30% of all youth</li> </ul>	MAAIF MGLSD MoLG,	Mobilization effort within communities to participate fully in programs designs, implementation and monitoring starting with priority enterprises.	Increased participation of parents, guardians and communities in youth in agriculture project design 930,370

<p>g) Support establishment, nurturing of mentoring approaches with special emphasis on proximity skills for the 14-17-year olds</p>	<ul style="list-style-type: none"> <li>Number of mentoring approaches established &amp; nurtured</li> <li>Number of youth nurtured and mentored</li> </ul>	<ul style="list-style-type: none"> <li>At least 4</li> <li>At least 2,000</li> </ul>	<p><b>MAAIF,</b> <b>MoES, MGLSD,</b> Development partners</p>	<p>Mentoring and nurturing of youth with special needs as well as 14-17-year olds</p>	<p>Nurtured and mentored youth on various approaches</p>	<p>1,984,000</p>
<p>h) Support initiatives that create mindset change among the youth and communities to invest in agriculture as a viable venture.</p>	<ul style="list-style-type: none"> <li>Number of mindset change interventions</li> <li>Percentage of youth appreciating agribusiness</li> </ul>	<ul style="list-style-type: none"> <li>Atleast 5</li> <li>Atleast 50%</li> </ul>	<p><b>MAAIF</b> MGLSD MoLG MoES, CSOs and FBOs</p>	<p>Trainings and sensitization and strategic investments at all levels with events targeting youth for viable ventures</p>	<p>Increase youth reporting change in opinion on investment in agriculture</p>	<p>922,520</p>
<p><b>Strategy 1.4: Increase Access to Agricultural Finance</b></p>						
<p>f) Sensitize the youth and financial institutions regarding available financial products to establish formal links</p>	<ul style="list-style-type: none"> <li>Percentage of youth aware about available financial services &amp; products</li> </ul>	<ul style="list-style-type: none"> <li>At least 30%</li> </ul>	<p><b>MAAIF,</b> <b>MoFPED</b> BoU MGLSD and Financial institutions</p>	<p>Sensitization Initiatives at various levels targeting youth  Dialogue meetings with financial intermediaries</p>	<p>Links established between youth and financial intermediaries providing viable financial options</p>	<p>360,000</p>
<p>g) Advocate for more youth-friendly financial products working with financial institutions focused on relevant agricultural machinery and equipment among other inputs to support project start-ups</p>	<ul style="list-style-type: none"> <li>No of youth-friendly financial products available for youth in agriculture</li> </ul>	<ul style="list-style-type: none"> <li>Three (3) financial products</li> </ul>	<p><b>MAAIF</b> <b>MoFPED</b> BoU Financial Intermediaries</p>	<p>Advocacy initiatives at various levels</p>	<p>Youth friendly financial products supporting agricultural enterprises</p>	<p>200,000</p>

<p>h) Lobby Government to establish an innovation incubation fund for youth groups</p>	<ul style="list-style-type: none"> <li>Number of lobby initiatives</li> <li>An innovation fund in place</li> </ul>	<ul style="list-style-type: none"> <li>One activity per annum</li> <li>One fund set up by the third year</li> </ul>	<p><b>MAAIF, MoFPED</b> MoTIC, Financial intermediaries</p>	<p>Lobby events at national level to establish fund</p>	<p>Innovation Incubation fund in place</p> <p>250,000</p>
<p>i) Support establishment and capacity building of youth farmer groups, Savings and Credit Cooperatives (SACCOs) and Village Savings and Loan Associations (VSLAs) to ease mobilisation, and increase savings and access to agricultural finance</p>	<ul style="list-style-type: none"> <li>Number of capacity building initiatives supported</li> <li>Percentage of youth able to access agricultural finance</li> </ul>	<ul style="list-style-type: none"> <li>At least 10</li> <li>At least 30% of youth in agriculture</li> </ul>	<p><b>MAAIF, MoFPED</b> MGLSD, Financial Intermediaries, SACCOs, and VSLAs</p>	<p>Capacity building events at all levels including workshops and other support training events for SACCOs and VSLAs</p> <p>Increased inclusion of youth in SACCOs, VSLAs, and other income mobilization schemes</p> <p>933,200</p>	
<p>j) Support establishment and promotion of special microfinance schemes for the 14-17-year olds beginning at the national level</p>	<ul style="list-style-type: none"> <li>Established special microfinance schemes including those for 14-17-year olds</li> </ul>	<ul style="list-style-type: none"> <li>1 scheme</li> </ul>	<p><b>MoFPED, MAAIF</b></p>	<p>Lobby activities beginning at national level</p> <p>A scheme put in place</p> <p>100,000</p>	
<p><b>Strategy 1.5: Increase Access and Use of ICT for Youth in Agriculture</b></p>					
<p>d) Establishment of internet enabled community information centers (including ICT software and equipment) to provide and promote market information sharing to and among the youth in agriculture</p>	<ul style="list-style-type: none"> <li>Number of lobby initiatives</li> <li>Number of internet enabled community information centers established</li> </ul>	<ul style="list-style-type: none"> <li>At least 3</li> <li>At least (4) agriculture resource centers nationwide</li> </ul>	<p><b>MAAIF, MOICT&amp;NG, MoLG, MoFPED</b></p>	<p>Market information sharing facilities at established community centers (upgrading the DFIs)</p> <p>Functional ICT Centers in place</p> <p>2,010,000</p>	



<p>e) Sensitize and train the youth in using ICT in Agriculture</p>	<ul style="list-style-type: none"> <li>Number of awareness and training initiatives</li> <li>Percentage of youth using ICT</li> </ul>	<ul style="list-style-type: none"> <li>At least 1,000 youth trained per center</li> <li>At least 30%</li> </ul>	<p><b>MAAIF, MOICT&amp;NG, MoLG, MFPEP</b></p>	<p>Training Sessions</p>	<p>Proportion of Youth trained in ICT skills for agriculture</p>	<p>1,920,000</p>
<p>f) Undertake research and support dissemination of offline tools that are usable with no or limited internet connectivity</p>	<ul style="list-style-type: none"> <li>Number of research studies</li> <li>Number of offline tools developed</li> </ul>	<ul style="list-style-type: none"> <li>At least three (3) research studies</li> <li>At least four (4) offline tools</li> </ul>	<p><b>MOICT&amp;NG, MAAIF, MFPEP</b></p>	<p>Research to support use of ICT in agriculture tools tailored to youth needs</p>	<p>Research products and off-line tools developed</p>	<p>500,000</p>
<p><b>Strategy 1.6: Increase Access to Markets</b></p>						
<p>e) Support the youth in sustainable production of high quality, value, quantity and safe agriculture products</p>	<ul style="list-style-type: none"> <li>Volume of produce from youth engaged in agriculture for trade</li> <li>Proportion of youth producing high value and quality products</li> </ul>	<ul style="list-style-type: none"> <li>Increase by 30% in MTs or Liters of tradeable products</li> <li>At least 50% of targeted</li> </ul>	<p><b>MAAIF, MoTIC, MoSTI</b></p>	<p>Initiatives in trade and processing targeting youth</p>	<p>High value, quality and safe products traded</p>	<p>1,050,000</p>
<p>f) Support agro-processing and post-harvest handling infrastructure (including cottage industries)</p>	<ul style="list-style-type: none"> <li>Number of youth utilizing agro-processing facilities</li> <li>Number of post-harvest handling installations as well as cottage industries supported</li> </ul>	<ul style="list-style-type: none"> <li>At least 10% of youth in agro-processing</li> <li>At least one set of post-harvest equipment per each of the five (5) regions</li> </ul>	<p><b>MAAIF, MoTIC, Private Sector</b></p>	<p>Support potential farmers to access appropriate intermediate agro-processing equipment through zonal centers</p>	<p>More installations</p>	<p>8,484,000</p>

<p>g) Support organizing of informal groups of rural youth aged 14-17-year-olds</p>	<ul style="list-style-type: none"> <li>Number of groups of 14-17-year-old put in place</li> </ul>	<ul style="list-style-type: none"> <li>At least 30% of the targeted youth 14-17-year olds in cooperatives</li> </ul>	<p><b>MAAIF,</b> <b>MoTIC,</b> <b>MGLSD</b></p>	<p>Facilitation as well as capacity building for 14-17-year olds purposed to form groups for agricultural production and marketing</p>	<p>Groups of 14-17 years old operational</p>	<p>520,000</p>
<p>h) Support and promote initiatives in market linkages such as: capacity for storage (to bulk up supplies), contract negotiations and market analysis</p>	<ul style="list-style-type: none"> <li>Number of initiatives supported to facilitate trade services</li> <li>Number of youth with transport equipment</li> </ul>	<ul style="list-style-type: none"> <li>About five (5) initiatives (one in each region)</li> <li>At least 2,000 bicycles and 1,000 carts</li> </ul>	<p><b>MoTIC,</b> <b>MAAIF,</b> Private sector</p> <p><b>MAAIF</b> <b>MoWT</b></p>	<p>Dialogues and capacity initiatives (including training and other trade facilities) to support trade</p> <p>Purchase and distribution of transport equipment</p>	<p>Initiatives in place to support linkages for youth to various markets</p> <p>Bicycles and carts procured</p>	<p>800,000</p> <p>1,200,000</p>
<p><b>Strategy 1.7: Support Youth in Agricultural Mechanization</b></p>						
<p>c) Support the youth to acquire skills for operating, maintenance and fabrication of agricultural tools and equipment</p>	<ul style="list-style-type: none"> <li>Number of supported youths with skills to maintain and operate machines</li> <li>Percentage of youth fabricating agricultural tools &amp; equipment</li> </ul>	<ul style="list-style-type: none"> <li>At least 1,250 nationwide</li> <li>At least 10% nationwide</li> </ul>	<p><b>MAAIF, NARO,</b> <b>MoES, MGLSD</b></p>	<p>Training youth to obtain various skills in production and fabrication</p>	<p>Youth with skills for maintaining, operating and fabricating agricultural machines</p>	<p>1,000,000</p>
<p>d) Establish youth agro machinery, hire and leasing pilot scheme</p>	<ul style="list-style-type: none"> <li>Number of youth utilizing leasing schemes</li> </ul>	<p>At least one pilot scheme</p>	<p><b>MAAIF,</b> <b>MoLGs</b></p>	<p>Procurement of machinery</p>	<p>Agro machinery hire and leasing scheme in place</p>	<p>800,000</p>

**THEMATIC AREA 2: SUPPORT YOUTH-ORIENTED AGRICULTURE EXTENSION (Intervention and Related Costs under Extension Services)**

**Strategic Objective: To empower farmers and other value chain actors (Youth, women and other vulnerable groups) to effectively participate and benefit equitably from agricultural extension processes and demand for services.**

**Strategy 2.1: Effective participation and benefits of youth-oriented agricultural extension**

a) Conduct capacity building sessions for vulnerable youth (especially 14-17)	Number of youth groups with vulnerable youth	At least one session per quarter at all levels in various enterprises	MAAIF (DAES) Local Governments	Sessions of training conducted at local levels	Vulnerable youth adapting good agricultural practices	Costed under DAES Strategy and Plan
b) Review and adapt guidelines on integration of youth into extension services	Documented works on guidelines on youth targeted extension services	One Guideline of each of the 12 core commodities prioritized under ASSP	MAAIF working through the DAES	Consultancy services to review and update extension guidelines	Guidelines	Costed under DAES Strategy and Plan
c) Carry out promotion activities for youth involvement in agricultural extension services	Number of activities conducted per enterprise per region on extension services that are youth targeted	All youth targeted through various media and other networks	MAAIF working through the DAES	Promotion activities on extension services available	Promotion activities conducted	Costed under DAES Strategy and Plan
d) Conduct a scoping studies and assessments of extension approaches (including e-extension services, market orientations and youth-targeting innovations) aimed at identifying and upscaling best practices	Number of scoping studies/ assessments conducted	Three studies (one on each of crop, animal husbandry and fisheries)	MAAIF working through the DAES	Consultancy services to conduct studies and assessments on youth targeted extension services	Best practices documents from extension service targeting youth in various enterprises	Costed under DAES Strategy and Plan



THEMATIC AREA 3: IMPROVE YOUTH EDUCATION AND LEARNING

*Strategic objective: To mainstream agriculture education at all levels*

**Strategy 3.1: Promote peer-to-peer learning approaches**

<p>g) Advocate and support review the curriculum to promote practical orientation of youth to agriculture</p>	<ul style="list-style-type: none"> <li>Number of advocacy campaigns on Curriculum compliance to youth in agriculture</li> </ul>	<p>Four advocacy campaigns per annum</p>	<p><b>MoES, MAAIF</b></p>	<p>Advocacy events held</p>	<p>Curriculum compliance to youth in agriculture</p>	<p>300,000</p>
<p>h) Support and promote Youth agricultural clubs and camps.</p>	<ul style="list-style-type: none"> <li>Number of youth agricultural camps</li> <li>Number of education institutions supported</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 (2 per region)</li> <li>At least 50</li> </ul>	<p><b>MAAIF, MoES, MGLSD</b></p>	<p>Youth agricultural club events</p>	<p>Youth for agriculture clubs in place</p>	<p>543,600</p>
<p>i) Conduct National agricultural competitions for the youth to facilitate peer learning</p>	<ul style="list-style-type: none"> <li>Number of national youth agricultural competitions supported</li> </ul>	<ul style="list-style-type: none"> <li>At least 5 competitions</li> </ul>	<p><b>MAAIF, MGLSD</b></p>	<p>Organizing national competitions and respective galas</p>	<p>National competitions held</p>	<p>1,000,000</p>
<p>j) Promote practical school farming systems (e.g. school gardens for students' practical teaching)</p>	<ul style="list-style-type: none"> <li>Number of school farming system interventions promoted</li> <li>Number of schools supported</li> </ul>	<ul style="list-style-type: none"> <li>At least 3 interventions across schools</li> <li>At least 50 schools</li> </ul>	<p><b>MAAIF, MoES, MGLSD,</b></p>	<p>Activities at all levels to support practical farming systems</p>	<p>Awareness created on practical farming systems</p>	<p>1,391,000</p>
<p>k) Support life skills development and HIV/AIDS prevention and mitigation initiatives</p>	<ul style="list-style-type: none"> <li>Number of HIV/AIDS initiatives supported</li> <li>Percentage of youth supported with life skills</li> </ul>	<ul style="list-style-type: none"> <li>At least 5</li> <li>At least 50%</li> </ul>	<p><b>MOH, MAAIF, MGLSD, MoES</b></p>	<p>Campaigns in schools and communities on HIV/AIDS</p>	<p>Life skills developed among youth on HIV prevention and mitigation measures</p>	<p>1,117,000</p>

<p>l) Support capacity building of youth trainers to mentor the 14-17 young persons</p>	<ul style="list-style-type: none"> <li>Number of ToT conducted to mentor youth</li> <li>Number of youth 14-17-year olds mentored</li> </ul>	<ul style="list-style-type: none"> <li>At least 25 ToT sessions per region per year</li> <li>At least 1,000 trained</li> </ul>	<p><b>MAAIF</b> <b>MGLSD</b></p>	<p>Training events for ToT</p>	<p>ToT on post to mentor youth</p>	<p>700,000</p>
<p><b>Strategy 3.2: Promote agricultural vocational training</b></p>						
<p>a) Partner with MoES and other stakeholders to support vocational institutions to offer formal and informal short courses to the youth and especially the 14-17 year olds</p>	<ul style="list-style-type: none"> <li>Number of vocational institutions supported to offer short courses</li> <li>Number of youth receiving support from vocational schools targeted</li> </ul>	<ul style="list-style-type: none"> <li>One vocational institute per region</li> <li>At least 1,000 trained</li> </ul>	<p><b>MAAIF</b> <b>MoES</b> Other vocational institutional</p>	<p>Facilitation to vocational institutions</p>	<p>Vocational institutions offering formal and informal short courses</p>	<p>1,000,000</p>
<p>b) Strengthen the capacity of ZARDIs to offer relevant vocational training to the youth in agriculture</p>	<ul style="list-style-type: none"> <li>Number ZARDIs supported to offer trainings</li> </ul>	<p>All ZARDIs</p>	<p>MAAIF ZARDIs</p>	<p>Capacity initiatives in all regions</p>	<p>Youth provided with vocational skills</p>	<p>4,500,000</p>
<p><b>THEMATIC AREA 4. SUPPORT YOUTH ENTREPRENEURSHIP</b></p>						
<p><b>Strategic objective.</b> To enhance the entrepreneurship skills of the Youth</p>						
<p><b>Strategy 4.1: Promote and support youth agricultural entrepreneurs as an incentive for job creation and income generation</b></p>						
<p>d) Support youth agricultural entrepreneurs to access business incubation services</p>	<ul style="list-style-type: none"> <li>Number of youth utilizing business incubation services</li> </ul>	<ul style="list-style-type: none"> <li>Atleast 500</li> </ul>	<p>MAAIF MGLSD MoFPED UJA</p>	<p>Activities related to business training for youth project start-ups</p>	<p>Youth skills enhanced</p>	<p>760,000</p>
<p>e) Build capacity of the youth to write viable agriculture proposals and business plans for sourcing of funds</p>	<ul style="list-style-type: none"> <li>Number of fundable/viable proposals developed</li> <li>Number of youth with knowledge to write proposals</li> </ul>	<ul style="list-style-type: none"> <li>Atleast 600</li> <li>Atleast 300</li> </ul>	<p>MAAIF, MGLSD, PSF, Enterprise Uganda</p>	<p>Training and mentorship events on business proposal preparation</p>	<p>Youth business proposals developed</p>	<p>610,120</p>

<p>f) Work with MoES in provision of basic functional literacy and numeracy skills to the 14-17 young persons (to those unable to attend schooling).</p>	<p>Number of 14-17 year olds receiving functional literacy and numeracy skills</p> <ul style="list-style-type: none"> <li>• At least 500</li> </ul>	<p>MAAIF MoES MGLSD</p>	<p>Training sessions</p>	<p>Functional skills built</p>	<p>761,000</p>
<p><b>THEMATIC AREA 5. ADAPTATION TO AND MITIGATION OF AGRIBUSINESS RISKS AND UNCERTAINTIES</b></p>					
<p><b>Strategic objective: To reduce vulnerability to risks and uncertainties for enhanced productivity, profitability and incomes</b></p>					
<p><b>Strategy 5.1. Enhance youth's adaptation and resilience to climate related agribusiness risks and uncertainties</b></p>					
<p>e) Support development and promote uptake of best practices, innovations and technologies relevant to addressing agribusiness risks and uncertainties</p>	<ul style="list-style-type: none"> <li>• Number of interventions supported</li> <li>• Number of best practices, innovations and technologies identified &amp; rolled out</li> </ul>	<ul style="list-style-type: none"> <li>• At least 10</li> <li>• At least five (5)</li> </ul>	<p>MAAIF, NARO, Higher Education &amp; research Institutions</p>	<p>Study tours and exchange visits conducted</p>	<p>Best practices and innovations on various technologies adopted</p> <p>1,000,000</p>
<p>f) Support interventions towards effective and efficient dissemination of information on weather patterns and early warning systems for CSA and better agribusiness planning.</p>	<ul style="list-style-type: none"> <li>• Number of interventions supported</li> <li>• Percentage of youth accessing and utilizing information on weather patterns and early warning systems</li> </ul>	<ul style="list-style-type: none"> <li>• At least five (5)</li> <li>• At least 50%</li> </ul>	<p>Dissemination events and products with information on early warning systems</p> <p>Training in use of weather pattern information systems</p>	<p>Initiatives supported to provide information on early warning systems and weather patterns</p>	<p>300,000</p>
<p>g) Promote agricultural insurance to cushion agricultural loss</p>	<ul style="list-style-type: none"> <li>• Number of youth enterprises supported with agricultural insurance schemes</li> <li>• Number of institutions providing insurance schemes</li> </ul>	<ul style="list-style-type: none"> <li>• At least 200 projects</li> </ul>	<p>Work with financial institutions providing agricultural insurance</p>	<p>Youth agricultural enterprises insured</p>	<p>250,000</p>

<p>h) Design rapid response (disaster preparedness) system</p>	<ul style="list-style-type: none"> <li>• Number of emergent responses conducted</li> </ul>	<ul style="list-style-type: none"> <li>• All</li> </ul>	<p>MAAIF, OPM, MoFPED, Office of the President, MGLSD, UN and other agencies</p>	<p>Support interventions for emergence/rapid response fund</p>	<p>Rapid response system in place</p>	<p>1,000,000</p>
<p><b>Strategy 5.2: Promote decent work and enhance occupational health and safety among the youth</b></p>						
<p>d) Support research and promote best practices on working conditions for youth in agribusiness</p>	<ul style="list-style-type: none"> <li>• Number of interventions supported</li> <li>• Percentage of youth with knowledge of best practices</li> </ul>	<ul style="list-style-type: none"> <li>• At least 10</li> <li>• At least 60%</li> </ul>	<p>MGLSD MAAIF, Higher Education &amp; research Institutions</p>	<p>Fund research studies on best practices</p>	<p>Research products on best practices in occupational health</p>	<p>901,462</p>
<p>e) Support sensitization of youth on occupational health and safety including aspects to address hazardous child labour activities</p>	<ul style="list-style-type: none"> <li>• Number of youth sensitized about OSH</li> </ul>	<ul style="list-style-type: none"> <li>• All</li> </ul>	<p>MGLSD, MoH, MAAIF, Other Non-state actors</p>	<p>Sensitization initiatives</p>	<p>Youth sensitized in OSH</p>	<p>372,311</p>
<p>f) Provision of protective gears and labour saving technologies</p>	<ul style="list-style-type: none"> <li>• Number of youth supported with OSH kits</li> </ul>	<ul style="list-style-type: none"> <li>• At least five (5) nationwide</li> </ul>	<p>MoH, MAAIF, MGLSD</p>	<p>Procure and distribute OSH kits</p>	<p>Youth have OSH kits</p>	<p>1,000,000</p>



## ANNEX 3: APPROACHES ADOPTED UNDER VARIOUS YOUTH PROGRAMS

### Participatory Approach

Participatory approach entails the full participation and involvement of the community members, youth organizations and the local government in the design and implementation of the programme. Government programmes, such as YLP and NAADS, have been identified as having taken on this model to reach out to targeted youth nationwide. USAID's FtF CPM activity and EAYIP are some of the donor-driven programmes that also used this approach. This approach has the advantage of being fully owned by the program designers and beneficiaries. The beneficiaries are involved in identification of the enterprises, possible challenges and mitigation measures. Whereas it is all embracing, it requires already existing and organized groups of youths, many of which are weak. Bureaucracy and corruption reduce the effectiveness of this approach to deliver the envisioned impact.

### Multi-stakeholder Approach

In this approach, a number of interested stakeholders are involved. They identify roles to be played by each, based on their competencies, pool of resources and widely publicize the youth programmes. This approach creates a deep pool of resources, allows for cross fertilization of ideas, and draws from the strong points of each stakeholder, while weaknesses are easily absorbed. It allows for more partners and draws a lot from past experiences of the stakeholders. The challenge with it is the merging of ideology to ensure that each of the stakeholders is satisfied with the partnership and the end result. The issue of attribution may also cause challenges as stakeholders continue to forge for visibility. The Youth Venture Capital Fund (VCF) is one of the youth programmes that utilizes this approach.

### Value chain or cluster approach

This approach focuses on specific agricultural value chain(s). Notable among these is CURAD (coffee); Afribanana (Banana); CPM (coffee, maize, beans); EAYIP (livestock) and AFRISA (livestock). This develops the enterprises in-depth, right from the pre-production phase to consumption. It leaves no node unaddressed and hence has the capacity for the full development of the commodities. A number of products and approaches are developed to address the needs of various market niches. However, it may shut out some of the youth whose interest may be in other commodities.

### Hands-on or practical approach (Incubation model)

This approach focuses on imparting the practical skills that stimulate innovations and problem solving. The notable programs that use this approach are; Skilling Uganda, YAP, SAIP, CPM, and agribusiness incubators (UIRI, CURAD, Afribanana, AFRISA, FTBIC). The programme participants are nurtured to become successful entrepreneurs. Such an approach is pertinent for future employment and job creation. The major challenges include its expensive in nature and its limited to specific locations and centers in the country. Having many incubation centers is the way to go but it calls for a big resource envelope.

### Hub or one-stop center approach

This approach provides for integration, and allows for comprehensive range of business support services to youth and their SMEs. It provides for a wide range of facilities, enterprises and skills which a person can acquire by being in one place only, with all the personnel competencies, instead of moving from place to place. Whereas it is expensive to set up such facilities, in the long run, they are cost effective compared to many other approaches. It can be replicated and up scaled in strategic locations in the country, but expensive. It benefits from well trained and experienced staff to offer the desired skills. Examples of this are; UIRI, CURAD, Afribanana and STRYDE. After care services are availed to strengthen the trainee in the practical world.

### Holistic approach

Some of the programmes/projects, such as DYNAMIC, EAYIP, UPLIFT are taking a holistic approach. Here, the entire livelihood aspects of the youth are taken into consideration. Therefore, the social, economic and environmental aspects are considered. This is being used by especially development partners, e.g. FAO and UNICEF, with a long-term commitment to empower youth to achieve socially, economically and environmentally secure livelihoods. Such programs, however, might not give agriculture/agribusiness the visibility that it deserves since there are also other youth pressing problems, such as HIV/AIDS, teenage pregnancy, and drug use. Having recognized these approaches, it is important to further analyze their levels of success because they are not mutually exclusive. A good mixture of these methods is recommended to ensure optimal resource use and adequacy to attain the desired outcomes. Each of them has particularly strong and weak aspects as highlighted. It is desirable that SWOT and cost effective analysis be conducted to guide the right choice of approaches that can cause the greatest impact among the youth in the country.

## ANNEX 4: NATIONAL STRATEGY FOR YOUTH EMPLOYMENT IN AGRICULTURE - DETAILS OF INVESTMENT EFFORT AND COST

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
<b>THEMATIC AREA 1: STRENGTHEN THE ENABLING ENVIRONMENT FOR YOUTH EMPLOYMENT</b>									
<b>Strategic Objective Narrative: To promote an enabling environment for youth employment in agriculture</b>									
<b>Strategy 1.1: Strengthen the Policy and Legal Framework</b>									
1.1.1a) Identify, Review and Harmonize Laws, Policies and Strategies Relating to Youth in Agriculture.	Policy Briefs On The Policies, Laws And Strategies Responsive To Youth Issues	Lump sum (Consultancy)		348,758	Follow through costs from last year	0	0	0	348,758
1.1.1b) Lobby Government and Policy Makers For Legal Provisions That Recognize The 14-17 Year Olds	Recognition Of Youth Aged 14-17 Years Within Government Programs	Lump sum		204,000	Follow through costs from last year	Follow through costs from last year	0	0	204,000
1.1.1c) Promote Awareness Initiatives About Youth Enabling Laws, Procedures, Rights, Programmes, Obligations and Remedies	Youth Aware Of Rights, Obligations and Remedies To Challenges They Face	10 Workshop	52,000	104,000	104,000	104,000	104,000	104,000	520,000
1.1.1d) Support Dissemination Of The NSYEA and Youth Programs	Popular Version, Leaflets Disseminated	10 Dissemination Workshops	55,000	165,000	165,000	220,000	0	0	550,000
1.1.1e) Support Monitoring and Enforcement Of Regulations Pertaining To Agricultural Services Especially, Inputs	Enforced Regulations Tailored To Support Youth Services In Agriculture	5		300,000	300,000	300,000	300,000	300,000	1,500,000
1.1.1f) Build Capacity Of MAAIF To Mainstream Youth Issues In Their Programs and Partnerships Inclusive Of 14-17 Year Olds	Training Sessions Held and Evidence Of Projects Designed Reflecting Youth Issues	5	128,000	128,000	128,000	128,000	128,000	128,000	640,000
1.1.1g) Support Improvement Of The M&E Systems For Youth Interventions	Performance Data On Youth In Agriculture	10	100,000	200,000	200,000	200,000	200,000	200,000	1,000,000
1.1.1h) Lobby For Provision Of Youth Agribusiness Tax Incentives	Tax Incentives In Place	Lump sum		65,167	Follow through costs from last year	Follow through costs from last year	0	0	65,167

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
1.1.1i) Lobby For Increased Rural Electrification To Spur Processing At Lower Costs.	Increased Access and Use Of Affordable Electricity By Youth In Processing	5	34,000	34,000	34,000	34,000	34,000	34,000	170,000
1.1.1j) Revitalize A National Agricultural Youth Forum	National Agricultural Youth Forum Established	Lump sum	110,000	110,000	110,000	110,000	110,000	110,000	550,000
<b>Sub Total</b>			<b>1,658,925</b>	<b>1,041,000</b>	<b>1,096,000</b>	<b>876,000</b>	<b>876,000</b>	<b>876,000</b>	<b>5,547,925</b>
<b>Strategy 1.2 Enhance Land Access and Control by Youth</b>									
1.1.2a) Lobby For Establishment Of A Youth Land Fund	National Youth Land Fund In Place	Lump sum	150,000						150,000
1.1.2b) Build The Capacity of Households, Communities and Community Networks to Promote Youth Ownership and Utilization of Public and Private Land.	Community Networks Promoting Youth Utilization Of Land For Agriculture	12	191,600	191,600	191,600	191,600	191,600	191,600	958,000
<b>Sub Total</b>			<b>341,600</b>	<b>191,600</b>	<b>191,600</b>	<b>191,600</b>	<b>191,600</b>	<b>191,600</b>	<b>1,108,000</b>
<b>Strategy 1.3 Strengthen Family and Community Involvement in Youth Agricultural Programs/Projects to enhance ownership and Property</b>									
1.1.3a) Educate The Youths On The Values Of Family and Community Structures	Enhanced Values Within Communities Supportive Of Youth Employment In Agriculture	10 Campaigns	91,322	182,644	273,966	365,288	913,221		
1.1.3b) Support Youth, Parents and Community Participation In Agricultural Programs/Projects' Designs, Implementation and Monitoring	Increased Participation Of Parents, Guardians and Communities In Youth In Agriculture Project Design	Lump sum	186,074	186,074	186,074	186,074	186,074	186,074	930,370
1.1.3c) Support Establishment, Nurturing Of Mentoring Approaches With Special Emphasis On Proximity Skills For The 14-17 Year Olds	Nurtured and Mentored Youth On Various Approaches	10 Mentoring Campaigns	198,400	396,800	595,200	793,600	1,984,000		
1.1.3d) Support Initiatives That Create Mindset Change Among The Youth And Communities To Invest In Agriculture As A Viable Venture.	Increase Youth Reporting Change In Opinion On Investment In Agriculture	6 Channels Of Feedback	461,260	307,506.67	153,753.33	Follow through costs from last year	Follow through costs from last year	922,520	

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
<b>Sub Total</b>				937,056	1,073,025	1,208,993	1,344,962	186,074	4,750,111
<b>Strategy 1.4 Increase access to agricultural finance</b>									
1.1.4 A)Sensitize The Youth And Financial Institutions Regarding Available Financial Products To Establish Formal links	Links Established Between Youth And Financial Intermediaries Providing Viable Financial Options	Lump sum		180,000	180,000	Follow through costs from last year budget	Follow through costs from last year	Follow through costs from last year	360,000
1.1.4b)Advocate For More Youth-Friendly Financial Products Working With Financial Institutions	Youth Friendly Financial Products Supporting Agricultural Enterprises	Lump sum		200,000		Follow through costs from last year budget	Follow through costs from last year	Follow through costs from last year	200,000
1.1.4c)Lobby Government To Establish An Innovation Incubation Fund For Youth Groups	Innovation Incubation Fund In Place	Lump sum		150,000	100,000	Follow through costs from last year	Follow through costs from last year	Follow through costs from last year	250,000
1.1.4d)Support Establishment And Capacity Building Of Youth Farmer Groups, Savings And Credit Cooperatives (SACCOs) And Village Savings And Loan Associations (VLSAs) To Ease Mobilisation, And Increase Savings And Access To Agricultural Finance.	Increased Inclusion Of Youth In SACCOs, VLSAs And Other Income Mobilization Schemes	5 SACCOs/ VLSAs With Youth Included	186,640	186,640	373,280	373,280	Follow through costs from last year	Follow through costs from last year	933,200
1.1.4e) Support Establishment And Promotion Of Special Microfinance Schemes For The 14-17 Year Olds	A Scheme Put In Place	Lump sum		100,000					100,000
<b>Sub Total</b>				816,640	653,280	373,280			1,843,200
<b>Strategy 1.5 Increase Access and use of ICT for youth in Agriculture</b>									
1.1.5a)Establishment Of Internet Enabled Community Information Centres (Including ICT Software And Equipment) To Provide And Promote Market Information Sharing To and Among The Youth In Agriculture	Functional ICT Centers In Place	6	335,000	670,000	670,000	670,000	Follow through costs from last year	Follow through costs from last year	2,010,000



NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
1.1.5b) Sensitize And Train The Youth In Using ICT In Agriculture	Proportion Of Youth Trained In ICT Skills For Agriculture	6	320,000	960,000	640,000	320,000	Follow through costs from last year	Follow through costs from last year	1,920,000
1.1.5c) Undertake Research And Support Dissemination Of Offline Tools That Are Usable With No Or Limited Internet Connectivity	Research Products And Offline Tools Developed	5	100,000	100,000	200,000	100,000	100,000	500,000	500,000
<b>Sub Total</b>				<b>1,730,000</b>	<b>1,510,000</b>	<b>1,090,000</b>	<b>100,000</b>		<b>4,430,000</b>
1.1.6a) Support The Youth In Sustainable Production Of High Quality, Value, Quantity and Safe Agriculture Products	High Value, Quality and Safe Products Traded	6	175,000	525,000	350,000	175,000	Follow through costs from last year	Follow through costs from last year	1,050,000
1.1.6b) Support Agro-Processing and Post-Harvest Handling Infrastructure (Including Cottage Industries)	More Installations	12	707,000	707,000	1,414,000	2,121,000	2,828,000	1,414,000	8,484,000
1.1.6c) Support Organizing Of Informal Groups Of Rural Youth Aged 14-17 Year-Olds	Groups Of 14-17 Years Old Operational	6 Rural Groups			260,000	260,000	Follow through costs from last year	Follow through costs from last year	520,000
1.1.6d) Support And Promote Initiatives In Market Linkages Such As: Capacity For Storage (To Bulk Up Supplies), Contract Negotiations And Market Analysis	Initiatives in Place to Support Linkages for Youth to Various Markets.	6		400,000	266,666.70	133,333.66	Follow through costs from last year	Follow through costs from last year	800,000
<b>Sub Total</b>			250	250,000	500,000	250,000	200,000		1,200,000
<b>Sub Total</b>				<b>1,882,000</b>	<b>2,790,667</b>	<b>2,939,334</b>	<b>3,028,000</b>	<b>1,414,000</b>	<b>12,054,000</b>
1.1.7a) Support The Youth To Acquire Skills For Operating, Maintenance and Fabrication Of Agricultural Tools And Equipment	Youth With Skills For Maintaining, Operating and Fabricating Agricultural Machineries	10 Courses	100,000	100,000	200,000	300,000	400,000		1,000,000
1.1.7b) Establish Youth Agro Machinery Hire and Leasing Pilot Scheme	Agro Machinery Hire and Leasing Scheme In Place	Lump sum		400,000	400,000	Follow through costs from last year			800,000
<b>Sub Total</b>				<b>500,000</b>	<b>600,000</b>	<b>300,000</b>	<b>400,000</b>		<b>1,800,000</b>
<b>Thematic Area 1 Total</b>				<b>7,866,221</b>	<b>7,859,572</b>	<b>7,199,207</b>	<b>5,940,562</b>	<b>2,667,674</b>	<b>31,533,236</b>

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
<b>THEMATIC AREA 2: SUPPORT YOUTH ORIENTED AGRICULTURAL EXTENSION</b>									
<b>Strategic Objective: To empower youth to participate and benefit equitably from agricultural extension services (costed under National Agricultural Extension Services Policy implementation by the Directorate of Agricultural Services Extension)</b>									
<b>Strategy 2.1 Effective Participation and benefit by the youth from youth-friendly agricultural extension services</b>									
2.1.1 a) Conduct capacity building sessions for youth to demand extension services									
2.1.1 b) Review and adapt guidelines on integration of youth into extension services									
2.1.1 c) Carry out promotion activities for youth involvement in agriculture extension services									
1.1.1.1 d) Conduct scoping Study and Assessment on agricultural service extension in a bid to upscale best practices									
<b>Thematic Area 2 Total</b>				<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>THEMATIC AREA 3: IMPROVE YOUTH EDUCATION AND LEARNING</b>									
<b>Strategic Objective: To mainstream youth in agriculture education at all levels</b>									
<b>Strategy 3.1 To mainstream youth targeted agriculture education at all levels</b>									
3.1.1a) Advocate and Support Review The Curriculum To Promote Practical Orientation Of Youth To Agriculture	Curriculum Compliance To Youth In Agriculture	2 Advocacy Campaign Meetings	150,000	300,000					300,000
3.1.1b) Support and Promote Youth Agricultural Clubs and Camps.	Youth For Agriculture Clubs In Place	100 Youth Clubs Put In Place		243,000	100,600	100,000			543,600
3.1.1c) Conduct National Agricultural Competitions For The Youth To Facilitate Peer Learning	National Competitions Held	2 National Competitions Held	500,000	500,000		500,000	Follow through costs from last year	Follow through costs from last year	1,000,000
3.1.1d) Promote Practical School Farming Systems (E.G. School Gardens For Students' Practical Teaching)	Awareness Created On Practical Farming Systems	10 Awareness Campaign Meetings		500,000	500,000	391,000	Follow through costs from last year	Follow through costs from last year	1,391,000
3.1.1e) Support Life Skills Development and HIV/AIDS Prevention and Mitigation Initiatives	Life Skills Developed Among Youth On HIV Prevention and Mitigation Measures	10 Workshops On HIV Prevention		250,000	250,000	250,000	250,000	117,000	1,117,000

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
3.1.1f) Support Capacity Building Of Youth Trainers To Mentor The 14-17 Young Persons	Tot On Post To Mentor Youth	200,000 Tot Trained		300,000	300,000	100,000			700,000
<b>Sub Total</b>				<b>2,093,000</b>	<b>1,150,600</b>	<b>1,341,000</b>	<b>350,000</b>	<b>117,000</b>	<b>5,051,600</b>
<b>Strategy 3.2 Promote agricultural vocational Training</b>									
3.2.1a) Partner With MoES and Other Stakeholders To Support Vocational Institutions To Offer Formal and Informal Short Courses To The Youth and Especially The 14-17 Year Olds	Vocational Institutions Offering Formal and Informal Short Courses.	250 Vocational Institutions Brought On Board To Train 14-17 Year Olds	4,000	250,000	250,000	200,000	150,000	150,000	1,000,000
3.2.1b) Strengthen The Capacity Of ZARDIs To Offer Relevant Vocational Training To The Youth In Agriculture	Youth Provided With Vocational Skills	4 Vocational Institutions Built		1,500,000	1,000,000	1,000,000	500,000	500,000	4,500,000
<b>Sub Total</b>				<b>1,750,000</b>	<b>1,250,000</b>	<b>1,200,000</b>	<b>650,000</b>	<b>650,000</b>	<b>5,500,000</b>
<b>Thematic Area 3 Total</b>				<b>3,843,000</b>	<b>2,400,600</b>	<b>2,541,000</b>	<b>1,000,000</b>	<b>767,000</b>	<b>10,551,600</b>
<b>THEMATIC AREA 4 SUPPORT YOUTH ENTREPRENEURSHIP</b>									
<b>Strategy Objective: To enhance the entrepreneurship Skills of the Youth</b>									
<b>Strategy 4.1 Promote and Support Youth Agricultural Entrepreneurs as an incentive for job creation and income generation</b>									
4.1.1a) Support Youth Agricultural Entrepreneurs To Access Business Incubation Services	Youth Skills Enhanced	200,000 Youth Trained		500,000	200,000	60,000			760,000
4.1.1b) Build Capacity Of The Youth To Write Viable Agriculture Proposals and Business Plans For Sourcing Of Funds	Youth Business Proposals Developed	10 Training Workshops		300,000	200,000	110,120			610,120

NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
4.1.1.e) Work With MoES In Provision Of Basic Functional Literacy and Numeracy Skills To The 14-17 Young Persons (To Those Unable To Attend Schooling).	Functional Skills Built	Functional Skills Classes		260,000	201,000	200,000	100,000		761,000
<b>Sub Total</b>				<b>1,060,000</b>	<b>601,000</b>	<b>370,120</b>	<b>100,000</b>		<b>2,131,120</b>
<b>Thematic Area 4 Total</b>				<b>1,060,000</b>	<b>601,000</b>	<b>370,120</b>	<b>100,000</b>		<b>2,131,120</b>
<b>THEMATIC AREA 5 ADAPTATION AND MITIGATION OF AGRIBUSINESS RISKS AND UNCERTAINTIES</b>									
<b>5.1 Strategic Objective: To reduce vulnerability to risks and uncertainties for enhanced productivity, profitability and incomes</b>									
<b>Strategy 5.1.1 Enhanced youth adaption and resilience to climate related agribusiness risks and uncertainties</b>									
5.1.1.a) Support Development and Promote Uptake Of Best Practices, Innovations and Technologies Relevant To Addressing Agribusiness Risks and Uncertainties	Best Practices And Innovations On Various Technologies Adopted	A best practice per enterprise as documented by the reviews	Lump sum	250,000	250,000	200,000	200,000	100,000	1,000,000
5.1.1.b) Support Interventions Towards Effective and Efficient Dissemination of Information On Weather Patterns and Early Warning Systems for CSA and Better Agribusiness Planning.	Initiatives Supported To Provide Information On Early Warning Systems and Weather Patterns	4 Support interventions per year	Lump sum	300,000					300,000
5.1.1.c) Promote Agricultural Insurance To Cushion Agricultural Loss	Youth Agricultural Enterprises Insured	5 Agricultural Enterprises Insurance Plans	50,000	125,000	125,000				250,000
5.1.1.d) Design Rapid Response (Disaster Preparedness) System	Rapid Response System In Place	Lump sum		250,000	250,000	200,000	150,000	150,000	1,000,000
<b>Sub Total</b>				<b>925,000</b>	<b>625,000</b>	<b>400,000</b>	<b>350,000</b>	<b>250,000</b>	<b>2,550,000</b>



NSYEA Components, Objectives, Strategies And Activities	Outputs	No Of Units	Unit Cost ('000) UGX	Year 1 ('000)	Year 2 ('000)	Year 3 ('000)	Year 4 ('000)	Year 5 ('000)	Total For 5 Years ('000)
<b>Strategy 5.1.2 Promote decent work and enhance occupational health and safety among the youth</b>									
5.1.2a) Support Research and Promote Best Practices On Working Conditions For Youth In Agribusiness	Research Products On Best Practices In Occupational Health	6 Research Reports		301,000	300,000	100,462	100,000	100,000	901,462
5.1.2b) Support Sensitization of Youth on Occupational Health and Safety Including Aspects to Address Hazardous Child Labour Activities	Youth Sensitized In OSH	3 Sensitization Workshops Held		102,000	100,311	100,000	35,000	35,000	372,311
5.1.2c) Provision of Protective Gears and Labour Saving Technologies	Youth Have OSH Kits	200,000 Kits		500,000	125,000	125,000	125,000	125,000	1,000,000
<b>Sub Total</b>				<b>903,000</b>	<b>525,311</b>	<b>325,462</b>	<b>260,000</b>	<b>260,000</b>	<b>2,273,773</b>
<b>Thematic Area 5 Total</b>				<b>1,828,000</b>	<b>1,150,311</b>	<b>725,462</b>	<b>610,000</b>	<b>510,000</b>	<b>4,823,773</b>
<b>TOTAL FOR ALL 5 THEMATIC AREAS</b>				<b>14,597,221</b>	<b>12,011,483</b>	<b>10,835,789</b>	<b>7,650,562</b>	<b>3,944,674</b>	<b>49,039,729</b>
<b>MONITORING AND EVALUATION (3%Of the Total Activity Budget)</b>				<b>437,916</b>	<b>360,344</b>	<b>325,073</b>	<b>229,516</b>	<b>118,340</b>	<b>1,471,191</b>
<b>Contingency Adjusted For 7% Inflation</b>				<b>0</b>	<b>840,804</b>	<b>758,505</b>	<b>535,539</b>	<b>276,127</b>	<b>2,410,975</b>
<b>ALL GRAND TOTAL</b>				<b>15,035,137</b>	<b>13,212,631</b>	<b>11,919,368</b>	<b>8,415,618</b>	<b>4,339,141</b>	<b>52,921,895</b>

## GLOSSARY

**Agriculture (also called farming or husbandry):** The art and science of growing crops, rearing of livestock, fish, bees, and other productive insects.

**Agricultural sector:** Includes crops, livestock, agro-forestry, fishing, aquaculture, sericulture and other related activities.

**Agribusiness:** Denotes the collective farm-to-table business activities that are performed by agricultural input suppliers, producers, agro processors, distributors, traders, exporters, retailers and consumers.

**Child Labor:** Child labour refers to work that is mentally, physically, socially and/or morally dangerous and harmful to children. In addition, Child labour is perceived as work or activities that interfere with children's school attendance (Child labour policy 2006)

**A Child:** Is a person below the age 18 years.

**Decent work:** Sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express

their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men

**Farmer:** A person who grows crops, or rears livestock fish, bees, silkworms and other productive insects

**Value chain:** A set of linked activities that work to add value to a product; it consists of actors and actions that improve a product while linking commodity producers to processors and markets

**Youth:** Constitutionally, these are persons that are in the 18-30-year age bracket.

**Strategy:** A plan of action or general direction set or designed to achieve an overall aim or desired state in the future

**Unemployment:** A situation where someone of working age is not able to get a job but would like to be in full time employment. It also refers to actively searching for and being unable to find work.

**Employment:** Is work performed for others such as company or organizations or being able to work in one's own firm for pay of profit.

**REPUBLIC OF UGANDA**  
**MINISTRY OF AGRICULTURE, ANIMAL INDUSTRY AND FISHERIES**  
**P.O.BOX 102, ENTEBBE, UGANDA**  
**TEL: +256414320004**  
**EMAIL: [psmaaif@infocom.co.ug](mailto:psmaaif@infocom.co.ug)**  
**WEBSITE: [www.agriculture.go.ug](http://www.agriculture.go.ug)**

