



## Youth Economic Empowerment Project (YEEP)

"My Wealth, My Efforts"

# BASELINE SURVEY REPORT

December 31, 2016

### Conducted by:

Agency For Accelerated Regional Development (**AFARD**) and  
Center for Governance and Economic Development (**CEGED**)





## ■ Acknowledgements

The Agency For Accelerated Regional Development (AFARD) in partnership with the Center for Governance and Economic Development (CEGED) signed a three-year contract with the European Union for the implementation of Youth Economic Empowerment Project (YEEP) in West Nile region. This baseline survey was therefore conducted as part of the project start-up activities.

The completion of this study was through the invaluable efforts of many stakeholders. The study team is grateful to all the Project Officers and Community Based Facilitators (CBFs) for conducting the data collection and Ms Fosca Anirwoth for the thorough data entry. Our thanks also go to the respondents for their shared information.

However, YEEP implementing partners take the full responsibility for the views and errors expressed herein.

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**Study Team Leader**

**December 31, 2016**

## ■ Acronyms

AFARD	=	Agency For Accelerated Regional Development
BTVET	=	Business, Technical, Vocational, Technical Education and Training
CDD	=	Community Driven Development
CDO	=	Community Development Officer
CEGED	=	Center for Governance and Economic Development
DAO	=	District Agricultural Officer
DIT	=	Directorate of Industrial Training
DLG	=	District Local Government
FGD	=	Focus Group Discussions
IGA	=	Income Generating Activity
IGA	=	Income Generating Activity
KII	=	Key Informant
LLG	=	(Lower) Local Government
M+E	=	Monitoring and Evaluation
MoFPED	=	Ministry of Finance, Planning and Economic Development
NGO	=	Non Governmental Organization
NSA	=	Non State Actors
PDP	=	Personal Development Plan
PSE	=	Private Sector Enterprise
SACCO	=	Savings and Credit Cooperative
UBOS	=	Uganda Bureaus of Statistics
UBTEB	=	Uganda Business and Technical Examinations Board
UGX	=	Uganda Shillings
US\$	=	United States Dollars
VSLA	=	Village Savings and Loan Association
YEPP	=	Youth Economic Empowerment Project

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## ■ Introduction

### 1.1 The Context

The UBOS (2016) statistics reveals that Uganda's population has reached 36.6 million people and it is growing at 3.2% per annum. More than 78% of the population are below the age of 30 and 18% are youth aged 18-30 years. Yet 11% of youth are unemployed (9% males and 14% females) and 26% youth are underemployed (28% males and 25% females). These youth unemployment has been attributed to the limited absorption capacity of the formal economy, the mismatch between education and labour market needs, and lack of access to resources especially land and finance, among others. Youth also lack business management skills, financial literacy, and soft and leadership skills with which to fit into the world of work.

This situation is worse for West Nile region with 3.0 million people (50% are youth) that suffered 27 years of prolonged conflict and insecurity, which among others led to significant population displacement, socio-economic losses, a breakdown in social infrastructure, severely weakened governance structures and service delivery, and community and household asset depletion. As a result, there is a high youth unemployment rate as well as youth engagement in vulnerable employment (in the informal sector). The Agency For Accelerated Regional Development (AFARD) in partnership with Center for Governance and Economic Development (CEGED), therefore formulated the YEPP to address this youth unemployment.

AFARD is a local non-governmental organization whose vision is a, "Prosperous, healthy, and informed people of West Nile, Uganda." Currently, AFARD works in six (6) districts of Nebbi, Zombo, Arua, Maracha, Yumbe, and Moyo targeting children, youth, women, and the elderly as the critical self-help actors for building resilient livelihoods. AFARD envision household who are food, income and productive asset secure, with productive (healthy and literate) labour force, and organized voice to demand for quality services from their local governments. The Center for Governance and Economic Development (CEGED) is a West Nile-based NGO.

YEPP is a 3-year project (2016-19) funded by the European Union in Uganda under contract number CSO-LA /2016/376-362. It targets addressing the high youth un(der) employment in West Nile region primarily due to: (i) Lack of relevant and marketable skills; (ii) Limited access to business finance; (iii) Poor linkages with the Private Sector; and (iv) Limited youth voice in policy-making processes. The project strives for sustainable and gainful youth employment through a holistic and multi-sectoral approach that will improve youth employability, public-private sector engagements, and youth voice and space in local governance.

## 1.2 The Project Summary

Table 1 below presents a snapshot of YEEP. Therein it is evident that the project seeks to support the targeted youth with employability skills and there after provide them with business start-ups and employment linkages in order for them to enter the world of work. In addition, YEEP will create an arena for youth dialogue with political and business leaders in ways that can enable them gain voice and access to resources they direly need for employment. However, in so doing YEEP will also strengthen the capacity of the implementing partners – AFARD and CEGED.

**Table 1: Summary YEEP profile**

Project Name	Youth Economic Empowerment Project (YEEP)		
Funder	European Commission		
Location	Nebbi district	Sub counties: Wadelai and Pakwach TC	
	Zombo district	Sub counties: Akaa and Abanga	
	Arua district	Sub counties: Aiivu and Omugo	
Direct beneficiaries	Direct (2,500 youth and 02 CSOs, AFARD and CEGED)		
Indirect beneficiaries	32,000 people		
Goal	To contribute to youth inclusive economic growth and poverty reduction in West Nile region of Uganda through sustainable and gainful employment opportunities.		
Impacts	<ul style="list-style-type: none"><li>• A 25% reduction in the number of youth living below US\$ 1.90/day;</li><li>• A 50% increase in asset net worth; and</li><li>• Improved self-esteem and confidence.</li><li>• Spill over impacts on food security, child poverty reduction, and women empowerment.</li></ul>		
Specific objectives/ Outcomes	Component 1: Enhancing Youth Employability	To improve the employability of 2,500 rural youth organized in 125 youth-led VSLAs	<ul style="list-style-type: none"><li>• 75% of self-employed youth adopted good business management practices</li><li>• 85% of youth in agribusiness adopted GAAPs</li><li>• 65% of youth practice positive life skills taught</li></ul>
	Component 2: Increasing Youth Access to Gainful Employment Opportunities	To promote access to gainful employment opportunities for 2,500 rural youth through agribusiness, microenterprises, micro-franchise, and formal jobs	<ul style="list-style-type: none"><li>• 96% of the targeted youths are self-employed (1,625 in agribusiness, 250 in micro-franchise, and 500 in microenterprise)</li><li>• 4% of targeted youth accessed formal employment</li><li>• At least 1,500 non-targeted youth are employed in the enterprises of targetted youth</li></ul>
	Component 3: Building Youth Political capabilities	To strengthen the political capabilities of 2,500 youth to effectively dialogue with local government, private sector, and civil society actors	<ul style="list-style-type: none"><li>• 50% increase in effective participation of youth in public policy process</li><li>• At least 1,900 youth are linked to factor markets.</li><li>• At least 2 district ordinances or byelaws are adopted for the promotion of youth employment</li><li>• At least 500 youth gained access to funding support for their self-employment</li></ul>



	Component 4: CSO Capacity Building	To build the capacity of the local CSOs implementing the action for better accountability, learning, and visibility.	<ul style="list-style-type: none"> <li>• AFARD and CEGED mainstreamed youth-focused programming and advocacy into their strategic plans</li> <li>• AFARD and CEGED attracted additional funding for youth-based projects.</li> </ul>
<b>Key outputs</b>	<p>The project will: Recruit and induct 05 staffs and 15 Community Based Facilitators; Form 125 youth-led VSLAs with 2,500 members (65% females); Produce 05 training manuals; Hold 3-district level stakeholders' buy-in meetings; Conduct a private sector scoping study, baseline study, and project launch; Hold 66 management monitoring visits, 750 VSLA performance review meetings, 8 District review and learning workshops; 03 Expenditure verifications, 01 external terminal evaluation, and 01 action closeout meeting. In addition, it will: Train 625 youth in vocational skills and 250 Young Model Farmers in peer GAP extension; Hold 10 PSE meetings and 375 agro-enterprise business planning meetings; Provide 1,900 youth with start-up kits; Conduct 03 youth business promotion days, 02 exchange visits, and 7,200 business mentoring and coaching visits; Hold 250 training sessions in advocacy skills, 24 youth-led public dialogue meetings, and 3 youth accountability days; and 03 trainings in advocacy, documentation, and M+E and 2 best practices documentation.</p>		

### 1.3 YEPP Approaches

To attain the envisaged results, YEPP uses:

- The VSLA model as the entry and growth points for youth to identify like-minded partners, develop savings culture, access business credit, and pursue annual personal development plans.
- Holistic and peer-based skills training and mentoring including soft skills (entrepreneurship, life and leadership skills, etc.) with hard (e.g. vocational and agribusiness) skills.
- Marketplace principles against the "charity-driven mind-set of interventions." YEPP seeks to work with active un(der) employed youth by financing up to 75% of start-up kit cost.
- Youth voice and accountability approach to strengthen multi-stakeholder dialogue with PSEs, government, and CSO officials.
- Mainstreaming of gender and HIV/AIDS to ensure that more female youth (65%) benefit; and HIV/AIDS awareness is increased.
- Information and Communication Technology (ICT) e.g. through mobile money Platform and linkage banking.
- Learning and documentation through knowledge and experience sharing; and
- Partnerships with BTVETs, private sector enterprises, and other NGOs to enhance complementarity.

## 1.4 The Project Stakeholders

Table 2 below shows the various project stakeholders and their roles in the implementation.

**Table 2: Roles of YEEP Stakeholders**

Name	Roles and Responsibilities
Youth	Enrol and actively participate in VSLA; Identify employment pathways; Participate in capacity building trainings and mentoring; Join the world of work (formal and self-employment); advocate support agencies; and participate in M&E and learning events
CBFs	Facilitate the formation, registration, strengthening, coordination, linkages and monitoring of VSLAs as youth development platform; Participate in advocacy, M&E and learning events
PSEs	Provide employment opportunities through formal employment, micro-franchise, contract farming, and experiential learning through internship; Participate in advocacy, M&E and learning events
YMFs	Facilitate peer learning in good agricultural practices, life skills and entrepreneurship; Coordinate collective marketing; Participate in advocacy, M&E and learning events
BTVETs	Provide 3-6 month of vocational skills training together with 1-month internship placement and supervision in successful PSEs; Participate in M&E and learning events
LGs	Participate in selection of action area, recruitment of CBFs, advocacy, M&E and learning events
CEGED	Provision of support services to AFARD and direct implementation in Arua district
AFARD	Coordination and oversight of overall action planning, implementation, M&E, accounting, and learning including taking a lead in implementation of start-up, documentation, and leverage building as well as direct implementation in Nebbi and Zombo districts

## ■ Focus of The Study

### 2.1 Purpose of the study

The YEEP was developed in a participatory manner but without a baseline study. This baseline study was therefore conducted primarily to determine the baseline status for the project performance indicators in order to guide the project implementation processes (planning, monitoring and evaluations) with:

- (i) Pre-intervention status of the beneficiaries;
- (ii) Implementation strategy review, if needed to achieve maximum effect;
- (iii) Effective monitoring and evaluation system based on a clear results chain; and
- (iv) Standard tools for follow up cohort assessment.

### 2.2 Objectives of the study

In order to achieve the above aims, the study objectives were:

- 1) To identify the youth demographic characteristics;
- 2) To assess the state of youth (15 - 30 years) employment and life skills, if any.
- 3) To assess the engagement of youth in income generating activities and their business management practices;
- 4) To assess youth involvement in agriculture and their management practices;
- 5) To assess youth participation in local governance and the advocacy capacity of youth organizations;
- 6) To assess youth financial inclusion and financial management practices;
- 7) To assess youth productive asset ownership and [asset] poverty status;
- 8) To assess the youth self-esteem status;
- 9) To assess the status of expected project spill over effects on food security, child poverty, and women's empowerment;
- 10) To assess the capacity of co-beneficiaries to implement the project; and
- 11) To fill the project log frame (using a standard M+E framework and including any revision, if needed).

### 2.3 Scope of the study

The Project Steering Committee spelt out that the study team will:

- 1) Conduct the study in all the 3 project districts, 6 sub counties, 65 newly formed youth groups and among all the 1,300 youth group members;
- 2) Develop a comprehensive YEEP results chain; and
- 3) Develop, collect and analyse the data using standard tools aligned to the study objectives and the result chain.

## 2.4 YEOP Theory of Change

To ensure effective clarity on the project performance measurement, a **result chain** (figure 1) was adopted to provide clear pathways for performance indicator clustering, indicator flow consistency, and the overall performance measurements.

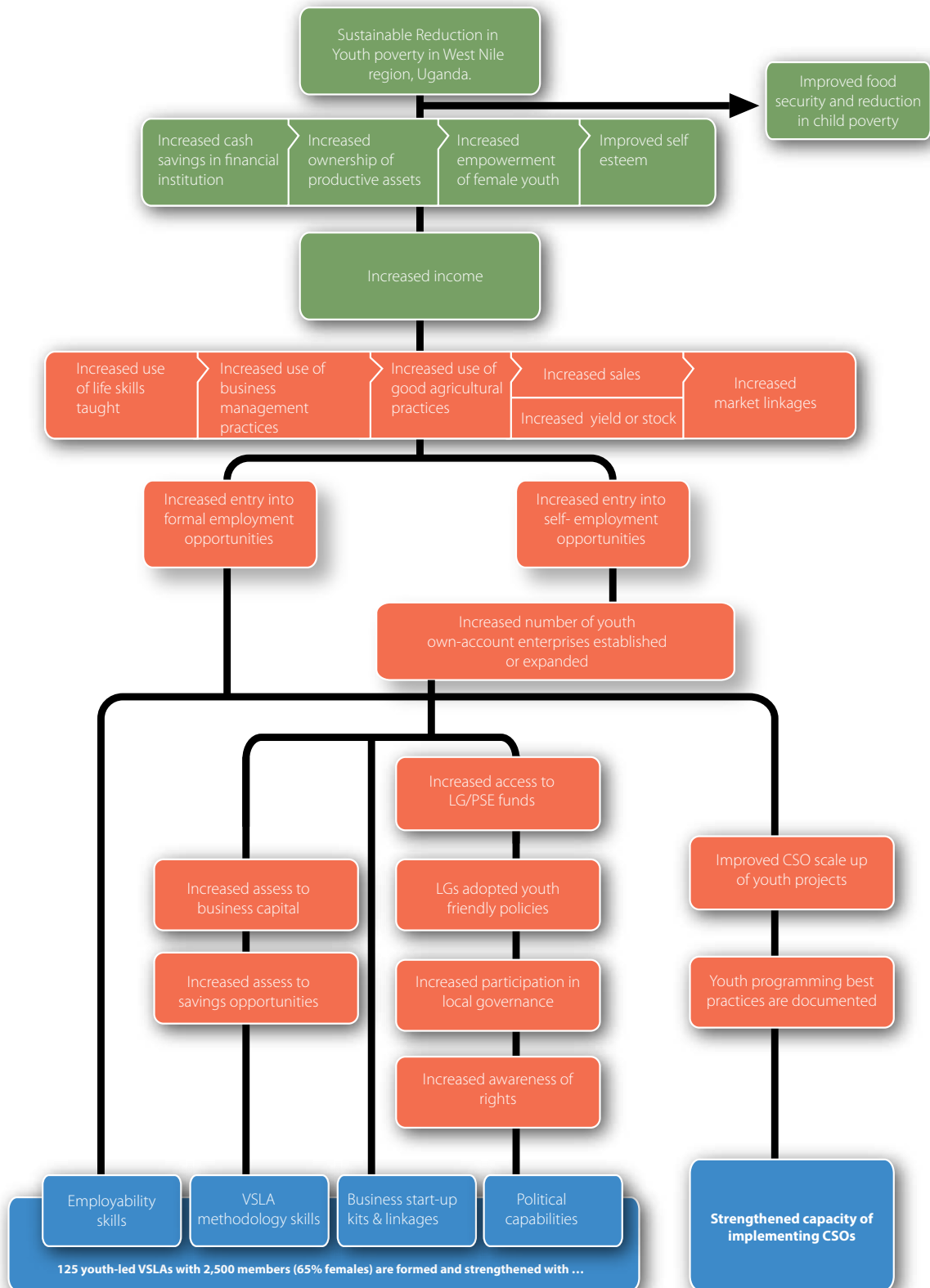
This figure presents a very simple description of the project. The systematic path of change is based on the assertion that for YEOP to effectively contribute to youth inclusive economic growth and poverty reduction through sustainable and gainful employment opportunities, the project will anchor on youth-led Village Savings and Loan Associations (VSLAs) as a youth transformation platform. A total of 125 youth-led VSLAs (with 2,500 members i.e., 20 members each) will be formed. All these youth will at the start be trained in VSLA methodology together with life skills, entrepreneurship, financial literacy, and advocacy skills. In addition, to ensure that these skills facilitate access to sustainable and gainful employment opportunities, YEOP will support various formal employment and business for self-employment pathways as are shown below:

- 1,625 youth with support of 250 Young Model Farmers (YMF) will be trained and supported into agribusiness related self-employment;
- 625 youth will be trained in Business, Technical and Vocational Education and Training (BTVE) institutions in locally relevant and profitable skills using non-formal and Directorate of Industrial Training (DIT) certified vocational skills training approach. In this way, 125 youth will join formal employment and 500 youth will join self-employment through own-account microenterprises;
- 250 youth will be supported into micro-franchise business model as self-employed micro-franchisee.<sup>2</sup>

With job/employment opportunities, the youth will improve on their productivity through better agribusiness, microenterprise, and micro franchise management practices and outputs. Together, these changes will result into increased incomes with which the targeted youth will be able to re-invest into expanding their enterprises (or diversifying into new enterprises), save in financial institutions, accumulate productive assets, and improve their self-worth. These changes will also improve their family welfare (food security, child poverty) and community gender relations. Consequently, youth poverty will be reduced.

<sup>2</sup> These are revised employment pathway targets (cf. result map).

**Figure 1: Revised YEEP Results Chain**



## ■ Methodology

### 3.1 Units of analysis

The study purpose, objectives and scope, identified that the YEPP seeks to support un(der) employed youth into a world of decent work that can propel them out of extreme poverty. The support process however involves the engagement of three critical actors – individual youth, youth groups, and the support institutions. The baseline study therefore used these three actors as units of analysis as is shown in table 3 below by key results areas of analysis.

**Table 3: Units of baseline analysis**

Level of analysis	Key respondents	Focus of analysis
Individual level	Individual youth	<ul style="list-style-type: none"> <li>Results 1: Youth demographic characteristics;</li> <li>Results 2: Youth employment status;</li> <li>Results 3: Youth engagement in income generating activities;</li> <li>Results 4: Youth involvement in agriculture;</li> <li>Results 6: Youth financial inclusion;</li> <li>Results 7: Youth poverty status;</li> <li>Results 8: Youth self-esteem status;</li> <li>Results 9: Youth and food security;</li> <li>Results 10: Youth and child poverty;</li> <li>Results 11: Women's empowerment;</li> </ul>
Youth group level	Members of youth groups	<ul style="list-style-type: none"> <li>Results 5: Youth participation in local governance and advocacy capacity of youth organizations;</li> </ul>
Support institutions	Management staffs of AFARD and CEGED	<ul style="list-style-type: none"> <li>Results 12: Capacity of support institutions</li> </ul>

### 3.2 Study sites, sampling methods and sample size

The baseline study was conducted in the three implementing districts of Nebbi, Zombo and Arua in West Nile sub region. It covered all the project sub counties of Wadelai and Pakwach TC (in Nebbi district), Akaa and Abanga (in Zombo district), and Aiivu and Omugo (in Arua district).

Different sampling methods were used for the different units of analysis as is shown below. Important to point out is that for individual youth, a control method was used so as to set a basis for future impact evaluation (mid term and at project closure using the “double difference or difference-in-difference method.”

Units of analysis	Sampling methods
Individual youth	<ul style="list-style-type: none"> <li>As a rule to capture enrolment data, all YEPP beneficiary youth were purposively sampled and covered in the survey.</li> <li>A 50% proportion of non-YEPP beneficiary youth were randomly sampled. The treatment to control group provides for 67:33 ratio (or 2:1) required for unidirectional hypothesis testing for single-level trials, with continuous outcome variables<sup>2</sup>.</li> </ul>
Youth groups	<ul style="list-style-type: none"> <li>Purposive and random sampling was conducted of 5 groups per district (15 groups)</li> </ul>
Support institutions	<ul style="list-style-type: none"> <li>Purposive sampling was conducted of AFARD and CEGED the implementing agencies.</li> </ul>

<sup>2</sup> For details see Djimeu, E.W., and Houndolo, D. (March 2016) Power Calculation for causal inference in social science: Sample size and minimum detectable effect determination. <sup>3</sup>ie Impact Evaluation Manual, Working Paper 26. New Dehli: 3ie

### 3.3 Study phases

To effectively cover all the study units of analysis, the team adopted a cross-sectional descriptive study approach and used mixed methods of quantitative, qualitative and participatory data collection and analysis. This was conducted as below:

- **Phase 1 – Study inception and scoping:** This phase involved a critical review of the project documents to: (i) position the project within (inter)national policy frameworks and labour market M+E guidelines; and (ii) identify the theory of change required for building the result chain especially for youth employment and enterprise and good governance performance indicators. As a result, clear boundaries to focus on were agreed upon and relevant study instruments were developed for the various respondents.
- **Phase 2 – Field data collection:** Data collection was conducted within the project districts of Arua, Nebbi and Zombo using the various methods indicated in 3.4 below. The study team leaders conducted Key informant interviews and focus group discussions. Research assistants composed of Community Based Facilitators (CBFs) were trained on the ethics and management of individual survey tools and they conducted surveys under the supervision of Project Officers.
- **Phase 3 – Study reporting:** The study team used a reflexive approach in this reporting phase. The team discussed respondents' perceptions and opinion and after data analysis wrote the draft report that was reviewed internally before this final report completion.

### 3.4 Data collection methods

To elicit comprehensive information from the various respondents, the study team used the following methods of data collection:

- **Document review:** Literature review was conducted of a number of documents, namely: The project proposal and logframe; and the strategic plans and annual reports of AFARD and CEGED. (See reference for more documents that were reviewed)
- **Youth survey:** A quantitative individual survey using structured questionnaire was conducted among targeted and non-targeted youth to elicit their various required information (detailed in table 3 above). While targeted youth were fully covered by virtue of their youth group members, non-YEEP beneficiary youths were randomly sampled from within the same villages as the YEEP youth groups. The team sampled these youth from households where no YEEP youth groups member originate. Daily data collection questionnaires were reviewed by the Project Officers and corrected. Correctly filled questionnaires were collected and delivered for data entry.
- **(Focus) Group Discussions:** These were conducted using structured guides with randomly sampled youth group members. Instead of the whole 20 members, these discussions in some groups were held with only 10 members. In other groups where more than 10 members turned up, all were engaged in the discussions.
- **Key Informant Interviews:** These were conducted, using interview guides, with the management team of AFARD and CEGED primarily to explore their youth programming, reporting, and outreach.

- **Participant Observations:** The study team also conducted participant observations of the different agro-ecological areas YEEP project is operating in especially to assess youth in agriculture and microenterprise. These observations enabled the team to document the different agronomic, market and gender practices.

### 3.5 Data analysis and Quality Control

A Q<sup>2</sup> method was used to analyse the data collected from various sources. Quantitative (descriptive) data was analysed using SPSS software and qualitative (narrative) data was transcribed using MS Office. The findings from each analysis were triangulated into a unified report.

However, to ensure high data quality control, the following were adhered to:

- Joint review of results chain and study instruments by AFARD and CEGED project team helped to build consensus on baseline indicators to assess and the design of relevant and consistent study instruments.
- All data collectors sought for consent from respondents and or their legal caretakers/guardians, or any other adult in whose care the children were for permission to participate in any survey before data collection.
- Statement of confidentiality was provided to the respondents. Consent was also sought for all cases that were to be cited in the report. Where no approval was provided, the citations are presented in “generic forms.”

### 3.6 Limitation of the study

The baseline study had one main drawback. It was conducted five months after the project intervention had started. All the beneficiary youth were already enrolled and trained in VSLA methodology. This could possibly affect some of the responses under financial inclusion result. To reduce this bias effect, the baseline questions asked YEEP youth group members for information prior to VSLA membership.

### 3.7 Report structure

This report is divided into 16 parts as follows: Part 1 deals with the project context and profile. Parts 2 -3 explains the baseline study purpose, objectives and methodology. Part 4 handles the characteristics of the youth. Parts 5-7 presents the youth employment status and enterprises and agribusiness management practices. Part 8 shows the youth participation in local governance. Parts 9-11 analyses results of the project impacts covering financial inclusion, youth poverty, youth self-esteem, and women’s empowerment. Parts 12-14 present the status of spill over effects in terms of food security and child poverty. Finally Part 15 analyses the capacity of the implementing agencies and Part 16 shows the revised M+E framework.



## ■ Result 1: Youth Characteristics

### 4.1 Distribution of respondents

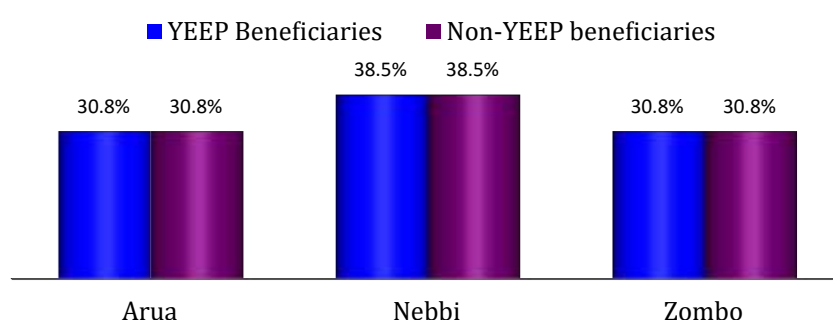
Data was collected in the three project districts of Nebbi, Zombo and Maracha and 2,205 people participated in the overall data collection process (see table 4 below). These respondents were drawn from YEEP beneficiary and non-beneficiary youths and the co-implementing agencies.

**Table 4: The study respondents**

Respondents	Sessions	Respondents
Key Informant Interviews	2	3
Focus Group Discussions	15	252
Individual survey in YEEP beneficiary groups	65	1,300
Individual surveys in non- YEEP beneficiary groups	650	650
Total		2,205

As figure 2 shows, the number of youth respondents were well aligned to the number of youth groups already formed during the project start up phase (38.5% in Nebbi and 30.8% each in Arua and Zombo districts). Overall, the number confirmed the planned sample-matching ratio of 67: 33 (or 1 non-beneficiary for every 2 beneficiaries).

**Figure 2: Distribution of survey respondents by district**



### 4.2 Demographic characteristics

As table 5 below shows the demographic characteristic of the youth in the project areas include the following:

- Majority of the youth enrolled in YEEP are females (68%) as compared to males (32%). This status indicates an over achievement of the planned 65% target for female membership.
- Many of the project beneficiaries were married (75%) and some few were already divorced (2%) or widowed (about 1%). In addition, the youth have already a large population to fend for given their average of 4 persons per households (mouths to feed). This population structure has a huge bearing on the enterprise development opportunities that are provided for the youth, if YEEP is to achieve poverty reduction.

- The youth mainly have primary education (66%) as compared to 30% with vocational, secondary and tertiary education. Overall, only 4% had no formal education. This educational status means that the project will be able to find local peer trainers although the bulk of the membership with primary education will require the customization of trainings to semi-literate audience.
- Finally, the project offered optimal opportunities for social inclusion. It mainly enrolled youth who are family heads (30%), school dropouts (27%) and child mothers (21%).

**Table 5: Demographic characteristics of youth**

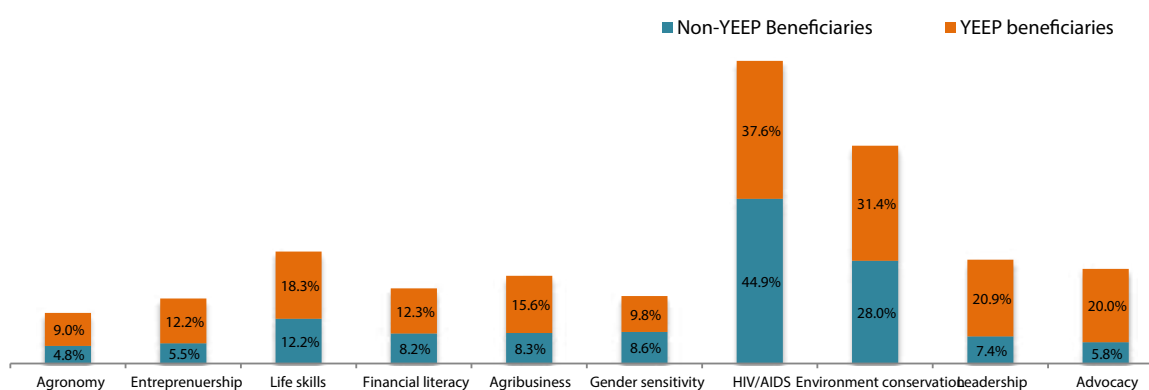
Characteristics	Non-YEEP beneficiaries	YEEP Beneficiaries	All youth
Respondents (Number)	650	1,300	1,990
Average household size (Number)	3.6	4.2	4.0
Average age of respondent (Number)	23.1	23.0	23.0
Sex (%)			
Male	54.8	31.7	39.4
Female	45.2	68.3	60.6
Marital status (%)			
Single	48.5	22.7	31.3
Married	47.4	75.1	65.8
Divorced	2.9	1.7	2.1
Widow(er)	1.2	0.5	0.8
Education status (%)			
None	5.2	3.8	4.3
Primary	57.1	65.9	63.0
Secondary	31.5	25.3	27.3
Tertiary	4.0	2.5	3.0
Vocational	2.2	2.5	2.4
Social Inclusion status %)			
Child mother	10.0	20.8	17.2
Child father	6.8	8.0	7.6
School dropout	35.4	26.9	29.7
Person with Disability	4.2	2.6	3.1
Person Living with HIV/AIDS	1.8	1.0	1.3
Family head	22.6	29.8	27.4
More than 2 of above list	6.6	8.2	7.6
None of the above	12.6	2.7	6.0

## ■ Results 2: Youth Employment Status

### 5.1 Youth exposure to functional skills trainings

Skills are a critical driver of youth entry into the world of work. To assess what skills development opportunities the youth had, respondents were asked whether or not they had attended any skills development programmes. Figure 3 below shows that many of the youth had never attended any such training that are required to build their readiness for the world of work. The mainly attended trainings are those related to HIV/AIDS and environmental conservation. This situation confirms the district leadership assertion during the intervention area selection process that, “these project areas have hardly received any development partner interventions.”

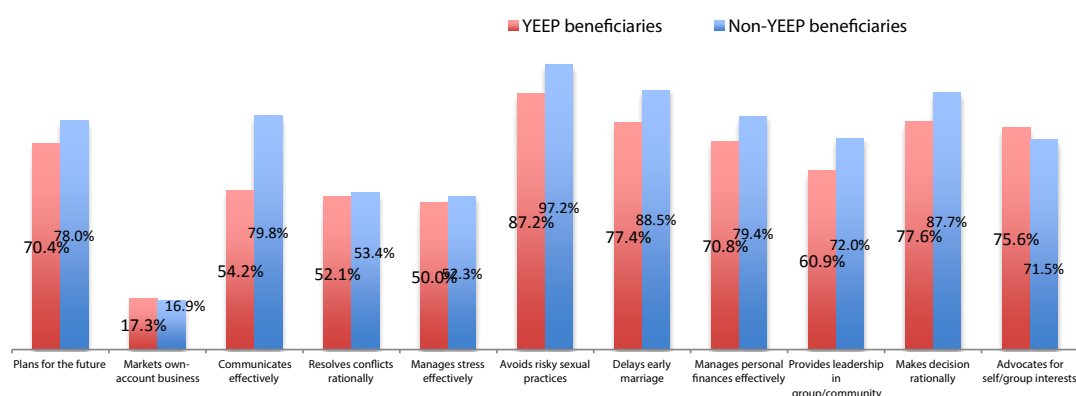
**Figure 3: Have you ever attended any skills training in...**



### 5.2 Youth practice of functional/ life skills trainings

Life skills development is one area of focus of YEEP. It is aimed at ensuring that youth have the right skills to manage their day-to-day lives in creative and productive ways. Again youth were asked whether or not they use a number of soft skills in their daily lives. Figure 4 confirms that many youth have some foundation skills. Non-YEEP beneficiaries practice these skills much better than YEEP beneficiaries. However, major gaps exist in marketing, communication, stress management, conflict resolution, and leadership.

**Figure 4: Do you practice the following in your day to day life?**



## 5.4 Employment status

Although YEEP seeks to support viable employment opportunities, it was important to understand the employment status of the targeted youth. In both FGDs and individual survey, youth were asked whether or not they were employed. Amazingly, youth in the FGDs correctly stated that, “employment is all about anything one does for a living. It is about work that brings income in one’s pocket” noted the FGD in Ragem. This view, that was common in all the youth groups, is well aligned to the simplified definition adopted for this study, that is:

- **Employed youth** referred to “all those young people aged 15-30 who during 30 days preceding the study were engaged in any activity to produce goods or provide services for pay (wages) or profit.”
- **Unemployed youth** referred to “all those young people aged 15-30 years who during 30 days preceding the study were not engaged in any activity to produce goods or provide services for pay (wages) or profit.”<sup>2</sup>
- **Underemployed youth** referred to “all those young people aged 15-30 years who during 30 days preceding the study were engaged in any activity to produce goods or provide services for pay (wages) or profit but the value of their pay/profit was unable to meet their basic needs above US\$ 1.90 per person per day.”<sup>3</sup>
- **Decent employment** is limited to refer to “any activity to produce goods or provide services for pay (wages) or profit whose value is able to meet the basic needs of a youth and his dependants at a quality of life above the international poverty line of US\$ 1.90 per person per day.”<sup>4</sup>

The realization that it is through work that one can earn income makes jobs very important for youth to meet their individual and family needs and to prosper. This is why the World Bank emphasizes that jobs provide individuals with a sense of personal purpose and satisfaction including social cohesion, self-esteem and identity, and support for themselves and their families.<sup>5</sup>

The survey further asked the youth what economic activities they were engaged in the last one-month preceding the survey. The responses are shown below in table 6. Evident are:

- Only two in every 10 youth were unemployed as compared to 8 in 10 youth who were engaged in any form of income generation.
- The primary sources of employment remained in crop agriculture where 6 in every 10 youth were employed.
- Majority of the youth (6 in every 10) were self –employed. Given the rural nature of the project (safe for Pakwach Town Council), there were many youth employed as family contributing workers compared to those engaged in formal employment. Such an insignificant formal employment opportunity will need specific attention if the formal employment pathway is to be achieved.

2 The ILO international standard of unemployment is defined as the situation of a person who: (a) did not work in the reference period, (b) was available to take up a job had one been offered in the week prior to the reference period, and (c) actively sought work within the 30 days prior to the reference period. However, given that “seeking work” best fit an organized labour market, this criterion can be relaxed.

3 The ILO international standard of underemployment focuses on a person who: (a) is working fulltime in a job for which s/he is overqualified’ (b) is working part time in a job for which s/he is qualified to work fulltime; and (c) is working fewer than 40 hours a week.

4 According to ILO, decent work 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.

5 World Bank (2013) Inclusion Matters: The Foundation for Shared Prosperity. Washington, DC: World Bank.

**Table 6: Employment status**

Employment variables	Non-YEEP beneficiaries	YEEP beneficiaries	Total youth
<b>Employment status</b>			
Employed	70.6	75.7	74.0
Under employed	29.4	24.3	26.0
<b>Employment position</b>			
Employee	3.1	2.2	2.5
Self-employed	60.6	67.1	64.9
Contributing family workers	7.5	8.5	8.2
Not applicable	28.8	22.2	24.4
<b>Type of employment</b>			
Agriculture (crop farming)	58.8	61.3	60.5
Agriculture (livestock farming)	3.7	6.5	5.6
Construction	1.7	1.2	1.4
Services sector	1.1	1.4	1.3
Trade	2.8	4.4	3.8
Manufacturing	0.0	0.2	0.2
Others	3.5	0.8	1.7
Not applicable	28.5	24.1	25.5

## 5.5 Vocational Aspirations

It is a known fact that the 27 years of conflict in West Nile negatively impacted the region; current youth livelihoods inclusive. Living as refugee in the current South Sudan and DR Congo meant early transition to adulthood and limited education opportunities for a formal economy employment entry points. Youth were asked what employment pathways they preferred. This question as Nwagwu (1976: 111, 114) argues shows that although occupation aspiration reflects the interests and ambitions of youth towards what jobs they like to do, it is also an examination of the attitudes for or against the occupations available in a society.

Table 7 shows that majority of the youth (89%) preferred self-employment over formal employment (11%). It emerged in the FGDs that this preference for self-employment was because many youth considered that they lacked the educational skills needed in the formal job market. A youth in Arua frantically stated, “how can I dream of a formal job when I only stopped in primary five. What skills will I offer in the urban formal job?”

Further (and is confirmed by table 8), it is evident that many youth preferred crop agriculture followed by livestock agriculture and trade. This finding shows that many youth are interested in pursuing agriculture within their villages. In the FGDs, many expressed preference for improving their farming methods including engaging in new agribusinesses that will increase their income. A youth in Abanga who currently grows beans said,

*“My family is very young. I cannot afford to migrate to another are in search for a job. All I wish YEEP can do for me is to improve my current farming skills. A new crop like Irish potato can really lift me out of poverty from within this village.”*

**Table 7: Vocational aspiration (%)**

Preferred jobs	Non-YEEP beneficiary			YEEP Beneficiary			All youth		
	Formal employment	Self employment	Total	Formal employment	Self employment	Total	Formal employment	Self employment	Total
Crop agriculture	3.2	32.7	35.8	3.9	60.2	64.2	7.1	92.9	100.0
Livestock agriculture	5.8	20.5	26.3	7.5	66.2	73.7	13.3	86.7	100.0
Construction	0.0	12.1	12.1	12.1	75.8	87.9	12.1	87.9	100.0
Services	1.8	25.0	26.8	21.4	51.8	73.2	23.2	76.8	100.0
Trade	11.8	18.6	30.4	12.4	57.1	69.6	24.2	75.8	100.0
Manufacturing	0.0	35.0	35.0	20.0	45.0	65.0	20.0	80.0	100.0
Others	14.7	23.5	38.2	29.4	32.4	61.8	44.1	55.9	100.0
<b>Total</b>	<b>4.4</b>	<b>29.0</b>	<b>33.3</b>	<b>6.4</b>	<b>60.3</b>	<b>66.7</b>	<b>10.8</b>	<b>89.2</b>	<b>100.0</b>

**Table 8: Matching current job to future vocational aspiration (%)**

Preferred jobs	Types of current job								Total
	Crop agriculture	Livestock agriculture	Construction	Services	Trade	Manufacturing	Others	N/A	
Crop agriculture	44.6	1.0	1.2	0.5	1.2	0.1	0.7	20.2	69.4
Livestock agriculture	7.8	3.2	0.1	0.2	0.4	0.0	0.2	3.1	15.0
Construction	1.2	0.2	0.1	0.0	0.1	0.0	0.0	0.2	1.7
Services	1.8	0.2	0.1	0.5	0.1	0.0	0.1	0.3	2.9
Trade	3.7	0.8	0.0	0.2	1.8	0.0	0.5	1.2	8.3
Manufacturing	0.7	0.1	0.0	0.0	0.2	0.1	0.0	0.0	1.0
Others	0.7	0.1	0.0	0.0	0.2	0.0	0.3	0.6	1.7
<b>Total</b>	<b>60.5</b>	<b>5.6</b>	<b>1.4</b>	<b>1.3</b>	<b>3.8</b>	<b>0.2</b>	<b>1.7</b>	<b>25.5</b>	<b>100.0</b>

Tables 7 and 8 presents YEEP with an opportunity to focus on using agribusiness as a vital opportunity for youth employment and exit out of poverty. The top three preferences – crop agriculture, livestock agriculture, and trade – are in tandem with the planned project employment pathways. However, this foundation also calls for a critical analysis of the various agri-enterprises and micro-enterprises youth are engaged in so as to identify viable businesses that can lift the youth out of poverty. From a business development perspective, this orientation also means building on the accumulated knowledge, skills, and client base that the youth already have.

## ■ Results 3: Youth Enterprise Status

### 6.1 Types of youth enterprises

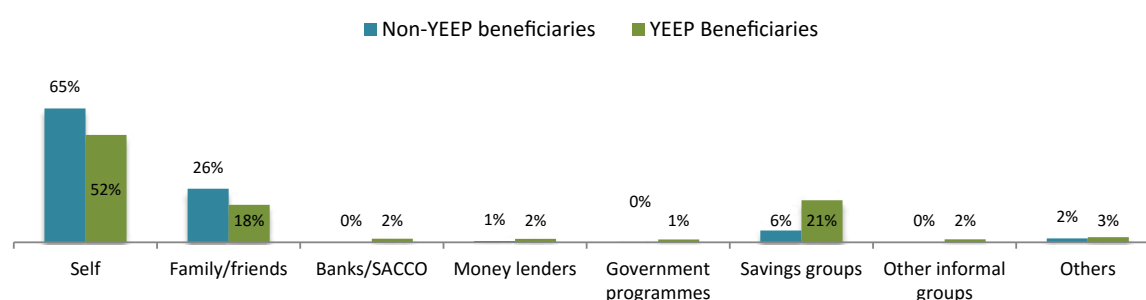
The finding that majority of youth were employed within 30 days preceding the survey was followed by another inquiry whether or not they have own-account enterprises. As table 9 below shows, 81% of the youth responded positively. Their ventures had been in operation for the last 2 years and these were mainly (82%) in crop agriculture (77% for YEEP and 92% for non-YEEP beneficiaries). Livestock farming (8%) and petty trade (5%) were not common. The key reasons advanced by the FGDs were limited market for trade and the common livestock kept in the communities were cattle and goats that need much money to acquire; funds many youth do not have.

**Table 9:** Enterprise characteristics

Characteristics	Non-YEEP beneficiaries	YEEP Beneficiaries	All youth
Has an Income generating venture (%)	81.8	81.2	81.4
Average year of business (Number)	3.5	2.7	2.9
Main business sectors (%)			
Crop agriculture	91.6	76.6	81.5
Livestock agriculture	4.3	10.4	8.4
Construction	0.7	1.2	1.0
Services	0.2	2.5	1.7
Trade	2.4	6.4	5.1
Manufacturing	0.0	1.8	1.2
Others	0.7	1.2	1.0

### 6.2 Sources of business finance

**Figure 5: Sources of business capital**



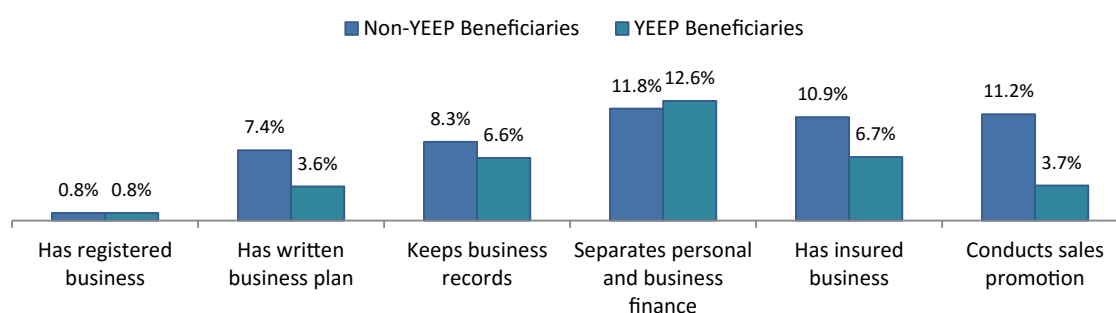
Further, the survey asked the youth where they sourced their start up capital. Figure 5 shows (and confirms the common business capital dilemma) that youth rely predominantly on own savings to start-up and or grow their enterprises. The next line of business financing comes from family/friends. Access to loans from formal financial institutions and even government/NGO programmes is limited. In Pakwach Town Council a youth pointed out that,

*“Loans from [Stanbic and Post] banks are for the rich... SACCOs lend only to members who have shares and savings with them; a condition that requires one to have some money already... VSLAs promoters also prefer to target adults who have money and not youth.... Yet government loan schemes are also provided on political know-who. As a result, no youth [as me] at a business start up stage can access any other loan apart from my own savings or from my parents.”*

### 6.3 General business management practices

Asked about how they are managing their business ventures, Figure 6 reveals that many youth lack prudent business management skills. Many of the enterprises are informal: Not registered with local authorities; lack business plans; and are not insured and without any records. Findings from the FGDs pointed out that the youth had no entrepreneurship skills training (also see figure 3).

**Figure 6: Selected business management practices**



### 6.4 Business growth status

Table 10 shows an analysis of the IGAs youth operates. Foremost, it is evident that these are very small-scale enterprises that largely employ the owners. They are operated sub optimally (with few hours and days of work). However, because of the innovative management (through high savings and reinvestment ratio to income) the ventures are growing. Over the business periods, a 185% growth rate in business value (224% for non-YEEP and 185% for YEEP beneficiaries) was registered. Still, the monthly incomes are small to propel effective exit out of poverty.

**Table 10: Enterprise Growth**

Characteristics	Non-YEEP beneficiaries	YEEP Beneficiaries	All youth
Average enterprise start-up capital (UGX)	34,060	41,970	39,499
Average current stock value (UGX)	110,381	119,610	116,696
Average monthly income (UGX)	22,923	25,254	24,509
Average monthly savings (UGX)	7,988	11,265	10,206
Average monthly reinvestment (UGX)	12,872	14,949	14,287
Average monthly employee wages (UGX)	3,080	2,381	2,611
Average persons employed	1.1	0.8	0.9
Average hours worked daily	4.4	4.0	4.1
Average days worked weekly	5.1	4.7	4.8
Ratio of reinvestment to income (%)	56.2	59.2	58.3
Ratio of savings to income (%)	34.8	44.6	41.6



## 6.5 Access to Business Development Services

Finally, to ascertain the exposure and sustainability of the businesses, youth were asked about the business linkages that they had established. Table 11 shows that very few youth have access to business development services that can support their business growth. Less than 10% of all cases were linked to formal financial institutions, insurance companies, input/stock suppliers, and other service providers. This means that to a greater extent the youth are pursuing their businesses single-handed.

**Table 11: Established Business Linkages**

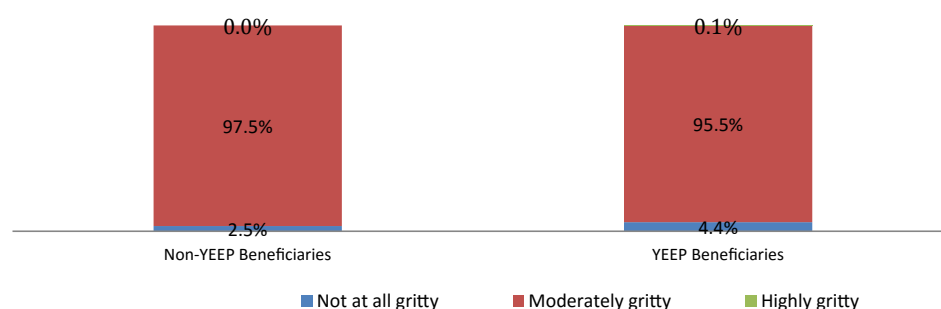
		Non-YEEP beneficiary	YEEP Beneficiary	Total
Has linkage with formal financial institution	Count	56	34	90
	%	8.6%	2.6%	4.6%
Has linkage with insurance company	Count	46	34	80
	%	7.1%	2.6%	4.1%
Has linkage with input/stock suppliers	Count	31	25	56
	%	4.8%	1.9%	2.9%
Has access to business development services	Count	38	50	88
	%	5.8%	3.8%	4.5%

## 6.5 Grit

Given that often youth are labelled, “lazy”, we also explored grit, a personality trait defined as “passion and perseverance for long-term goals” (Duckworth and Eskreis-Winkler, 2015) or the tenacious pursuit of a dominant superordinate goal despite setbacks (Duckworth and Gross, 2014). Gritty individuals either are able to actively suppress rival superordinate goals or lack competing superordinate goals altogether because grit entails maintaining allegiance to a highest-level goal over long stretches of time and in the face of disappointments and setbacks. Grit can be seen as “consistency of motive and persistence of effort” (Duckworth and Eskreis-Winkler, 2015). To Duckworth, Peterson, Matthews, and Kelly (2007: 1087, 1098) this long-term perseverance and passion is because achievement is a function of the intensity, direction, and duration of one’s exertion toward a goal. High achievers therefore exhibit a strong interest in a particular goal, a desire to reach a high level of attainment, and a willingness to put in great amounts of time and effort. Roberts (2009: 15, 29) sums it vividly that grit is “working strenuously towards challenges, maintaining efforts and interests over years despite failure, adversity and plateaus in progress. Thus grit involves long-term goals, commitment and determination. It entails more than self-discipline and self-control.

Figure 7 shows that the youth were moderately gritty. In the FGDs the youth noted that often they are deviated into pursuing a number of income sources simply because what they earn is too small to rely on for any meaningful living. A youth in Omugo remarked, “how can I focus on one project when that is a sure license for failure?”

**Figure 7: Grit status among young people**



## ■ Results 4: Agricultural Management Practices

### 7.1 Main income agroenterprises undertaken

Agribusiness is the primary youth employment pathway that YEEP seeks to promote. However, enterprises matter because of their knowledge and skills requirement as well as income generation potentials. To understand what agroenterprises youth engage in, they were asked about the main income agro-enterprises they engaged in the last season of 2015. The focus on 2015 was because of seasonal changes that compel many farmers in the West Nile region to use only the second rain season to undertake crop farming. Table 10 shows that many youth engaged in crop farming as compared to livestock farming. These crops were mixed – traditional food and cash crops.

**Table 10: Main enterprises undertaken (%)**

Main enterprises	Non-YEEP beneficiaries	YEEP Beneficiaries	All youth
None	12.3	6.2	8.2
Beans	24.5	29.8	28.0
Cassava	21.4	18.2	19.2
Cereals (Maize, millet & sorghum)	12.3	17.5	15.7
Cotton	2.6	0.5	1.2
Goats	0.5	2.2	1.6
Simsim/G-nuts	9.8	11.5	11.0
Horticulture	15.7	11.2	12.7
Sweet potato	0.5	1.4	1.1
Poultry	0.0	0.3	0.2
Rice	0.5	1.4	1.1
Total	100.0	100.0	100.0

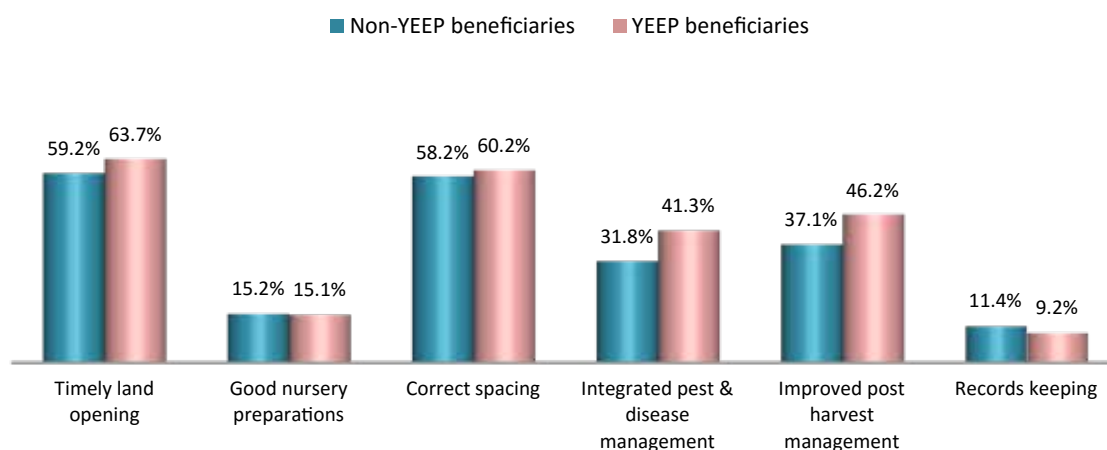
### 7.2 Use of good agricultural and livestock husbandry practices

Respondents were also asked about their use of recommended practices that are critical for increasing returns per unit of area. Figures 8-10 show that many youth have not yet adopted the use of improved practices. Many youth in the FGDs confirmed these practices when they noted that “we have never been trained and so we just farm.” The data shows that:

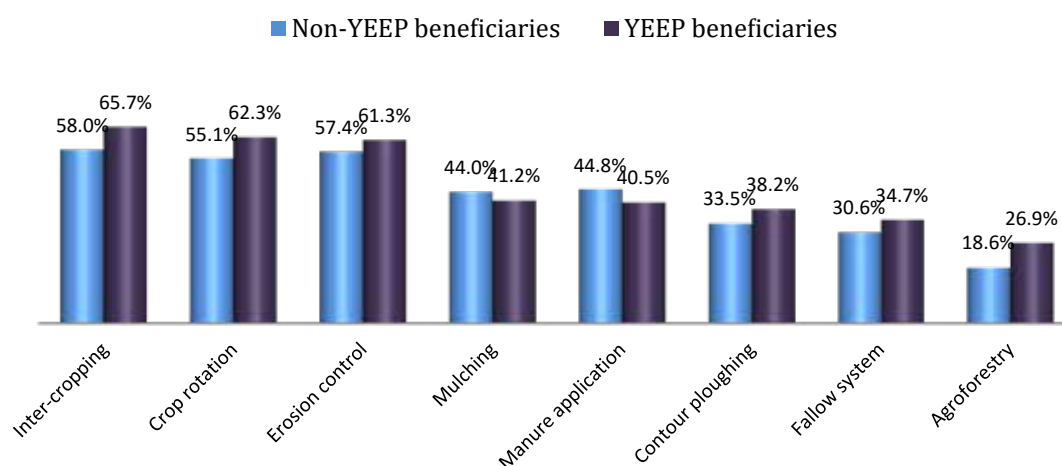
- While an average number open their land early and they plant in correct spacing, hardly do they manage pests and diseases and post harvest well.
- Soil and water conservations are also in low use. The main methods used are intercropping, crop rotation and erosion band controls.
- For the few youth engaged in livestock farming they mainly use traditional practices. A youth in Ragem asked “why should I treat my animal when I also do not have money for medicine?” This question suggests the lack of knowledge on animal health as well as the lack of income to do so. It also points to the limited perception of animals as a viable agribusiness worthy of investments.

- Records are hardly kept in both crop and livestock farming. These are subsistence practices that can grossly affect agribusiness profit computation and management (in terms of cost adjustments).
- Only few youth are engaged in tree planting. On average each youth had 14 trees (16 non-YEEP and 14 YEEP beneficiaries).

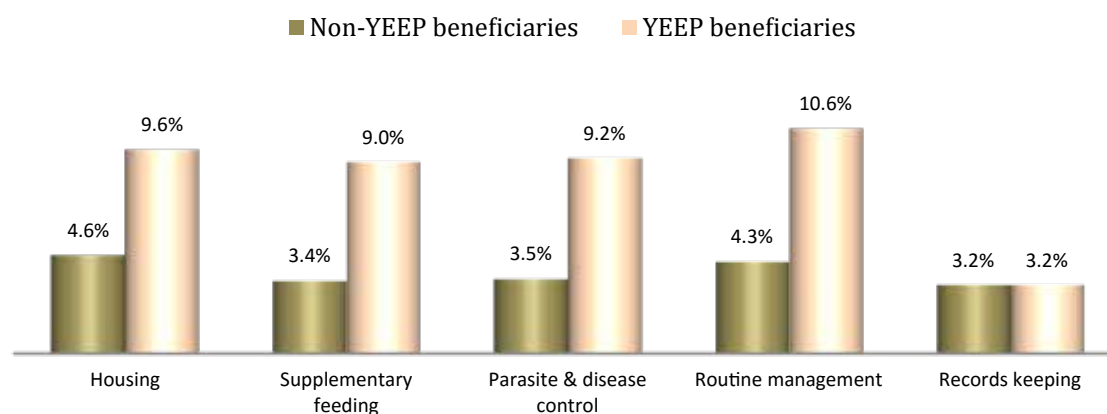
**Figure 8: Use of good agronomic practices**



**Figure 9: Use of soil and water conservation methods**



**Figure 10: Use of improved livestock management practices**



### 7.3 Yields

To assess the economic viability of the various agroenterprises youth undertake, they were also asked about their production and marketing information. Table 12 below shows that all the enterprises generated minimal returns to investment. Even cotton and horticulture that produced some income, the return per unit of area remained significantly low; a confirmation of the high yield gaps faced by the youth. For instance, while an acre of beans would yield about 400 Kgs, the youth harvested only an average of 50 Kgs. These huge yield gaps were attributed to the use of unimproved seeds, planting materials and livestock breeds, rampant pests and diseases and the erratic rainfall that often failed harvests. A youth pointed out in Akaa Sub county that out of half an acre of beans he only harvested ten cups of beans because the rains stopped at the flowering stage of the crop. More so, crop insurance is not a common practice in the region.

**Table 12: Average unit of land and yield of main income crop**

Main income enterprise	Status of respondent	Average land size used (Acres)	Average month of maturity	Average yield/ Livestock unit	Average units sold	Average income earned (UGX)	Average taxes to local gov't (UGX)
Beans	Non-YEEP beneficiary	0.9	2.7	42	24	47,421	819
	YEEP Beneficiary	0.8	3.5	62	34	67,096	552
Cassava	Non-YEEP beneficiary	1.2	6.3	46	16	17,353	632
	YEEP Beneficiary	0.9	9.0	95	56	54,025	1,175
Cereals	Non-YEEP beneficiary	1.3	3.1	90	46	51,494	1,933
	YEEP Beneficiary	0.9	4.0	107	66	71,459	1,019
Cotton	Non-YEEP beneficiary	3.9	1.5	334	321	247,353	147
	YEEP Beneficiary	4.0	1.0	243	214	197,143	1,857
Goats	Non-YEEP beneficiary	2.0	4.0	9	37	60,000	2,167
	YEEP Beneficiary	1.4	11.6	22	23	63,179	1,741
Sim sim / G. nuts	Non-YEEP beneficiary	1.4	2.1	75	34	48,922	1,508
	YEEP Beneficiary	1.0	3.1	73	55	103,226	1,825
Horticulture	Non-YEEP beneficiary	0.6	2.8	73	48	97,137	1,539
	YEEP Beneficiary	0.7	3.1	127	99	139,993	1,421
Sweet Potato	Non-YEEP beneficiary	0.7	2.0	10	5	6,667	267
	YEEP Beneficiary	0.9	2.7	56	19	48,333	1,556
Poultry	YEEP Beneficiary	15.8	12.0	-	-	-	-
Rice	Non-YEEP beneficiary	0.8	1.7	263	103	65,333	4,500
	YEEP Beneficiary	0.9	3.1	117	71	170,000	1,167
Total	Non-YEEP beneficiary	1.0	3.1	60	35	48,787	999
	YEEP Beneficiary	0.9	4.5	81	52	75,892	1,009

### 7.4 Marketing

Agribusiness thrives with better paying markets. The youth were asked about how they participated in the market and their responses included:

- They had limited better paying markets as farm gate prices were very low (see table 12);
- They often sold their farm produce individually as opposed to collective marketing; and
- Majority (65% - 64% YEEP and 67% non-YEEP) had no access to market information apart from always relying on fellow youth (15% - 15% YEEP and 14% non-YEEP).

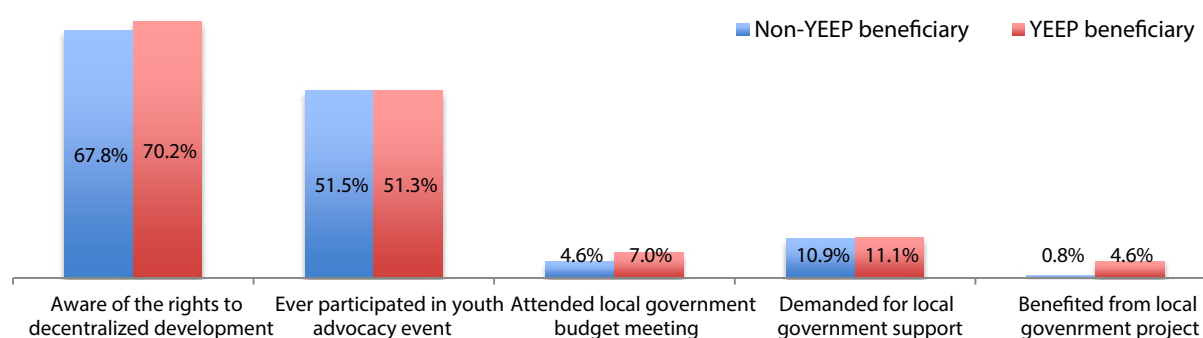
## ■ Results 5: Youth Participation in Local Governance

### 8.1 Youth participation in local governance

Youth constitutes a significant proportion of the population. While there are elected youth representatives in the various local government councils, the participation of grassroots youth in how government programmes are designed and delivered is critical in achieving a youth inclusive development. The study also asked the youth about their active citizenship in local governance. Figure 11 shows that:

- While many youth are aware that they have a right to decentralized development, few participate in the processes that actualize those rights. Less than 1 in 10 youth attended budget meetings.
- Few youth actually demand for services/budget support from their elected leaders. As a result, few benefit from local government projects. Only 65 youth (5 non-YEEP and 60 YEEP beneficiaries) secured access to NAADS/Operation Wealth Creation inputs.

**Figure 11: Participation in local governance**



### 8.2 Advocacy Capacity of Youth-Led Organizations

The above gaps of limited youth participation in and benefiting from local governments were analysed during the assessment of the capacity of youth groups to provide effective platform for youth voice. The youth during FGDs noted that their insignificant engagements in local government was primarily due to their lack of organized voice. Others pointed out that, “local government officials are complicated to rely on because they are full of promises that never materialize.” It was evident that there are no youth advocacy structures in the project villages. Neither are the youth skilled enough to advocate their leaders.

## ■ Results 6: Financial Inclusion

### 9.1 Financial literacy

That the youth are to a larger extent engaged in income generation, the baseline study also assessed their level of financial literacy – i.e., their ability to understand and use effective personal financial management. The youth were therefore asked standard financial literacy questions covering interest rates, discount purchases, and risk management. Table 15 shows mixed results. Other than the better ability to compound savings, many youth were unable to compute interest rates, savings growth subject to interest rate factors, effects of inflation in money value, and risk management.

**Table 15: Financial literacy (%)**

Responded correctly to the below questions	Non-YEEP Beneficiaries	YEEP Beneficiaries	All youth
• If you saved UGX 1,000 every day, after one year, would you have more than UGX 300,000 or less than UGX 300,000?	88.6	81.5	83.8
• If you were offered a loan with 5% monthly interest rate and a loan with 20% annual interest rate, which loan would offer you better value?	70.8	61.4	64.5
• If the same bicycle is on sale in two different shops at UGX 200,000 and one shop offered a discount of UGX 30,000 and another a 10% discount: which one is the better bargain?	57.5	51.5	53.5
• You want to borrow UGX 500,000. Moneylender (M1) says that you can get it but you must pay him UGX 600,000 in a month and moneylender (M2) needs you to pay UGX 500,000 back plus 15% interest in a month. Which loan do you take?	41.5	36.3	38.1
• If you have some money, is it safer to put your money into one or many businesses?	32.3	37.9	36.1
• Over the next 2 years the prices of the things you buy double. If your income also doubles, will you be able to buy more, less, or same volume as you did?	17.7	24.1	21.9
• Suppose you need to borrow UGX 100. Which is the lower amount to pay back: UGX 105 or UGX 100 plus 3%?	31.1	29.8	30.2
• If you put money in the bank for two years and the bank agrees to add 15% per year to your account. Will the bank: Add more, add the same, don't know?	64.3	49.3	54.3
• Suppose you had UGX 100 in a savings account and the bank adds 10% per year. How much money would you have after five years if you did not remove any?	58.3	51.4	53.7

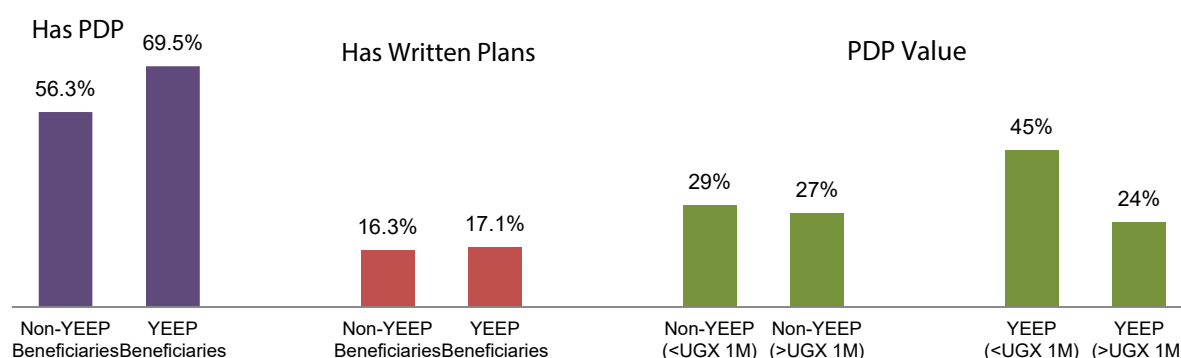
### 9.2 Financial planning

Another area that YEEP seeks to improve is the ability of youth to always plan for their money through strategic goal setting. Youth were asked questions related to their pre-YEEP intervention goals and financial planning. Figures 12-13 show that at least 6 in every 10 youth had personal

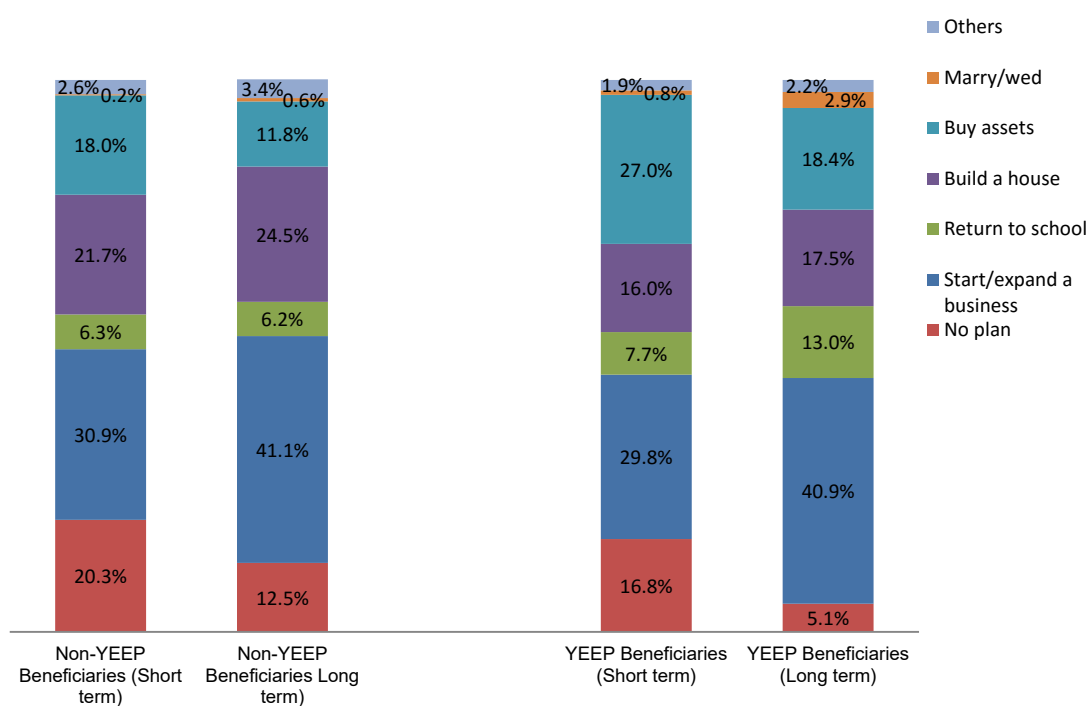
goals (Personal Development Plans) that they wanted to achieve. Only 16.8% (16.3% non-YEEP and 17.1% YEEP beneficiaries) had written plans. Most of these plans were to start/expand a business, buy assets and build houses. However, many of these goals have low values (less than UGX 1 million). The average PDP worth was UGX 1,456,108 (UGX 1,325,560 non-YEEP and 1,521,382 YEEP beneficiaries).

In the FGDs with YEEP beneficiaries many of the youth argued clearly that, given the dismal current income it is very difficult to plan (explaining 17% cases without short term plans). However, to have a better future, they prefer to invest their small income first in income generating ventures wherefrom they can accumulate income with which to buy productive assets especially livestock due to their positive increase in value as well as the social prestige they provide. Once these were achieved, they would then look forward to building permanent houses.

**Figure 12: Youth with Personal Development Plans and its values**



**Figure 13: Youth Short and Long Term plans**



### 9.3 Financial management

Apart from having plans, the baseline study also explored critical financial management practices used by the youth. Table 15 shows that: (i) Many youth practice personal savings; (ii) Few are members of savings groups; (iii) over 50% access credit from self and family and friends; (iv) The primary use of credits by youth is productive – for business investments and asset acquisition; and (v) finally, youth mainly spend their income on food, family support, and agricultural inputs (although many non-YEEP beneficiaries also spend on clothing). In the FGDs, YEEP beneficiaries echoed that, with many family members to support, one cannot really afford to flush money around on unnecessary expenses. This shows how conscious youth are on financial spending.

**Table 15:** Financial management practices

	Non-YEEP beneficiaries	YEEP Beneficiaries	All youth
<b>Practice savings through (%):</b>			
Putting money in a special place or account for the money to be safe	89.1	86.5	87.4
Putting money aside to stop it being spent immediately	73.8	68.9	70.6
Planning spending so that money lasts through the week or month	83.1	78.4	79.9
Putting money in an activity or somewhere so that it can yield profits or returns	85.7	77.1	79.9
Always develops a budget before engaging in any financial transaction	83.8	70.7	75.1
Knows how much money s/he, exactly, spent every week	68.5	46.8	54.1
Always keeps track of money s/he gets and spends	63.2	41.0	48.4
<b>Other financial management practices:</b>			
Are you a member of a savings group (%)	32.9	50.8	44.8
Average amount saved (UGX)	19,393	26,850	24,364
Ever taken a loan from a saving group (%)	23.2	21.6	22.2
Average amount borrowed (UGX)	8,846	11,182	10,404
<b>Main purpose of loan (%)</b>			
Consumption	18.8	14.1	15.4
Investment	44.1	46.4	45.8
Asset acquisition	25.8	26.3	26.2
Loan repayment	3.2	7.8	6.6
Others	8.1	5.3	6.1
<b>Where youth mainly saves (%)</b>			
On self/home	58.5	39.3	45.2
With family/friend	2.4	8.4	6.6
Banks/SACCO	0.0	2.8	1.9
Savings group	0.2	0.2	0.2
Other informal groups	37.3	46.5	43.7
In livestock/assets	1.1	1.9	1.6
	0.5	0.9	0.8



<b>Where youth mainly access credits (%)</b>			
Self	23.9	15.8	18.4
With family/friend	50.1	41.0	43.9
Banks/SACCO	2.2	3.9	3.3
Moneylenders	0.5	0.6	0.5
Government programmes	1.8	4.3	3.5
Savings group	14.9	30.8	25.7
Other informal groups	0.2	3.5	2.4
	6.5	0.2	2.3
<b>Regular expenditures (%)</b>			
Food	53.1	48.1	49.7
Clothing	10.5	8.2	9.0
Entertainment	0.7	0.3	0.4
Airtime for mobile phone	1.6	0.3	0.7
Family support	12.8	13.0	12.9
Agricultural inputs	7.2	13.8	11.7
Education cost	2.3	1.6	1.8
Medical bills	3.3	4.1	3.9
Productive Asset	8.4	10.5	9.9

## ■ Results 7: Youth Poverty Status

### 10.1 Asset poverty explained

The ultimate goal of YEEP is to reduce youth poverty and in a sustainable way. Thus, to assess youth poverty status AFARD uses the asset poverty measurement approach as proposed by Haveman and Wolff (2004).<sup>2</sup> This is because asset poverty measures the economic ability, using productive assets, an individual or household has to sustain a basic needs level of consumption during temporary hard times for a period of 3 months. Leonard and Di (2012: 1-4) stretched this period to 9 months because asset accumulation at levels equal to nine-months' worth of income at the international income poverty level or greater ably improves a family's odd of permanently escaping poverty.<sup>3</sup> By use of this method, a household is asset poor if its financial net worth is unable to meet its consumption needs over a 3-month period. It is considered non-poor if its net worth is able to meet its 9-month consumption needs.

To compute a household's net worth first, all its productive assets were valued at the current market price. Second, the asset value is added to the current cash savings (i.e., cash at hand, bank, and debt lent to others). Third, the current value of debts taken from others is deducted from the asset and cash savings value to get a financial net worth. Finally, the financial net worth is subjected to the required household consumption at the international poverty line of US\$ 1.90 (or UGX 6,640 – 2015 price of US\$ 1 = UGX 3,400) per person per day. While a single person household would need UGX 2,357,900 per annum to live at the poverty line, this value would increase by the number of people a youth supports. A youth with many people under her/his care would therefore require more financial net worth to sustain their livelihoods. Thus, this method is about productive asset ownership and the number of mouths to feed. This we turn to below.

### 10.2 Ownership of productive assets

From 10.1, it is evident that assets are central for exiting extreme poverty. Youth use productive assets as a form of savings, wealth creation (through business financing and business insurance), and acquisition of social status. The study respondents were asked about their ownership of productive assets. Table 17 shows that the most common form of productive assets that the youth had were land, poultry, mattresses, and cash at hand. The other forms of assets were grossly lacking. Yet looked at critically, the average number of these assets per youth is insignificant. For instance, youth on average own two acres of land (only 1.7 acres for YEEP beneficiaries).

This land holding has a bearing on the type of enterprises that YEEP project should promote given the fact that a number of agroenterprises (such as cereals and oilseeds) requires large chunks of land in order to be profitable.

<sup>2</sup> Haveman, R., and Wolff, E.N. (2004) "The Concept and Measurement of Asset Poverty: Levels, Trends, and Composition for the US, 1983-2001." *Journal of Economic Inequality*, 2(2) 145-169. See also Haveman, R., and Wolff, E.N. (2005) *Who are the Asset Poor? Levels, Trends, and Composition, 1983-1998*. Discussion Paper No. 1227-01. Institute for Research on Poverty.

<sup>3</sup> Leonard, T., and Di, W. (2012) *Reentering Asset Poverty After an Exit: Evidence from the PSID*. Research Department Working Paper 1204. Federal Reserve Bank of Dallas.

**Table 16: Asset ownership status**

Key assets	Non-YEEP members		YEEP members		All youth	
	Has asset (%)	Average number	Has asset (%)	Average number	Has asset (%)	Average number
Cash at hand	56.5	21,202	66.7	21,996	63.3	21,731
Cash at bank	26.8	25,959	44.1	22,218	38.3	23,465
Credit lent out	28.6	10,423	44.2	9,315	39.0	9,865
Debt	28.0	6,864	31.8	5,554	30.5	5,977
Land	80.5	2.4	89.1	1.7	86.2	1.9
Cattle	8.3	0.2	6.9	0.1	7.4	0.1
Sheep/goats/pigs	36.4	1.0	37.9	1.0	37.5	1.0
Poultry (chicken/ducks)	53.7	2.0	55.5	2.1	54.9	2.1
Motorcycles	2.6	0.0	1.8	0.0	2.1	0.0
Bicycles	8.5	0.1	8.8	0.1	8.7	0.1
Mobile phones	33.7	0.3	27.1	0.3	29.3	0.3
Radios	19.7	0.2	20.8	0.2	20.4	0.2
Mattresses	66.3	0.7	69.7	0.7	68.6	0.7

### 10.3 Asset accumulation status

As was discussed under 10.1 and 10.2 above, for productive assets to ably support exit out of poverty, assessing their financial values is important. Table 13 below shows the asset values the youth owned. It is evident that the youth in the project area have a very low average financial net worth of UGX 1.7 million. Much of the assets were held in productive assets (97%).

**Table 13: Youth asset wealth**

Key assets	Non-YEEP members		YEEP members		All youth	
	Has asset (%)	Average value (UGX)	Has asset (%)	Average value (UGX)	Has asset (%)	Average value (UGX)
Average value of liquid assets	60.2	57,596	72.2	53,515	68.2	54,875
Average value of debts	29.5	6,865	32.8	5,535	31.7	5,978
Average value of productive assets	87.1	1,661,012	92.7	1,608,675	91.2	1,626,121
Average financial net worth	92.4	1,711,743	96.9	1,656,655	94.7	1,675,018

### 10.4 Asset poverty status

Table 14 presents the asset poverty status of the youth in the project areas. It is evident that for YEEP beneficiary youth that:

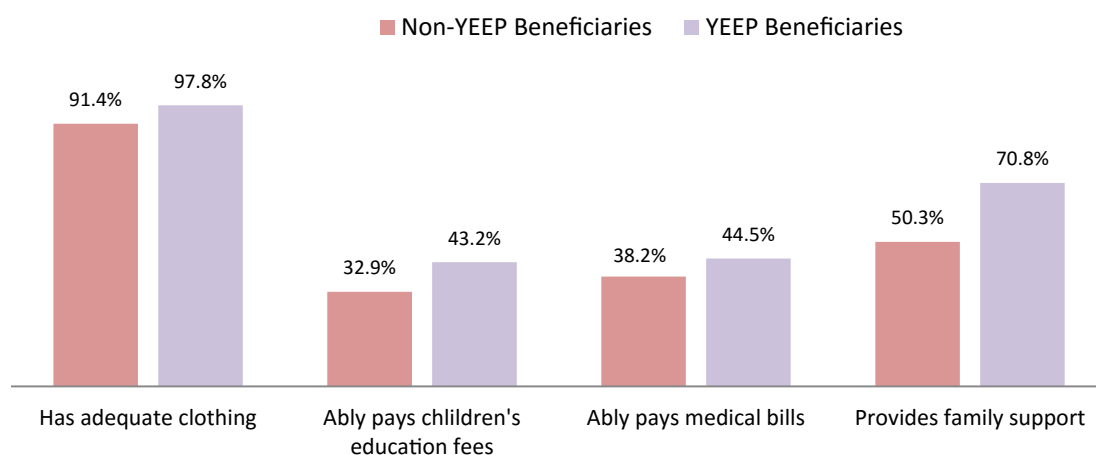
- Majority of the youth (7 in every 10 youth) were poor;
- Majority of the poor youth (7 in every 10 youth) were females;
- Overall, 98% of the poor youth were those in single or married status;
- The dominant employment sector with many poor youth was crop agriculture (79%); and
- Youth in Nebbi (37%) and Zombo (36%) were poorer than those in Arua district (26%).

**Table 14: Per cent distribution of poverty among the youth**

	Non-YEEP members	YEEP members
Poor youth (Unable to meet 3-months consumption)	67.2	72.4
Non-poor youth (Able to meet 9-months consumption)	10.8	7.5
<b>Poverty status by sex:</b>		
Males	54.9	29.3
Females	45.1	70.7
<b>Poverty status by marital status:</b>		
Single	44.6	18.0
Married	51.0	79.6
Divorced	3.2	1.8
Widow(ed)	1.1	0.6
<b>Poverty status by type of enterprises:</b>		
Agriculture (Crops)	89.9	78.3
Agriculture (Livestock)	4.5	7.7
Construction sector	0.9	1.6
Services sector	0.3	2.3
Trade sector	3.6	7.0
Manufacturing	0.9	2.3
Others		
<b>Poverty status by districts:</b>		
Arua	24.7	26.6
Nebbi	41.0	37.0
Zombo	34.3	36.5

## 10.5 Other welfare status

Youth were also asked about other poverty indicators. Figure 14 below shows that the youth were unable to meet education and medical costs. The FGDs noted that the common cases of clothing were second-hand clothes. A young mother joked that, “the day they will stop us from accessing second-hand clothes [as is now a law by government], you will find us either naked or hidden. Every cloth you see us putting on here are not brand new clothes.”

**Figure 14: Improvements in the Quality of life**

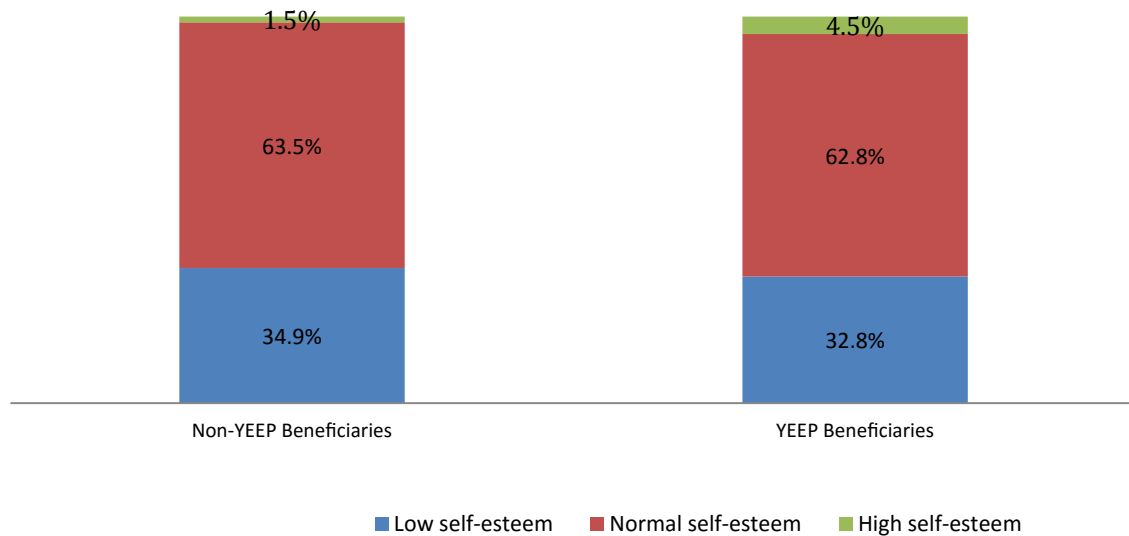
## ■ Results 8: Youth Self-esteem Status

### 11.1 Self-esteem status

YEEP also seeks to strengthen the self-esteem of its targeted youth. To assess the self-esteem status, the Rosenberg self-esteem 10-questions was used. This question explored whether or not the youth were satisfied with life; their appreciation and attitude of their qualities, achievements and worth compared to others, among others. Figure 15 below shows that about two-thirds of the youth (63%) had normal self-esteem. One-third instead had low self-esteem. The proportion of youth with high self-esteem was very insignificant (3.5%).

Participant observations during the FGDs with YEEP beneficiaries revealed that many youth were unable to speak in public. They lacked the self-confidence with which to narrate their life stories and expectations. Discussions on odd topics like gender based violence and customer care were even more intriguing.

**Figure 15: Self-esteem status among young people**

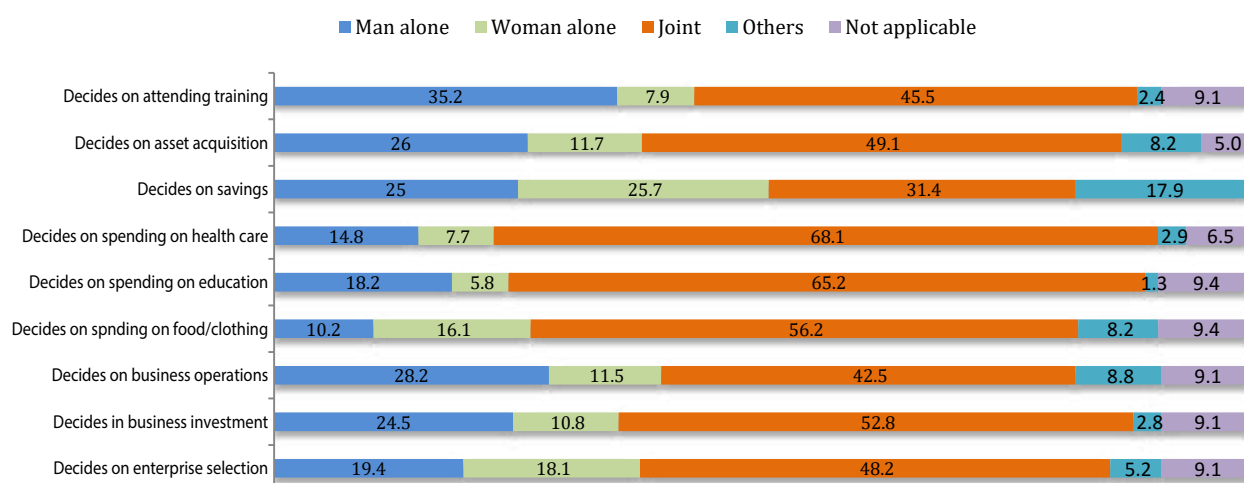


## ■ Results 9: Women Empowerment

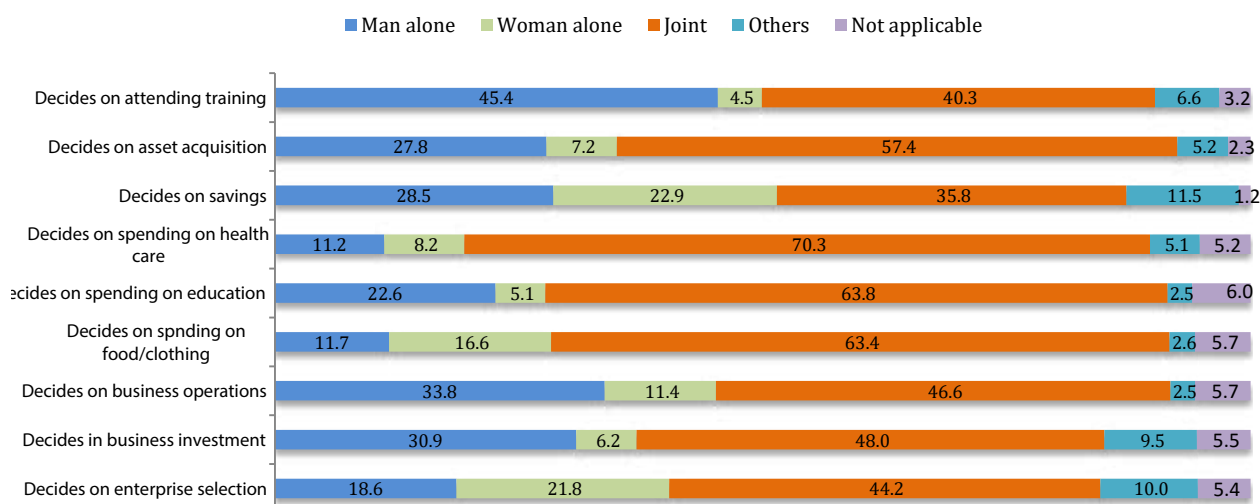
### 12.1 Participation of female youth in (agri)business

The participation of female youth has traditionally been in the “care economy” and without remuneration. No wonder female youth are poorer than their male counterpart. YEEP seeks to enhance the participation of female youth in productive economic activities. The survey therefore asked the youth about their participation, figures 16 – 17 show that many female youth participate in their business decision-making processes primarily through joint decision making either with their spouses (for married youth) or their parents/guardians (for single youth). In FGDs, the female youth pointed out that this is their best strategy to manoeuvre given that in the households they have limited rights over a number of decisions. For instance, to produce a market-oriented crop that traditionally is a preserve for men, a “sharp woman” has to “corner her parents or husband” to accept and support the venture.

**Figure 16: YEEP female youth participation in business decision-making (%)**



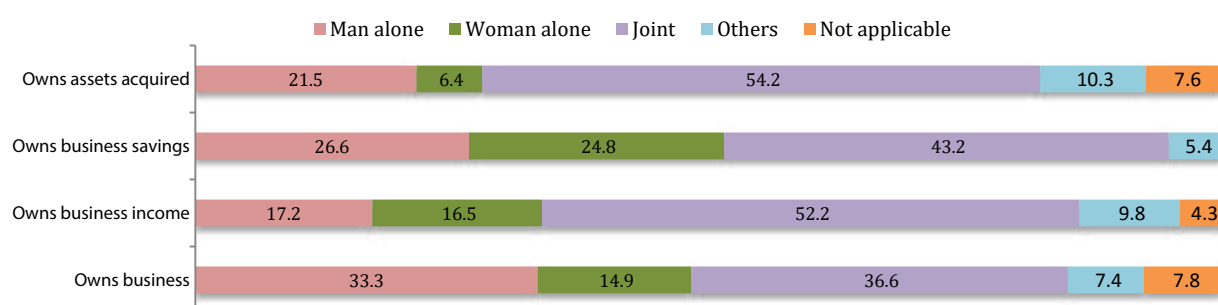
**Figure 17: Non-YEEP female youth participation in business decision-making (%)**



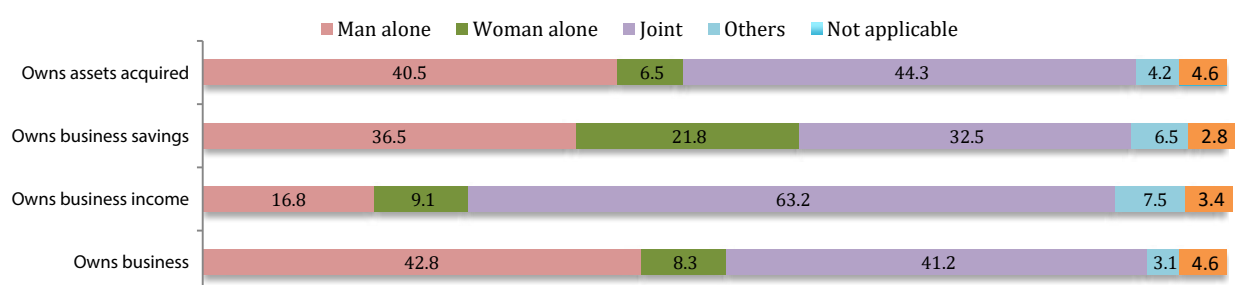
## 12.2 Business ownership rights of youth

Experience shows that often women toil without ownership of the very businesses they operate. The survey also asked the youth about their business ownership. Figures 18 – 19 show that apart from ownership of savings, few female youth own their businesses alone. Rather, as they noted above, they prefer to own their businesses jointly. Such a strategy to manoeuvre was echoed as the way that women always use to secure access rights to do what their parents or husbands would otherwise restrict them from. A woman in Aivu pointed out that, “while initially my husband would not allow me to travel to sell farm produce in far off markets, now that we jointly own the income from the farm, he permits me with ease to sell in a better paying market.”

**Figure 18: Business ownership by YEEP youth (%)**



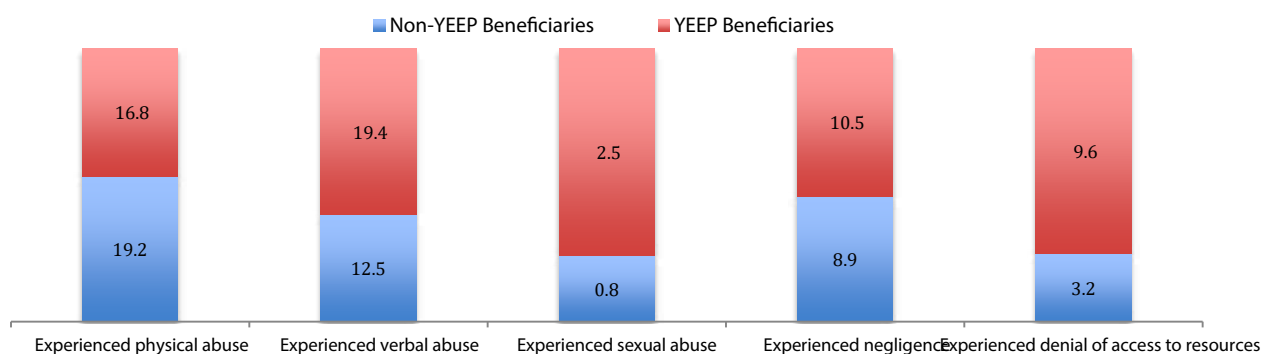
**Figure 19: Business ownership by Non-YEEP youth (%)**



## 12.3 Exposure of female youth to gender based violence

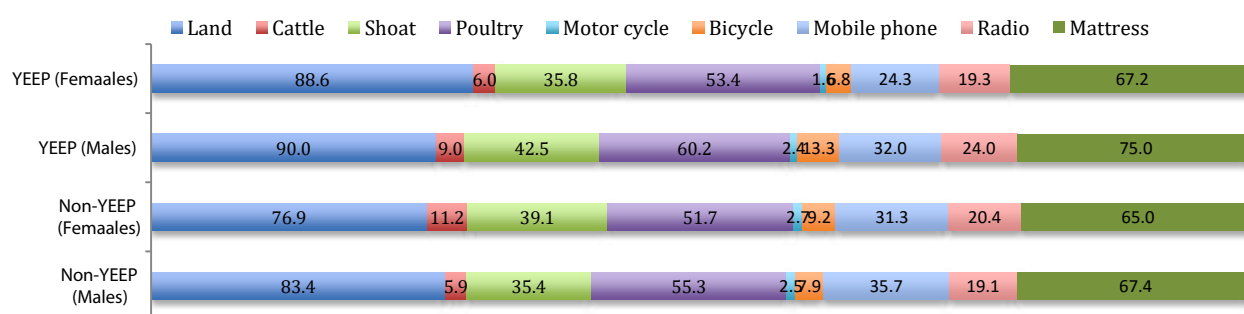
Gender-based violence is another area that promotes female discrimination in the market place. Asked about their exposure to violence, Figure 20 shows that within the project area many female youth do not suffer from violence. The commonest forms of violence are verbal and physical abuse. A male youth in Abanga pointed out during FGDs that, “it is too risky these days to lay a hand on a woman (wife or sister). The long arm of the law is virtually everywhere and will spare no one.” Yet to the female youth, it is about the fear men have that should they abuse them they will ably abandon their marriages. A young female youth noted that,

*“These days there is no shame in separation in any marriage as long as the reasons are not related to sexual promiscuity or witchcraft. For these reasons, no other man will marry such a woman. But should a man beat me, I am ready to run away, without shame, even from 10 marriages.”*

**Figure 20: Female youth exposure to gender based violence (%)**

## 12.4 Asset ownership rights of youth

Given that economic participation is also a function of asset ownership, the study also explored the asset ownership rights of male and female youth. Figure 21 shows that there is a small difference in ownership of assets between males and females. This trend, contrary to common belief that women hardly own assets, was attributed by female youth during FGDs to their entry in undertaking own-account business ventures. A YEEP beneficiary pointed out that, “when I sell my farm produce, every season I also buy some assets and so I own these assets.”

**Figure 21: Youth asset ownership rights (%)**

## 12.5 Women's perception of their roles

Acceptable changes in gender relations can only take place when women feel that they are satisfied with these changes. Aware that many gender norms constrain women's effective participation and a sense of identity building, small and incremental change will be required to ensure that women and men engage in the market as appreciated actors. To this fact the study asked female youth whether in the last 12 months they have witnessed changes in their economic participation.

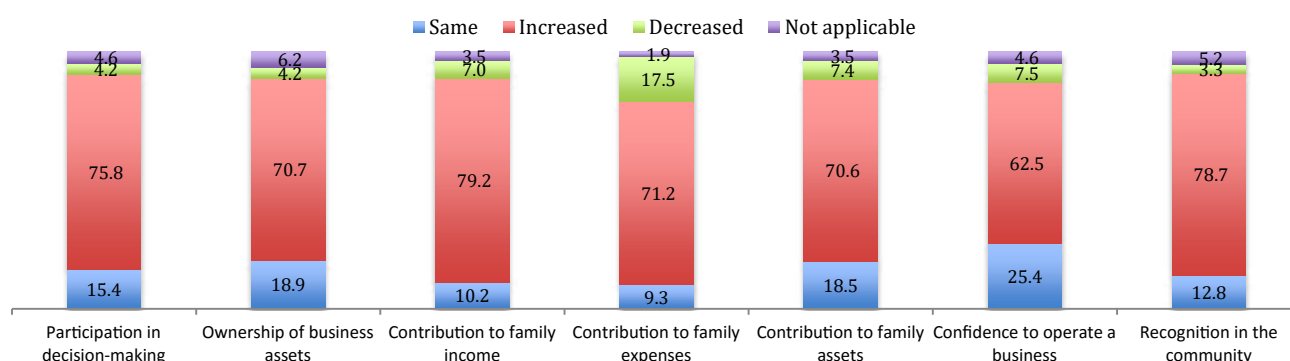
Figures 22 – 23 show that the business ventures female youth undertake has increased their perception of self-worth. The FGDs found out that there is value in engaging women in the market. Many female youth pointed out that they now participate in their family decision-making. With income their level of contributions to their family income, expenses and assets have also increased. A child mother joked when she pointed out that,

*Before I was doing any business, the family of my husband took me for a maid. I had no voice. My only option was to receive whatever decisions were made for me. I had to wait for any form of support. These are changing because with my money I now decide on whatever is good for me. I*

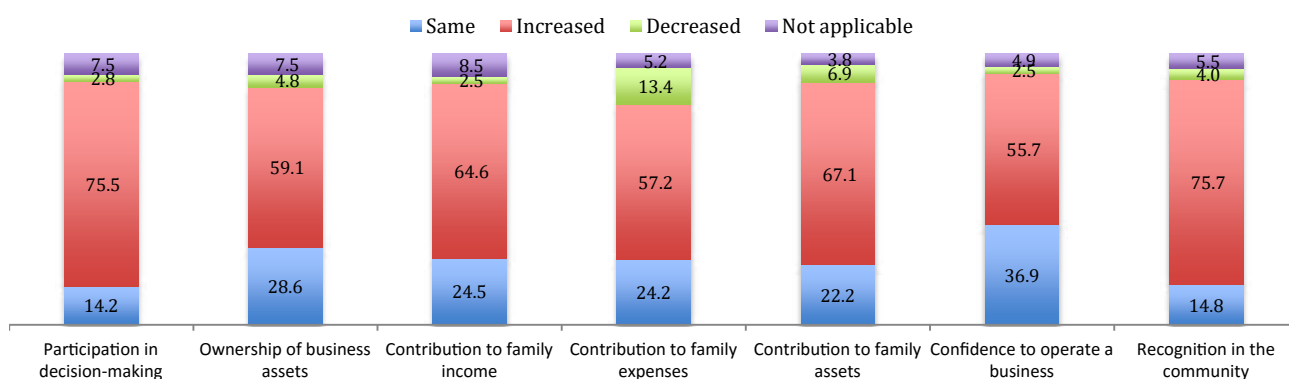


*buy what I feel we need in our home and no one raises an eyebrow about it. I am longing for the day when my income will be big so that I also make bigger contributions. I am sure that will earn me even more recognition.*

**Figure 22: YEOP female youth perception of their roles (%)**



**Figure 23: Non-YEOP female youth perception of their roles (%)**



## 12.6 Women's empowerment

To ascertain positive changes in the lives of female youths, we assessed their empowerment effects using a simplified women empowerment index. This index is built on a 4-score areas: Making business decisions (alone/jointly); owning business assets (alone/jointly); no exposure to gender based violence; and ownership of productive assets (alone/jointly). For detailed scores see 12.1-12.4. Table 15 below presents a summary of the scores. It is evident from it that overall, only 4 in every 10 female youth are empowered to live the lives they deserve.

**Table 15: Women empowerment status**

	Non-YEOP Beneficiaries	YEOP Beneficiaries
Makes business decision	63.7	63.8
Owns business and assets	56.7	62.2
Exposure to gender based violence	7.1	9.7
Owns productive assets	34.2	33.7
Empowerment Index	40.4	42.3

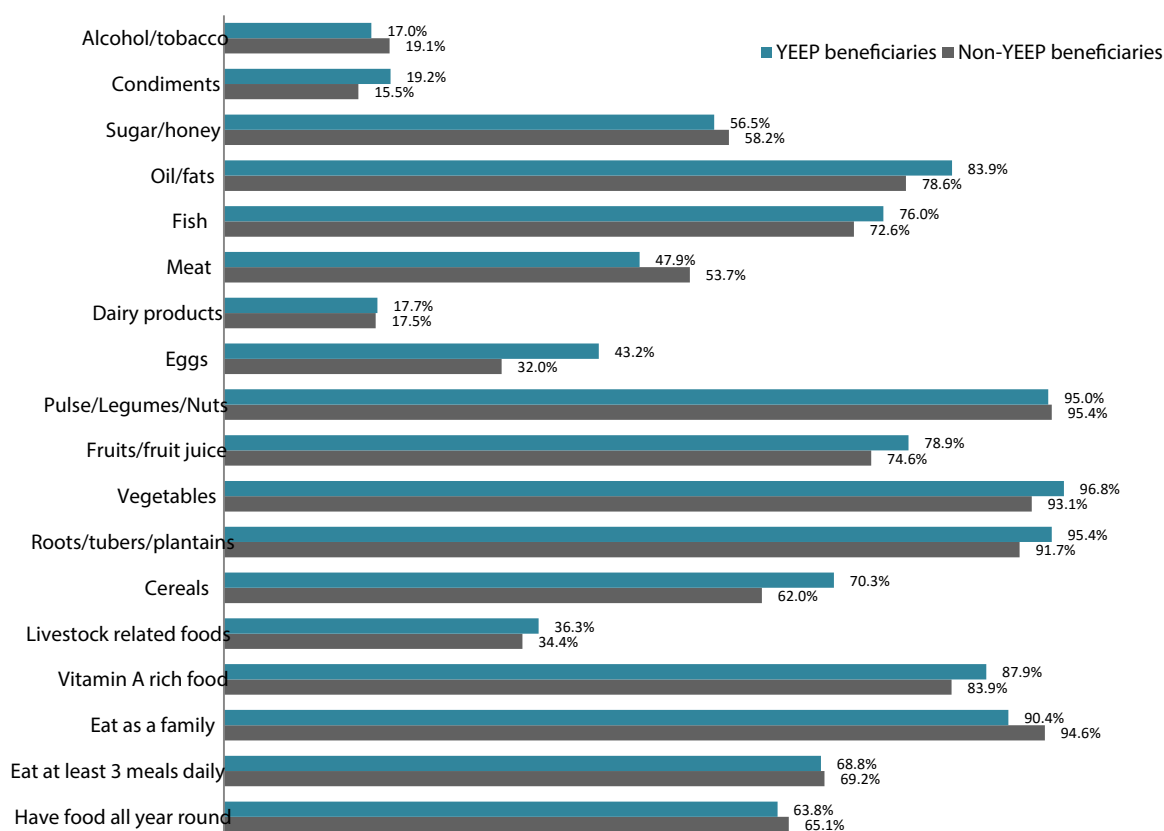
## ■ Results 10: Food Security Status in Youth Households

### 13.1 Food security

YEEP is envisaged to spill over its impact on improving food security status in the beneficiary households. In the project food security is seen to accrue when all household members, at all times, have access to adequate nutritious foods that are socially acceptable. To assess this indicator, respondents were asked questions related to daily feeding practices and dietary diversity.

Figure 24 below shows that youth households are not food secure. Only 6 in every 10 households had food all year round and ate at least three meals daily. Important to point out is that the uptake of Vitamin A rich foods was high (8 in 10 households) as compared to the low consumption of livestock-related products (3 in 10 households). In addition, consumption of alcohol and tobacco that to a larger extent favours males was also very low (1 in 10 households).

**Figure 24: Food security status**



## ■ Results 11: Child Poverty in Youth Households

### 14.1 Child poverty explained

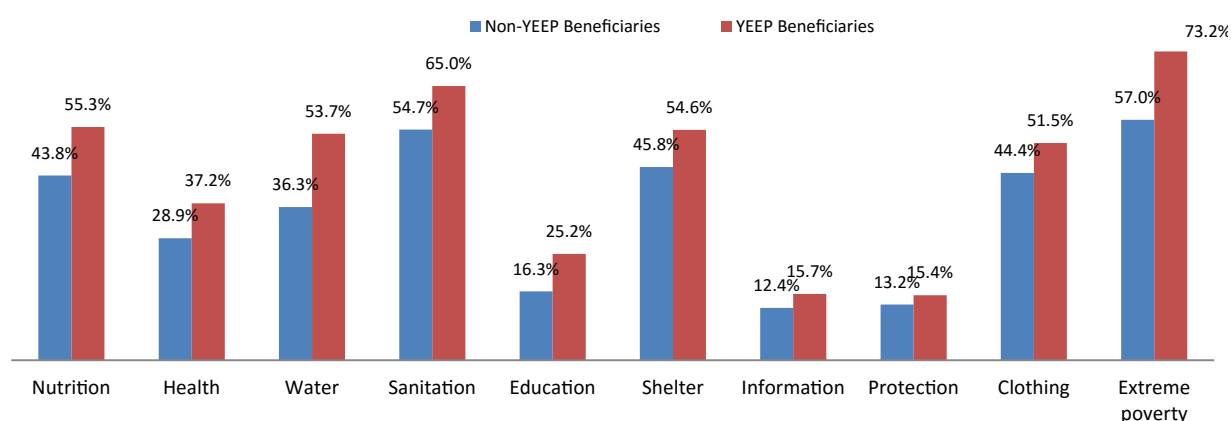
Another envisaged spill over effects of YEOP is on child poverty. The baseline study also assessed the child poverty status in youth households. According to the Situation Analysis of Child Poverty and Deprivation in Uganda 2014 report (conducted by Ministry of Gender, Labour and Social Development, UNICEF, and Economic Policy Research Centre), contrary to income poverty measures, children worry of how: Lack of education erodes their futures; Poor health destroys family livelihoods; Hunger can be devastating; and Experience of violence evaporates hope. The negative lifetime effects of such deprivations are aligned to the international Bristol multidimensional approach to measuring child deprivation that is based on the Convention on the Rights of the Child.

In Ugandan context, child poverty therefore refers to children deprived in two or more dimensions highly likely to have serious adverse consequences for the health, wellbeing and development of children. These dimensions include: (i) Nutrition; (ii) Water; (iii) Sanitation; (iv) Health; (v) Shelter; (vi) Education; and (vii) Information. And extreme child poverty refers to children extremely deprived in two or more dimensions.

### 14.2 Child poverty status

Figure 25 below shows that child poverty is pronounced in YEOP beneficiary households. The primary dimensions of deprivations remained in child protection (exposure to child abuse), information (access to sources of information for child development), health (high susceptibility to falling sick) and education (inability to enrol in schools). However, for many children, safe water and sanitation, shelter, and food is available. Other dimensions of child poverty had modest attainment (5 or more households in every 10 households). In FGDs, youth hinted that the conditions of their children will only improve when their own capacity to generate sufficient income improves. This was best summarized by a youth in Pakwach Town Council that, “the best in life only comes with money... best food, clothing, health care, education, shelter... etc.”

**Figure 25: Key deprivations of children’s rights**



## ■ Results 12: Capacity of Implementing Agencies

### 15.1 The Agency For Accelerated Regional Development (AFARD)

AFARD is a local NGO that is headquartered in Nebbi. It is the main project implementer. With 15 years of operations in West Nile region, AFARD has a clear vision to which YEEP project makes a contribution – a prosperous, healthy, and informed people of West Nile.

Strategic direction: AFARD has a new 5-year strategic plan (2015-19) with a goal to contribute to the socioeconomic transformation of 150,000 vulnerable and marginalized people (especially children, youth, women and Persons Living with HIV/AIDS drawn from 500 self-help groups and 5,000 youth-headed households) for inclusive and resilient livelihoods. The plan has 6 pillars and YEEP fits under pillars 2, 4, and 5. These pillars are: Pillar 2: Economic empowerment and asset building to secure exit from extreme poverty; Pillar 4: Community-led advocacy to ensure responsive and accountable local governance; and Pillar 5: Community group strengthening to improve organizational management;

Staffing: AFARD had 82 staff in 2016 (69 full time and 13 part time). Majority of the staff are locals who are committed to making positive change in the lives of the people they serve. With an on-going internal and external mentoring and coaching, staff capacity building is always “updated for purpose.” Internal participatory planning and reporting continues to make the team cohesive and motivated.

On-going youth-based projects: In 2016 AFARD had 3 youth projects, namely:

1. **YES** Project in which it is working with 3,000 in Moyo, Yumbe, and Nebbi district in partnership with SNV and CEGED;
2. **MAYEP** project that in partnership with Self Help Africa reached out to 1,500 youth in Maracha, Nebbi and Zombo districts. In 2017 this project will finally reach out to 3,000 youth;
3. **YEEP** that together with CEGED will serve 2,500 youth (1,300 youth in 2016).

Other projects with youth components include Erussi-Ndhew Community Development Project that served 112 youth with Community Based Training in locally marketable skills. With an overall budget of **3.6 billion** almost 55% was targeted at youth and 5,950 youth were served. This will increase to 8,650 youth in 2017 (and with a budget of over UGX 2 billion).

M+E system: AFARD has a project-based M+E system. Tools are in place and all staff have monitoring functions. Progress reviews are conducted weekly (for outputs) and biannually (for outcomes). Performance reports are outcome based with case studies as a mandatory requirement. However, there is need to harmonize the M+E system and to explore an automated system for a robust and timely report generation.

Advocacy: AFARD uses a community-led advocacy approach. It is also an active member of the West Nile regional platform for youth employment. Competent staff are in place to conduct quality research. However, although AFARD is a member of many regional and national networks, its national positioning is weak.

Knowledge management: AFARD has competent staff. It periodically generates high quality research and shares its information widely through on-line platform and stakeholder review meetings.

## 15.2 The Centre for Governance and Economic Development (CEGED)

The Centre for Governance and Economic Development (CEGED) is a sub national level not-for-profit organisation that started in 2009 by founders who worked for International NGOs (Care Uganda, Action Aid Uganda, SNV and others) to occupy the development void left by International NGOs as they pulled out of the West Nile Sub-Region in the post-2002 conflict situation. The vision of CEGED is to be a leading organization promoting a culture of good governance in West Nile sub region and its mission is to promote best practices as a catalyst for equitable and sustainable socio-economic development in the region. Our donors currently include European Union, SNV, USAID GAPP, National NGO Forum and World Fund for nature with a project portfolio worth UGX 800 million per annum. We also anticipate funding from Research Triangle International for Literacy Achievement and Retention Activity (RTI LARA) Education program, and SNV TIDE project for community nutrition for the South Western Uganda regional program office.

Strategic position: Our strategic plan 2012-2017 has 4 strategic directions (SDs) i.e. SD1 Livelihood and Incomes through Agriculture, SD2 Governance and Accountability, SD3 Water, Sanitation and Hygiene, and SD4 Youth Voice and Skills. The promotion of Renewable Energy Technologies is mainstreamed to promote climate change and resilience among our beneficiaries. The YEEP project seats in our SD4 (Youth voice and skills), empowering young people with the relevant skills for self employment and also strategically fits in SD1 Livelihoods and incomes through agriculture, and SD2 Governance and accountability.

Staffing: CEGED has 32 staff (27 permanent and 5 temporally) and 23 are males, 9 are females. The staff continue to enhance their skills and talent development internally on a peer-to-peer learning, coaching and mentoring on job. However, there is limited continuous external staff professional development because CEGED lacks the sponsor fund.

Youth skilling projects: Since 2012, CEGED has delivered high impact youth projects reaching over 4,030 young people in a range of vocations at about UGX 1 Billion. These projects include: (i) Community Empowerment program (CEP) that was funded by EKN, UNICEF and SNV (2011-2014) and reached out to 500 households; (ii) Youth Employability through Enterprise and skills development (YES) project (2014-2017), funded by EU, is being implemented in partnership with SNV and AFARD among 2,800 youth; (iii) YEEP (2016-2019) funded by EU is being implemented in partnership with AFARD among 1,000 youth; and (iv) Private Sector Empowerment Project (PriSE ) that is targeting 43 youth groups (with 860 youth) by 2019.

Monitoring and Evaluation: Our in house capacity for M&E has greatly improved since 2014 due to the partnership under YES project where AFARD has provided technical support to set up an M+E system. However gaps exist in develop the requisite M&E tools, analyze data and generate progress-monitoring reports. Additionally CEGED lacks an automated MIS system to be utilized for the M&E function and there is no standard guideline for case studies and documentation. These gaps affect timely and quality reporting.

Advocacy and engagement: CEGED has core strength in good governance and accountability especially in creating spaces for the poor and marginalized people to voice their concerns to their leaders. CEGED has provided leadership on a number of regional dialogues and engagements among youth and smallholder farmers and local government and private sector actors. However, there is no specific advocacy strategy in place.

Private sector engagement: CEGED has evolved a U 5 steps approach for private sector engagement. The 5 steps approach starts with issue mapping, followed by preparing the affected groups for advocacy, holding the forum/or platform for dialogue and follow up of implementation of the commitments. Finally it emphasizes monitoring/checking performance of the commitments stated in the communiqué, which gives meaning to the entire process. CEGED will also champion in YEEP private sector-oriented multi-stakeholder dialogues with government institutions and CSOs leaders to secure favorable business operating environments and related services for youth self-employment and enterprises growth.

Areas for capacity development: The critical areas for further development includes monitoring and evaluation (includes tools development and use of data generated to track youth performance); Case studies writing; Mentoring and coaching; and Knowledge documentation and sharing for learning.

## Results 13: Reconstructed YEEP Logical Framework

Below is the reconstructed logframe for YEEP. It includes the key indicators derived from the project result chain (Figure 1).

Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
Overall objectives: To contribute to youth inclusive economic growth and poverty reduction in West Nile region of Uganda through sustainable and gainful employment opportunities.	OO Indicator 1: 25% reduction in extreme poverty (living below US\$ 1.90/day)	% of youth with financial net worth able to meet their 3- month consumption needs	Per cent	72	66	60	54	Annually	Survey	Project Manager
	OO Indicator 2: 50% increase in asset wealth (incomes, savings, and productive assets)	% increase in financial net worth	UGX in '000	1,656	1,900	2,200	2,484	Annually	Survey	Project Manager
	OO Indicator 3: Improved self-esteem	% of youth with normal to high score Rosenberg scale	Per cent	67.3	72	78	84	Annually	Survey	Project Manager
	OO Indicator 4: Improved empowerment of female youth	% of female youth who makes business decisions, own business assets, are not exposed to gender based violence and own productive assets	Index	42.3	45	49	52	Annually	Survey	Project Manager
	OO Indicator 5: 25% increase in food security	% of youth reporting eating 3 meals of balance diet daily	Per cent	68.8	74	80	86	Annually	Survey	Project Manager
	OO Indicator 6: 25% reduction in child poverty	% of children reporting deprivations in any 2 of 9 basic needs for children	Per cent	73.2	67.2	61.2	54.9	Annually	Survey	Project Manager

Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
Specific objectives 1: To improve the employability of 2,500 rural youth organized in 125 youth-led Village Savings and Loan Associations (VSLAs) through entrepreneurship, life skills, financial literacy, and technical and vocational skills training by 2016;	SO1 Indicator 1: 75% of self-employed youth participating in the action adopted good business management practices	% of youth with registered businesses, records, insured business, sales promotion, and separates business and personal finances	Index	15.7	35	55	75	Annually	Survey	Project Manager
	SO1 Indicator 2: 85% of youth participating in the action in agribusiness adopted GAAPs	% of youth reporting use of recommended crop and livestock husbandry, and soil and water conservation	Index	25.8	45	65	85	Annually	Survey	Project Manager
	SO1 Indicator 3: 95% of youth participating in the action practice positive life skills	% of youth reporting practicing selected life skills	Index	63	73	83	95	Annually	Survey	Project Manager
Specific objectives 2: To promote access to gainful employment opportunities for 2,500 rural youth through agribusiness, microenterprises, micro-franchise, and formal jobs by 2017;	SO2 Indicator 1: 95% of youth participating in the action are self-employed	% of targeted youth with own account enterprises working 8 hours daily	Per cent	67.1	85	95	95	Annually	Survey	Project Manager
	SO2 Indicator 2: 5% of youth participating in the action are formally employed	Number of targeted youth with formal employment contracts and remunerations	Number	28	65	60	125	Annually	Survey	Project Manager
	SO2 Indicator 3: At least, 1,500 non-targeted youth are employed in enterprises owned by youth participating in the action	Number of youth employed in targeted youth own account enterprises for a wage	Number	974	1,200	1,300	1,500	Annually	Survey	Project Manager

Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
Specific objectives 3: To strengthen the political capabilities of 2,500 youth to effectively dialogue with local government, private sector, and civil society actors by 2018;	SO3 Indicator 1: At least 2 ordinances or bylaws promoting youth employment are adopted by the action area local governments	Any ordinances or bylaws approved by LG that promotes youth employment	Number	0	0	1	2	Annually	Survey	Project Manager
	SO3 Indicator 2: At least 500 youth participating in the action gained access to LG, PSE and CSO funding for their self-employment.	Number of youth reporting access to LG, PSE, and CSO funds for their own account enterprises	Number	60	150	350	500	Annually	Survey	Project Manager
Specific objectives 4: To build the capacity of the local CSOs implementing the action for better accountability, learning, and visibility by 2018.	SO4 Indicator 1: YEPP implementing partners mainstream youth-focused programming and advocacy in their strategic plans	AFARD and CEGED have strategic plans and annual plans with youth targeting	Number	1	1	-	2	Annually	Survey	Project Manager
	SO4 Indicator 2: YEPP implementing partners attract additional funding for youth-based projects	Number of new youth projects secured by AFARD & CEGED	Number	0	0	1	1	Annually	Survey	Project Manager



Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
Expected Result 1.1: 125 youth owned and managed VSLAs are formed with 2,500 youth members with marketable skills and entrepreneurial attitudes for gainful employment	R1.1: 125 youth-led VSLAs are formed with 2,500 youth members	Number of youth-led VSLAs formed	Number	0	65	60	125	Annually	Survey	Project Manager
	R1.2: 2,500 youth-led VSLA members are trained in entrepreneurship, life skills, and financial literacy	Number of youth trained in entrepreneurship skills	Number	158	1,300	1,200	2,500	Annually	Survey	Project Manager
		Number of youth trained in life skills	Number	238	1,300	1,200	2,500	Annually	Survey	Project Manager
		Number of youth trained in financial literacy	Number	160	1,300	1,200	2,500	Annually	Survey	Project Manager
	R1.3: 625 youth are trained in non-formal vocational skills	Number of youth trained in YEEP promoted non-formal vocational skills	Number	0	380	270	625	Annually	Survey	Project Manager
	R1.4: 1,625 youth are trained in agribusinesses	Number of youth trained in agronomy	Number	117	845	780	1,625	Annually	Survey	Project Manager
		Number of youth trained in farming as a business	Number	203	845	780	1,625	Annually	Survey	Project Manager
	R1.5: 250 youth are trained in micro-franchise business management	Number of youth trained in micro-franchise business management	Number	0	65	125	250	Annually	Survey	Project Manager

Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
Expected 2.1: 2,500 youth are employed in formal jobs (4) and self-employment (96) in growth sectors with improved skills, productivity and enterprise performance	R2.1: 95% of youth participating in the action access credit from their VSLA for business start-up or expansion	% of youth taking business credits from their VSLAs	Per cent	21.6	65	85	95	Annually	Survey	Project Manager
	R2.2: 96% of youth participating in the action starts own account enterprises that provides employment to both themselves and fellow youth	% of youth reporting ownership of own account enterprises	Per cent	81.2	89	92	96	Annually	Survey	Project Manager
	R2.3: # of PSE employment opportunities secured for youth participating in the action	Number of jobs with contracts secured from PSEs for targeted youth	Number	28	65	60	125	Annually	Survey	Project Manager
Expected Results 3.1: Youth-led multi-stakeholder engagements provided opportunities for at least 500 youth to access opportunities from LG, CSO and private sector	R3.1: At least 50% of youth participating in the action actively participate in local government, CSO and private sector public engagement forum	% of youth reporting attendance of LG planning and budgeting meetings	Per cent	7	25	35	50	Annually	Survey	Project Manager

Intervention logic	Objectively verifiable indicators of achievement	Description	Unit of measure	Baseline	Year 1	Year 2	End target	Frequency	Data source	Responsible for data collection
	R3.2: At least 1,900 youth participating in the action are linked to finance and insurance institutions and input and produce markets.	# of youth linked to financial institutions	Number	34	50	150	250	Annually	Survey	Project Manager
		# of youth linked to insurance	Number	34	100	300	500	Annually	Survey	Project Manager
		# of youth linked to input or stock suppliers	Number	25	500	1,000	1,500	Annually	Survey	Project Manager
		# of youth linked to produce markets	Number	0	845	1,625	1,625	Annually	Survey	Project Manager
		# of best practices or policy briefs for youth economic empowerment documented and shared	Number	0	0	1	2	Annually	Survey	Project Manager
Expected Results 4.1: Implementing partners have improved capacity and methodologies for youth-led multi- stakeholder engagement benefiting a larger youth population in West Nile and beyond.	R4.1: At least two best practices or policy briefs for youth economic empowerment are documented and shared									

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1 For details see Djimeu, E.W., and Houndolo, D. (March 2016) Power Calculation for causal inference in social science: Sample size and minimum detectable effect determination. 3ie Impact Evaluation Manual, Working Paper 26. New Dehli: 3ie.



# BASELINE SURVEY REPORT

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