

Enhancing decent employment opportunities for women and marginalised groups in growth sectors

Expert Group Meeting on *Strategies for Eradicating Poverty to Achieve Sustainable Development for All*

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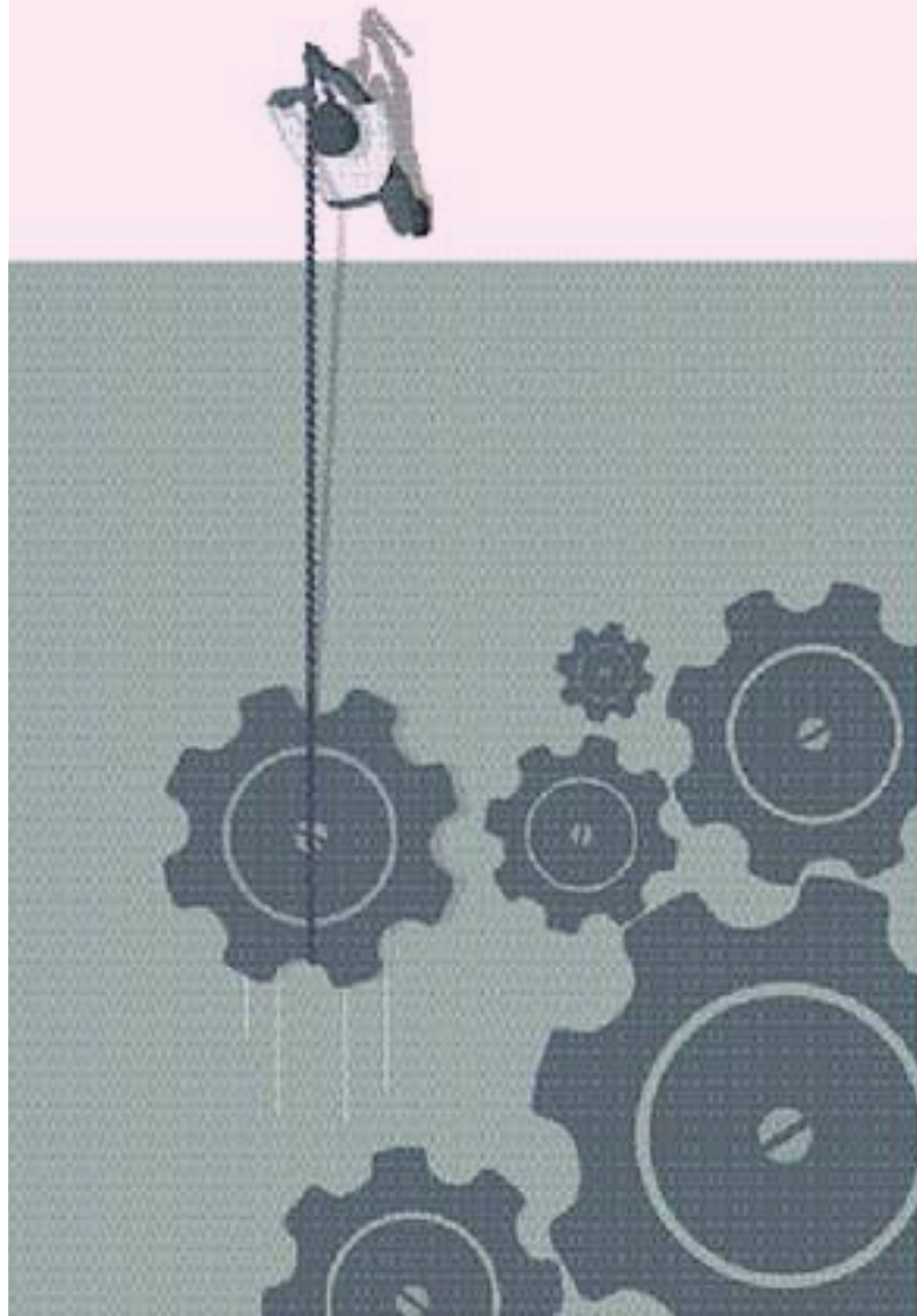
The context

- A **billion young people** will enter the job market during the next decade
- **Extreme increase in population** across Africa and Asia
- Approx. **87%** of the poor live in countries, expected to have rapid population growth
- A **National Skills Development Policy**, gives countries the chance to utilize the 'demographic dividend'



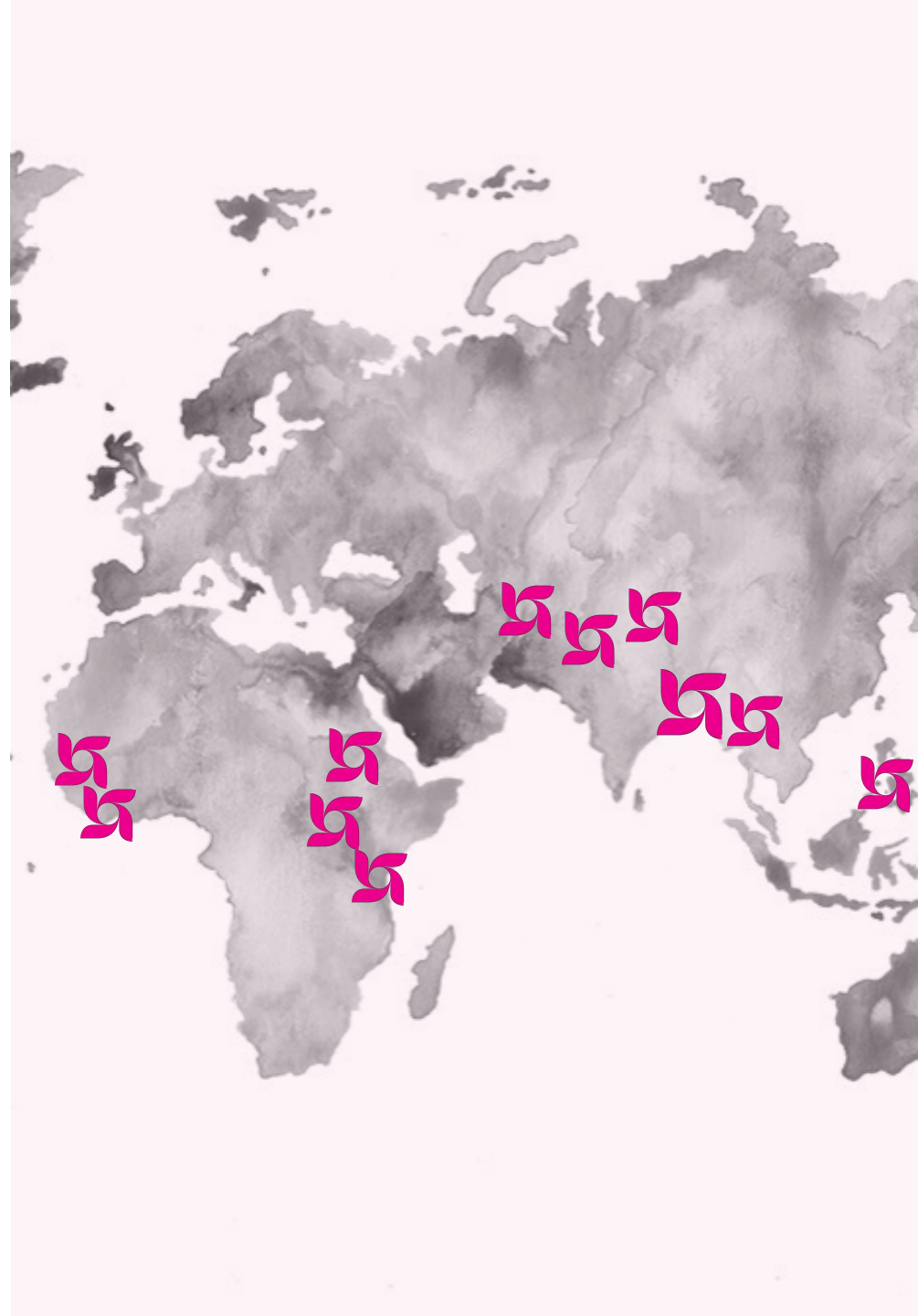
Challenges

- ❑ Rapidly **growing population**
- ❑ **Lack of coordination** among skills' agencies
- ❑ **Limited access** to skills training
- ❑ **Low level** of skills
- ❑ Low **social status**
- ❑ **Unemployment** among youth
- ❑ Lack of **female** and people with disabilities participation



BRAC

- ✓ Health, nutrition
- ✓ Disaster management
- ✓ Climate Change
- ✓ Water, sanitation, hygiene
- ✓ Agriculture, food security
- ✓ Microfinance
- ✓ Education
- ✓ Migration
- ✓ Skills development
- ✓ Gender, justice, diversity
- ✓ Human rights, legal aid services
- ✓ Urban development
- ✓ Governance



A photograph of three young women in a clothing store, overlaid with a semi-transparent purple filter. The woman on the left is smiling broadly. The woman in the center is also smiling and has her hand on the shoulder of the woman on the right. The woman on the right is wearing a headscarf and looking towards the camera. The background shows various pieces of clothing hanging on racks.

BRAC has made smart and targeted youth investments a strategic focus. Its skills development interventions for young people are tailored to meet local needs.

Solutions



Adolescent clubs

Skills training for adolescent girls, including enterprise incubation support



Hands-on apprenticeships

Training in demanded occupations, including soft skills and job linkage



Entrepreneurship support

Decent job opportunities through establishment of youth-led enterprises

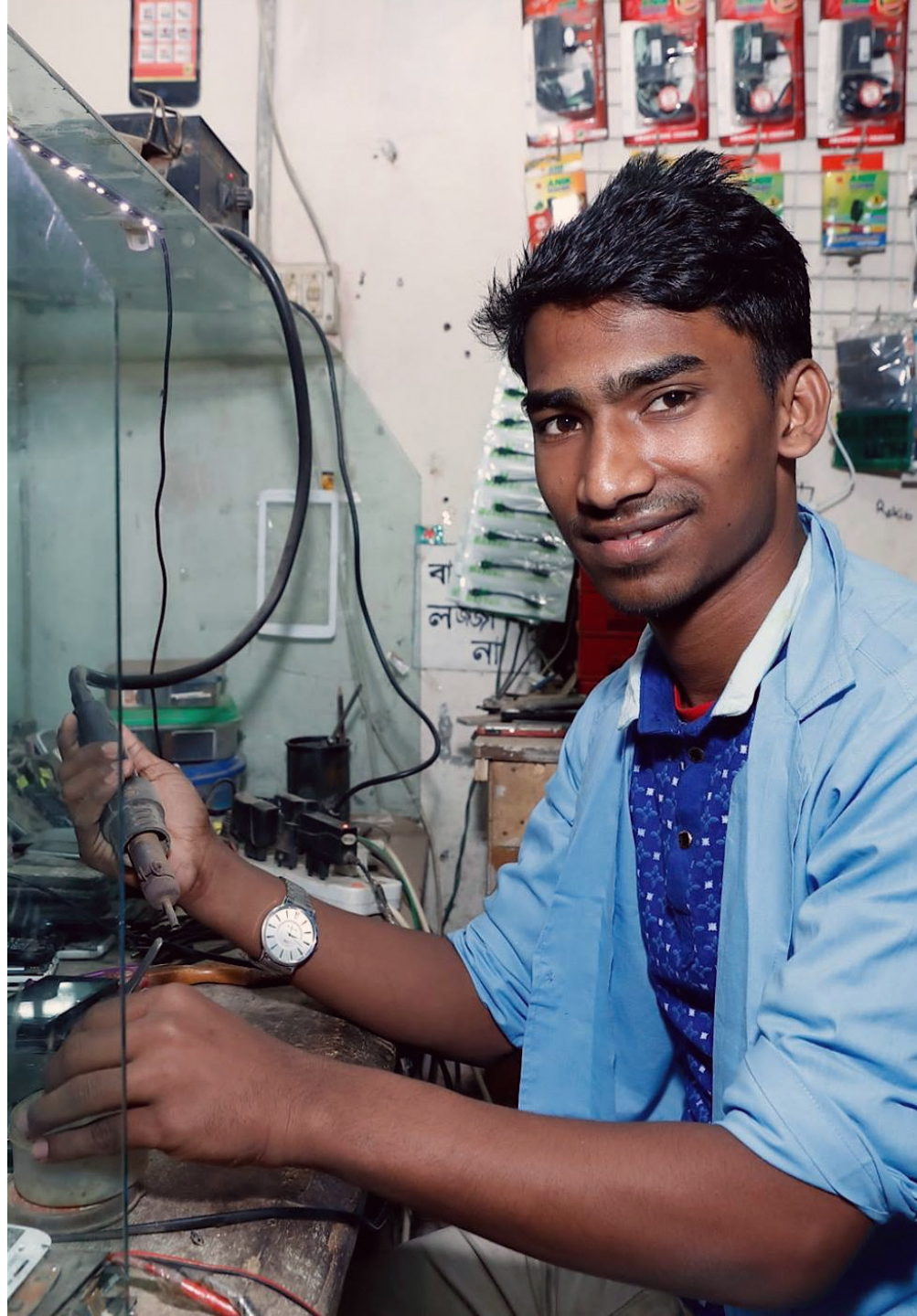


TVET in general education

Offering two parallel paths of graduation (general and vocational)

The context – Bangladesh

- ❑ Bangladesh's workforce will reach **76 million** in 2025
- ❑ **2.2 million** young people are entering the workforce every year
- ❑ **75%** of business leaders claim: "skilled workers are scarce"
- ❑ Youth **unemployment** rate is at 9%
- ❑ Youth **underemployment** rate is at 20%
- ❑ **2 out of 5** youth is not in education, employment or training
- ❑ Majority is employed in the informal sector, of whom **95%** are youth



Bangladesh – informal sector

- ❑ Informal sector, **79%** of the workforce.
- ❑ The majority is **18-24**, considered the most productive group in any economy
- ❑ Over **40%** of total gross value added in Bangladesh
- ❑ Fast growing sector: around **2.4%** each year
- ❑ Current **urbanization**/ centralization
- ❑ Involves mostly in traditional **enterprises**



Challenges – informal sector

- ❑ No regulation
- ❑ Child labor
- ❑ Irregular jobs
- ❑ Irregular or no wage
- ❑ No worker benefits
- ❑ Unaware of labor rights
- ❑ No safety measures
- ❑ 10-12 working hours
- ❑ No proper recognition of skills set
- ❑ Lengthy apprenticeship process

A close-up photograph of a person's hands, showing the texture of the skin and some dirt or oil on the fingers. The hands are positioned in the center of the frame, with the fingers slightly spread.

SKILLS DEVELOPMENT

Unlocking
the potential of

BRAC's approach

- ✓ Leveraging **existing platform** system
- ✓ **Community based approach**
- ✓ **Scalable** model
- ✓ Not high or **zero capital** investment
- ✓ **Market need** oriented
- ✓ Aligned with the government policy
 - NSDP
- ✓ **Formalizing** the informal sector



The STAR model

six month apprenticeship



On-the-job training



Theoretical training



Soft skills training



Trainee

- Age 14-18
- Girls, boys, disabled people, school dropouts



Mastercrafts person

- Micro or small business owner
- Good reputation in the community

Challenges – Uganda

- ❑ Inadequate investment/supply side of jobs
- ❑ Insufficient employable skills
- ❑ High rates of labour force growth
- ❑ Low-quality informal jobs
- ❑ Low and unstable earnings and job insecurity
- ❑ Inadequate physical infrastructure
- ❑ Insufficient Regulatory framework

A close-up photograph of two dark-skinned hands, palms facing up, showing signs of manual labor with some dirt and wear on the skin. The background is blurred, suggesting an industrial or workshop setting.

SKILLS DEVELOPMENT

Unlocking
the potential of

Context – Uganda

- ❑ 53% of Uganda's population is younger than 15
- ❑ About 500,000 people are expected to enter the labor market every year
- ❑ The Unemployment rate is at 9.4%
- ❑ 64% of the unemployed are aged 24 and under
- ❑ Skill-related under employment 5.6%
- ❑ The wage related inadequate employment 12.9%
- ❑ 72% of the working population was engaged in the Agriculture sector



Empowerment and Livelihood for Adolescents

Skills and Entrepreneurship in Uganda

BRAC's Empowerment and Livelihood for Adolescents (ELA) program is designed to **socially and financially empower** adolescent girls from poor households to **overcome their vulnerabilities** and become **agents of change** in their families and communities.

BRAC's approach

- ✓ Target the **most disadvantaged and deprived** adolescent girls
- ✓ Combine **life skills** and **livelihood** approach
- ✓ **Contextualize** according to country and community need
- ✓ Create **a network** of adolescent clubs
- ✓ Use **peer mentorship**
- ✓ Build a replicable and **scalable model**



ELA MODEL : A 3 year comprehensive model



Evaluation and Impact

STAR – Bangladesh

- ✓ 95% job placement rate
- ✓ 57% graduates are females
- ✓ 10% are persons with disabilities
- ✓ 62% early marriage decreased among participants
- ✓ 6 fold increase in income
- ✓ Income → greater household welfare
- ✓ Role in household or personal decision making increased
- ✓ Participants are less likely to be addicted to drug substances

ELA – Uganda

- ✓ A study conducted on ELA in Uganda shows that the rate of teenage pregnancy has fallen by over 26%
- ✓ Early entry into marriage/cohabitation fell by 58%
- ✓ The share of girls reporting sex against their will dropped from 14% to almost half
- ✓ 72% girls are more likely to engage in self-employment and have higher earnings

Thank you.



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