

Analysis report on Employment Opportunities for AGYW

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This memo presents findings in report¹ which represents, well worded, what fepa partners independently describe as the situation of adolescent girls and young women (AGYW). We use it to in our discussions of education/economics related context and opportunities for empowering AGYW.

This report is from 2018. Since then the situation escalated (inflation; impact of the pandemic).

rural AGYW

- ➔ **little opportunities; not qualified for employment beyond simple manual; access to education hindered by cost and gender-related circumstances...**

extracts from the report:

«Broadly speaking, AGYW in rural areas have the least access to activities and services that can contribute to economic success or security in their lives....Opportunities for employment beyond the village corner shops are unfortunately rare. Economic activities are mainly agricultural, and most AGYW agricultural production is at small scale for subsistence purposes, typically focused on crops and livestock. Even if AGYW were able to produce a larger volume of agricultural goods, the local market is very limited...»

«Most AGYW in Gweru focus group appeared to be focused primarily on generating income to support the costs of basic household goods,... Few had started their own businesses, apparently preferring more stable forms of livelihoods....In Chiundura, five young women looked for positions in day care centers as teachers' assistants, following their 5-day job readiness training. Unfortunately, they were not perceived by school staff to be competent enough for the roles, and were instead relegated to manual labor...»

«Some AGYW dropped out of secondary education due to the costs of transportation, books, fees, food, or even fees for access to diplomas. Others had to drop out due to a range of circumstances, many related to gender. Those include the need to care for family, pressure to marry, unexpected pregnancy, or having to move. Although several participants expressed interest in completing or returning to school, the cost remained a challenge...»

«In rural areas, marriage is a de facto pathway to economic stability for women in an environment with limited employment opportunities....Yet many are now divorced, a trend also borne out in population-level data...»

Urban AGYW

- ➔ **different kinds of vulnerabilities from rural context; more opportunities; more competition and gendered skills gap for jobs (resulting in unemployment and 'feminized' work); good education seen as pathway to better jobs...**

extracts from the report:

«Urban AGYW interviewed have more opportunities with regard to employability, education and internships, in comparison with rural AGYW. Their profile is completely different, yet they face their own particular challenges...»

¹https://www.marketlinks.org/sites/default/files/resources/aspires_zimbabwe_employnt_market_opp_analysis.pdf

«A salient difference in contrast with rural AGYW was that many urban AGYW wanted perceived value in the degree and wanted to achieve completion...»

«Although seemingly paradoxical, urban settings also have higher unemployment rates for young people, particularly AGYW...Nonetheless, in practice, most were engaged in traditionally female trades. This may indicate a skills gap...»

skills

➔ can be key. It means that income generation is not only depending on access to cash or ,project opportunity. Skills development and coaching/mentoring is needed.

extracts from the report:

«For AGYW in Zimbabwe, having the right skills can result in being hired on as an employee at the end of an internship. They can help an adolescent girl differentiate her micro-business from competitors, gaining some extra income and autonomy...»

Opportunity sectors for AGYW employment

TABLE 2:

Sectors of Opportunity

Livestock & Animal Husbandry 🌿🐄 (incl. Poultry, 🐔🐓 Piggery, 🐷 and Rabbitry 🐰)	Pharmaceuticals 🏥
Agriculture - Value chain addition 🌿 (incl. Horticulture and Legumes 🥬🍅)	Financial Services 💰
Apiculture 🐝	Tourism 🏞️
Dairy 🐄	ICT & Mobile Apps 📱
Timber 🌲	Hairdressing 💇
Welding 🔨	Solar, Energy and Power ⚡
Carpentry 🪚	Construction 🏗️
Home décor 🏠	Mining ⛏️
Catering 🍽️	Engineering ⚙️
Manufacturing 🏭	Microbiology & Biochemistry 🧪
Retail 🛒	Wildlife Management 🦁
Clothing 👕	Services 🛠️

Areas for increased investment

AREAS FOR INCREASED INVESTMENT IN AGYW LIVELIHOODS

To address the key gaps and potential opportunities discussed above, below we present five recommended areas for increased attention in AGYW livelihood programming. They are:

- 1 increased value chain orientation of holistic AGYW programming,
- 2 identifying and supporting micro value chains,
- 3 promoting collective business models,
- 4 expanding applied learning through mentorship 'market makers', and
- 5 Improved market linkages and information flow

The document then goes into the details of how each of these areas can be approached. Very interesting.