

# Nigeria

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## Scoping Highlights Report

CHALLENGE  
FUND  
FXR  
YOUTH  
EMPLOYMENT

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<https://fundforyouthemployment.nl/>

The Challenge Fund for Youth Employment (CFYE) is a 6-year programme funded by the Netherlands Ministry of Foreign Affairs, managed by Palladium, VSO Nederland and Randstad.

# 1. Why this report?

The Challenge Fund for Youth Employment (CFYE) supported by the Dutch Ministry of Foreign Affairs aims to create a prosperous future for 200,000 young women and men in the Middle East, North Africa, Sahel & West Africa, and Horn of Africa. This will be achieved by supporting youth employment initiatives which will offer youth, particularly young women, opportunities for decent work that delivers better prospects.

Working through the private sector, and in some cases through civil society and knowledge institutions, the Fund seeks proposals that have scalable and sustainable

solutions to create, improve and match youth to jobs and better placements. Solutions will be built around integrated approaches designed to bridge the mismatch between the demand for high quality jobs and the supply of skilled labour. They should be aligned with aspirations of young women and men in the regions.

Technical support is available throughout the application and solution implementation process. Once projects are selected for implementation, tailored technical support is provided to maximise delivery of results and expected impact.

## 1.1 Background

Between March and July 2020, a scoping study was undertaken to get a better understanding of the country context and specific challenges affecting youth employment in Nigeria. The study also aimed to identify the key opportunities and solutions to increase youth employment and assess how the Fund can play a role in supporting these. The scoping study was followed by a well-received call for solutions in Nigeria in July 2020 which saw over 200 applications representing diverse sectors and institutions and resulting in the selection of 7 implementing partners who together are impacting 13,000 young people in Nigeria through two to three-year projects that are targeting job creation, matching, and improving decency of jobs. For information of CFYE's previous scoping research activities and outcomes in Nigeria, please refer to CFYE Scoping Report Nigeria - July 2020 and CFYE Youth Action Research Report Nigeria - November 2021.

CFYE is launching a second round of Call for Solutions aimed at deepening the impact of the current portfolio of implementing partners in Nigeria. This report updates findings from the first scoping report and uses a youth-lens to further interrogate the challenges and barriers faced by young men and women as they navigate the complex world of employment. The study also shares our priority areas for the new Call for Solutions and relies on evidence from a significant literature review and key informant interviews with various stakeholders.

## 2. What does the problem look like today?

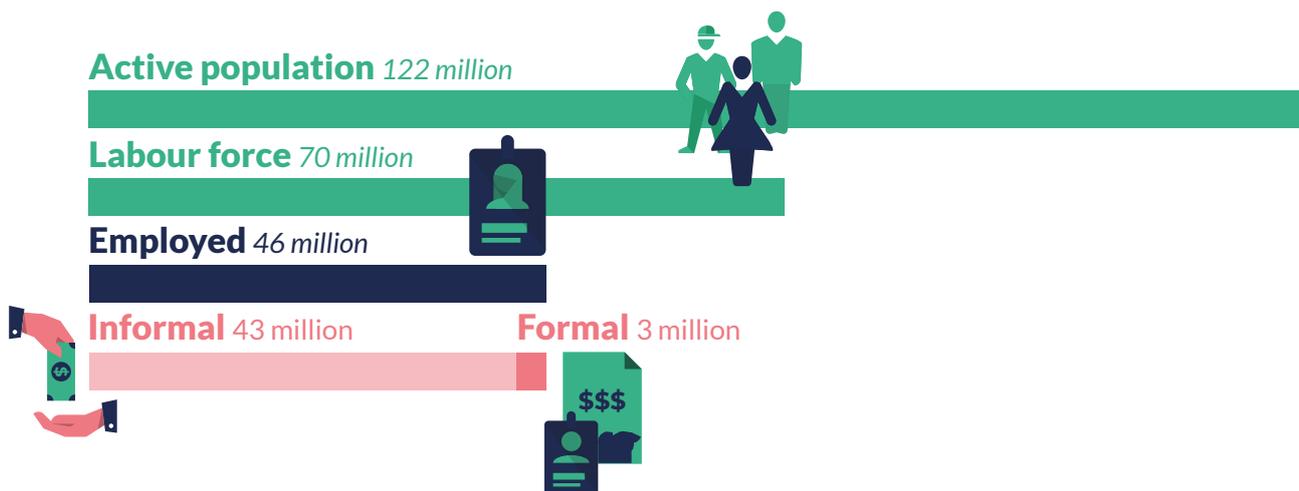
As was highlighted in the scoping report done in 2020, Nigeria has the largest and most diverse pool of labour, compared to other African countries, owing to its vast and youthful population (over 45% of its population are under age 15). In late 2020, the number of Nigerians in the economically active or working age population was approximately 122 million and this number is expected to expand by 133 million between 2020 and 2050<sup>i</sup>.

Unfortunately, the growth rate of Nigeria's labour force significantly outweighs the rate of job creation and 53.9% of the labour force are currently either unemployed or underemployed<sup>ii</sup>. Employment in the country is characterised by high levels of informality, widespread and minimally productive self-employment, and very low levels of waged employment.

### 2.1 The vast majority of jobseekers are primarily accessing positions in the informal sector

Nigeria's informal sector (shadow economy) accounts for 93% of all employment in Nigeria (95% of women employment and 90% of men)<sup>iii</sup>. This has significant implications for the decency of work and quality and stability of employment. 92% of workers in the informal sector earn a minimum of \$93 monthly which is \$16 more than the national minimum wage (\$77)<sup>iv</sup>. The absence of formal employment opportunities is a major contributor to the dominance of the informal sector

in Nigeria, as most people respond to the job deficit in the formal sector by engaging in informal activities to sustain their livelihood. That said, the informal sector still holds positive prospects in contributing to job creation and poverty reduction (like is seen in the Igbo apprenticeship system (IAS)) and business models that support these systems may assist in addressing the youth unemployment challenge.



<sup>i</sup> NESG - Growing an Inclusive Economy- Job Creation and Nigeria's Future May 2019

<sup>ii</sup> National Bureau of Statistics (2020). Labor Force Statistics - Volume I: Unemployment and Underemployment Report

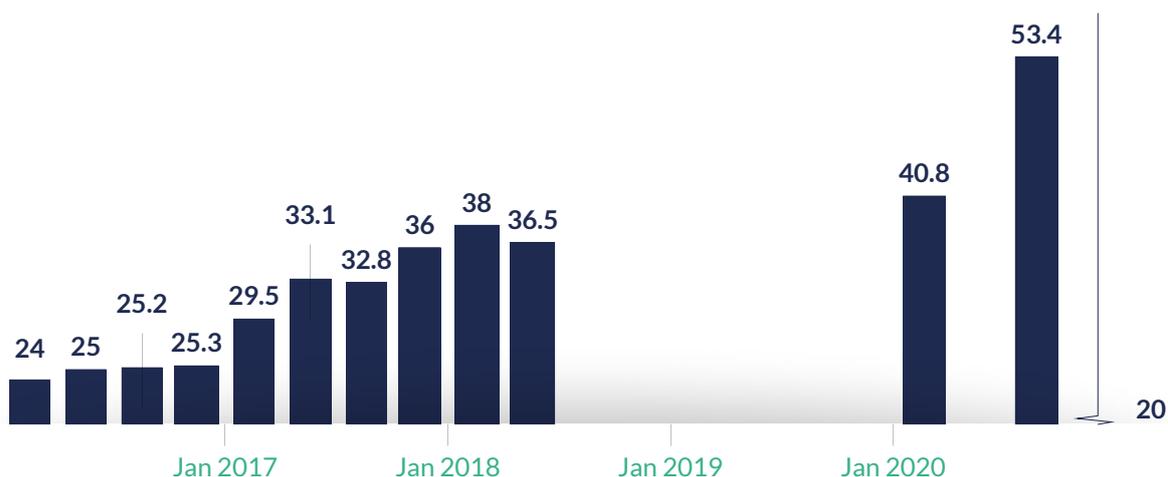
<sup>iii</sup> National Bureau of Statistics (2020). Labor Force Statistics - Volume I: Unemployment and Underemployment Report

<sup>iv</sup> Skills for Prosperity – Sector Skills Assessment, March 2021

## 2.2 Youth unemployment is still steadily increasing

It is estimated that about 4.8 million individuals enter into the labour force each year. It is projected that about 52 million individuals will enter the labour market from 2020 to 2030<sup>v</sup>. This estimate does not consider the growing size of new entrants into the labour force as the population expands, suggesting the number of jobs required

will even be more than anticipated. This rising rate of unemployment and the high level of informal employment affects the youth more than any other group. Past studies show a steady annual rise in youth unemployment which jumped in 2020 from 40.8% to 53.9%<sup>vi</sup>.



## 2.3 Women are mostly at the receiving end of the youth unemployment challenge

Women make up the larger amount of Nigeria's economically active population, with 61.3 million (50.5%)<sup>vii</sup>. Yet, there are still significant gaps as women remain underrepresented in the labour force and find it more difficult to access formal jobs and economic opportunities. Studies state that 7 in every 10 economically active women are unemployed. Although there are several initiatives that support women's livelihoods and empowerment and a number of them have shown significant progress in terms of economic

outcomes in relation to financial inclusion, education for girls, entrepreneurship and delayed childbearing in the last decade, these have done very little to bridge the gap and women are still under-represented in the labour force as they find it harder to get dignified and fulfilling jobs and access economic opportunities within the formal sector, relegating them to the informal sector.

## 2.4 Underemployment in rural areas is forcing youth to migrate to urban areas

Underemployment is higher in rural than in urban areas with many workers relying on seasonal work and subsistence agriculture. Youth perceive these types of jobs as 'dead end jobs' which do not present long term career pathways. This has resulted in an increased migration to cities by youth between the ages of 24-35

years leading to increased labour supply shortages of youth in rural areas. Unfortunately, unemployment is higher in cities and this migration further increases the number of unemployed youth competing for a small number of jobs.

v NESG - Growing an Inclusive Economy- Job Creation and Nigeria's Future May 2019

vi National Bureau of Statistics (2020). Labor Force Statistics - Volume I: Unemployment and Underemployment Report

vii Jobberman Nigeria - Gender Barriers in Nigeria's Labour Market Report 2022.pdf

Active population 122 million



Labour force 70 million



## 2.5 Level of education has little effect on unemployment

The link between education and employment is relatively weak in Nigeria. Research reveals that people with post-secondary education have a higher unemployment rate (24%) than those with only primary education (18%) or below primary education (15%)<sup>viii</sup>. One reason for

this discrepancy is that employers are not hiring those with higher levels of education because despite their education, they do not possess the skills, knowledge and attitudes demanded by the companies.

## 2.6 Decency of jobs is extremely low

Despite Nigeria's relatively strong labour act, many employers are often in gross violation of Nigeria labour laws. Employers are rarely sued for violations of the labour act because most people simply can't afford to take legal action. Many also argue that the the minimum wage is far from being a living wage. In 2022, an article titled 'Horriblebosses' was written exposing workers' experiences with alleged tyranny in a start-up, which led to an outpouring of comments by victims of similar abuse in several companies.

viii Skills for Prosperity – Sector Skills Assessment, March 2021

# 3. Who are the youth?

In the scoping report published in 2020, we identified 6 categories of youth in Nigeria. In this report, we have build on this and further analysed the challenges they face and opportunities for supporting them.

Description of category	Key Challenges and Opportunities
<b>Rural youth from modest farming families.</b>	<b>Challenges</b> <ul style="list-style-type: none"><li>Existing job opportunities are usually informal (not decent and low paying) due to their low education/skill levels.</li><li>Have little or no access to information on better/newer job types or access to finance for entrepreneurial activities.</li></ul> <b>Opportunities for CFYE support</b> <p>Initiatives that:</p> <ul style="list-style-type: none"><li>Promote newer, non-traditional employment opportunities that use technology and are more in line with aspirations of youth.</li><li>Improve decency of the jobs being created.</li><li>Improve linkages and networks that youth can use to access information on job opportunities.</li></ul>
<b>Low-skilled youth, rural or urban, involved in 'survival enterprises.'</b>	<b>Challenges</b> <ul style="list-style-type: none"><li>Existing job opportunities are usually not decent and low paying.</li><li>Have little or no access to information on better/newer job types or access to finance for entrepreneurial activities.</li><li>No matching services and recruitment is based on informal networks or word of mouth.</li></ul> <b>Opportunities for CFYE support</b> <p>Initiatives that:</p> <ul style="list-style-type: none"><li>Promote newer, non-traditional employment opportunities that use technology and are more in line with aspirations of youth.</li><li>Improve decency of the jobs being created.</li><li>Improve linkages and networks that youth can use to access information on job opportunities.</li><li>Promote business support for entrepreneurs and access to finance using innovative financing models.</li></ul>
<b>Low-skilled, employed youth in unskilled jobs.</b>	<b>Challenges</b> <ul style="list-style-type: none"><li>Most youth cannot afford not to work while getting an education and have to take a side-job.</li><li>Although internships are valued by employers, most youth cannot afford to take internships if they are unpaid.</li><li>Low perception of skills development programmes hinders youth from applying to those programmes.</li></ul> <b>Opportunities for CFYE support</b> <p>Initiatives that:</p> <ul style="list-style-type: none"><li>Strengthen apprenticeship systems (including traditional systems such as the Igbo Apprenticeship system).</li><li>Supporting working-learning trajectories that will increase employability of youth.</li></ul>

## Description of category

## Key Challenges and Opportunities

### Young apprentices in rural or urban individual enterprises.



#### Challenges

- ▶ Little or no access to hone practical skills (lack of apprenticeship opportunities).
- ▶ Many youths are not trained on soft skills, digital skills and employability even though employers are looking for these skills.
- ▶ Mismatch between supply and demand on occupational standards (skills development training does not fully reflect industry needs).
- ▶ Many university-based education programmes don't include soft skills, digital skills and employability even though employers are looking for these skills.

#### Opportunities for CFYE support

Initiatives that:

- ▶ Promote skills training that includes content related to industrial ethics, communication and entrepreneurship.
- ▶ Support systems for coaching and career guidance (at TVETs and at the workplace), which ultimately leads to youth in jobs.

### Young urban educated youth, employed or seeking wage-employment in the formal sector.



#### Challenges

- ▶ Mismatch between supply and demand (university education does not fully reflect industry needs).
- ▶ Most vacancies require prior work experience.
- ▶ Non-transparent and corrupt hiring practices: nepotism, discrimination on ethnic lines.

#### Opportunities for CFYE support

Initiatives that:

- ▶ Equipping youth with the skills of the future (e.g. digital skills, cognitive skills).
- ▶ Bring together the private sector and education sector to create a curriculum that aligns with the demand of the labour market.

### Young urban university graduates starting their own enterprise ('Youthpreneurs')



#### Challenges

- ▶ The quality entrepreneurship education is lacking and there is a lack of qualified teachers and other resources.

#### Opportunities for CFYE support

Initiatives that:

- ▶ Promote business support for entrepreneurs and access to finance using innovative financing models.

The first 3 categories represent by far the largest group of youth – many of whom are from lower socio-economic families located in rural or peri-urban areas and have lower education levels. They typically lack the skills, training and resources to be able to either get additional education or start their own business and are either involved in on- farm household activities or jobs.

### Education levels

For 80% of the labour force, the highest level of education completed is senior secondary school<sup>ix</sup>. A few reasons for this include the lack of capacity of Nigerian universities to take on more students. Nigeria has only 150 universities with a capacity of 600,000 pupils. Over 75% of applicants get turned down annually<sup>x</sup>. As the larger, younger population grows up, applications are

only going to be more crowded. It is also not clear how beneficial a university degree is in the Nigerian labour market. Bachelors degree holders have one of the highest unemployment rates for Nigerian education levels. One possible explanation for this is that the current university education does not prepare students for the workforce. Another is that there aren't many jobs available, for both 'skilled' and 'unskilled'.

## 3.1 Youth Aspiration Research

CFYE has been working with youth in aspirations sessions as well as through Youth Action Research (YAR), a channel which amplifies the voice of youth, helping to build employment solutions that work for them. CFYE conducted a research study in 2021 and youth were asked to give their view on their employment aspirations.

### General aspirations of youth

Majority of the young people in Nigeria want decent jobs that provide financial security through an "adequate" salary, a clear career path, opportunities for professional development and jobs that are well matched with their passion or interest; Others were modest in their ambitions willing to take a job as long as it could provide "good" income and were less concerned about the sector of employment it falls in. Some young people that were engaged (especially women) aspire to be self-employed and set up their own business.

### Youth's definition of decent jobs

The youth surveyed defined to be 'decent work' as a job that captured the key elements captured below:



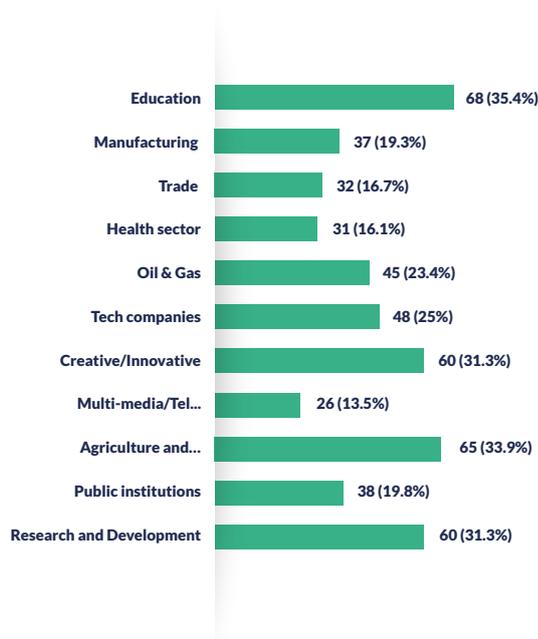
<sup>ix</sup> Skills for Prosperity – Sector Skills Assessment, March 2021

<sup>x</sup> Skills for Prosperity – Sector Skills Assessment, March 2021

The youth were also asked what sectors they found the most aspirational/ attractive. The most popular sector to work in, for over 35% of respondents was education, followed closely by agriculture and agro processing at 33.9% and both research and development (e.g., NGOs) and creative industries at 31.3%. There were similarities between the sectors respondents aspire to work in



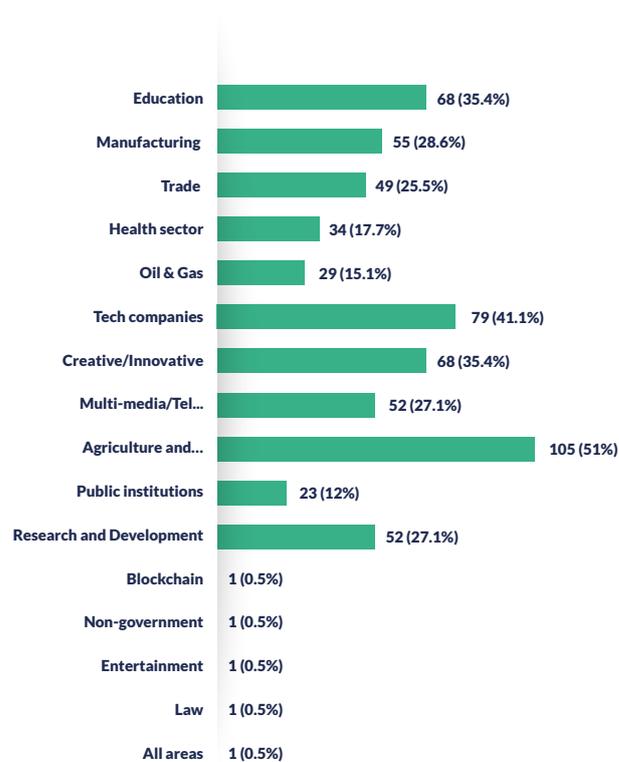
Figure 1. What sectors do the young people find attractive?



and their views on what they think are emerging jobs in Nigeria. Education, agriculture/ and agro-processing and creative industries all fell within the top four. The technology industry, at 41.1% of respondents, and the agricultural industry, at 54.7% of respondents, were identified as the top two industries with emerging jobs.



Figure 2. Which sectors do young people think have emerging job?



*'Unemployment has been a major issue in the Nigerian economy. I have lost counts of how many applications I have sent in search of a job and interviews attended with the 'almost-there' syndrome. From the issue of underemployment to a thousand unemployed applying for a single job to jobs that have already been slotted for certain class of people who could pay for it or who have connections. In between I have gone for training building my soft and hard skills and earning certificates for future jobs. I also started my business to foot the bills before a proper job comes my way. Job searching is one herculean task in Nigeria that even your educational status may not help.'*

# 4. What are the main obstacles and opportunities for youth employment in Nigeria?

This section is divided into sub-sections, each focusing on a different domain that influences youth's access to decent work. The conceptual framework we present for understanding these obstacles is depicted in the diagram below.

An assessment of each of these areas was done during the scoping study done in 2020. An update that pays particular attention to what applies for youth in rural and peri-urban areas with lower levels of education and young women is presented in the following pages.

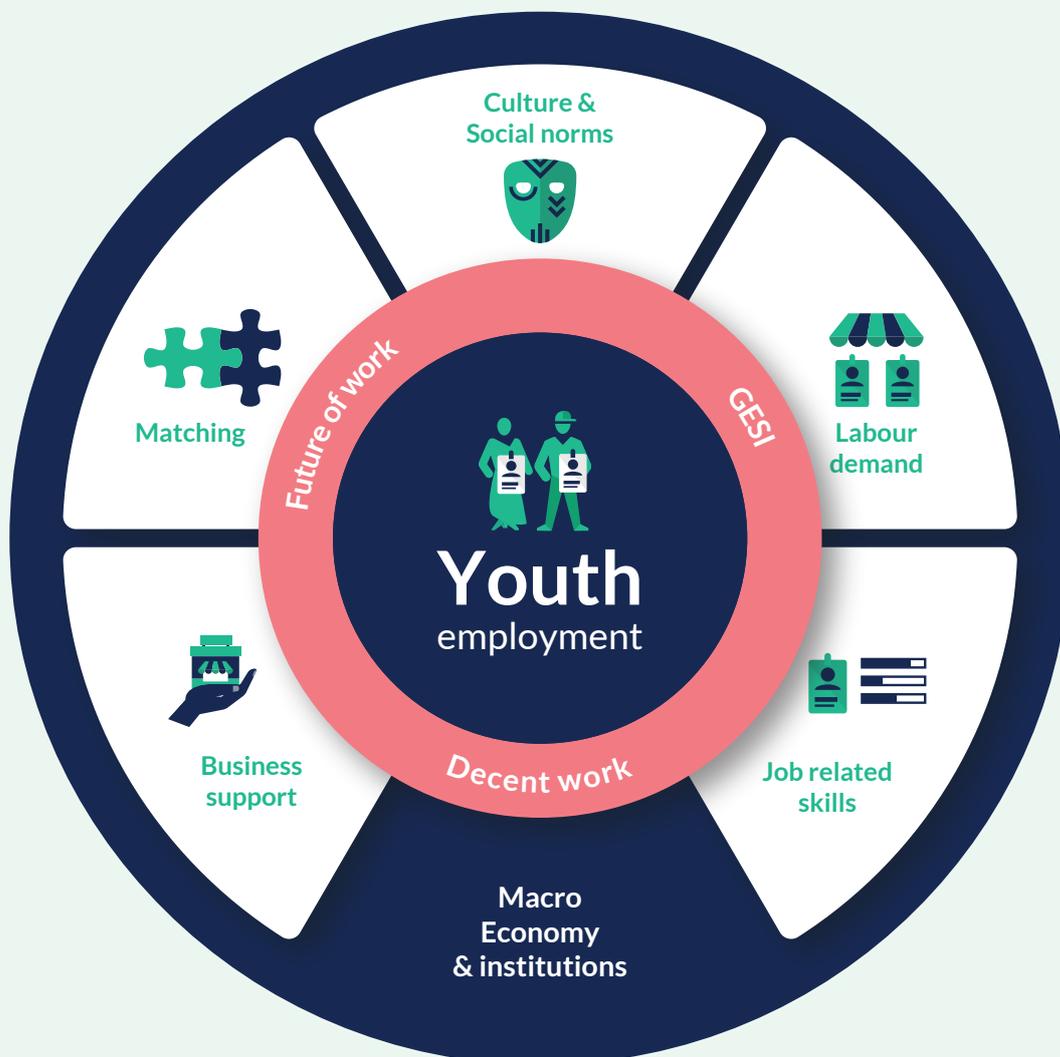


Figure 1. Different thematic domains of youth employment

Adapted from: Wellington et al., 2010<sup>5</sup>

# Labor Demand

## Key Observations

- ▶ Over 75% of the jobs available are in the informal sector and are of low quality (low-income, unskilled, no legal protection).
- ▶ Agriculture employs more than 70% of the workforce.
- ▶ Waged employment opportunities in rural and peri-urban areas are usually from traditional agriculture roles (cultivation) and low-paying jobs non-agriculture jobs.
- ▶ Most formal employment and job creation stems from SMEs, therefore at a small scale per enterprise.
- ▶ There is low interest by youth to venture into certain sectors such as agriculture and jobs in the rural areas as they perceive these jobs as 'dead end jobs' and this has created a narrative amongst them that the sector does not present long term career pathways for youth.
- ▶ There is the emergence of non-traditional careers in these sectors that are linked to technology that youth find more attractive. These newer non-traditional jobs are more formal and often come with regular (monthly) income and additional training/ certification.



## Opportunities for CFYE

Youth employment initiatives to be funded by CFYE should focus on:

- ▶ Supporting an integrated, partnership-based approach/ consortium-building to address systemic challenges.
- ▶ Supporting high-growth potential SMEs in the value chains that have a high capacity to create decent jobs.
- ▶ Encouraging the creation of work opportunities in digitally/tech enabled services (ICT, Fintech, Edtech, Healthtech, E-commerce).
- ▶ Encouraging employment formalisation initiatives in sectors such as agriculture, retail (wage, security in the workplace, social protection), especially for women
- ▶ Advancing the decent work agenda to make newly created jobs in certain sectors such as agriculture more attractive to the youth, with due attention to, living income / wage, security in the workplace, and social protection for families.

# Job relevant skills

## Key Observations

- ▶ Despite the free, compulsory, and universal basic education, Nigeria accounts for a third of all out-of-school children in sub-Saharan Africa. Many young people have only primary/secondary level education and do not have skills required for available job opportunities.
- ▶ Inadequate data on demand-driven skill standards for key sectors and industries, including their application to flexible occupational career pathways and corresponding competencies.
- ▶ Little distinction between skilled workers and unskilled workers especially in rural areas.
- ▶ Job-related skills in the rural areas are currently developed informally and there is no systematic effort to develop these skills through a properly developed workforce development system.



## Opportunities for CFYE

Youth employment initiatives to be funded by CFYE should focus on:

- ▶ Improving youth access to job opportunities in newer, non-traditional careers, which are more acceptable to youth than agricultural labor.
- ▶ Developing occupational pathways, associated with occupations that are linked to ecosystems/value chains in key sectors and provide a roadmap for skills development.
- ▶ Addressing the mismatch between supply and demand on occupational standards.

# Business Support & Access to Finance

## Key Observations

- ▶ SMEs especially those in rural and peri-urban areas face difficulties to get access to bank funding.
- ▶ Non-bank financing mechanisms are still underdeveloped and there is a lack of information on available financing opportunities for SMEs
- ▶ Most youth who are interested in starting a business lack access to capital to start
- ▶ Low levels of education means that several young men and women in rural and peri-urban areas have low business acumen and are unable to sustain businesses after setting them up
- ▶ Women owned SMEs have difficulty in accessing finance because several barriers such as lack of collateral



## Opportunities for CFYE

Youth employment initiatives to be funded by CFYE should focus on:

- ▶ Mentoring entrepreneurs (especially youth) to foster growth of the businesses and increase income and sustainability.
- ▶ Supporting the provision of access to finance for SMEs, especially those with a lower amount of collateral and women-owned companies.
- ▶ Supporting partnerships between bigger, more established companies and SMEs either in rural areas (or have a rural focus) that will assist in building the capacity of these businesses.
- ▶ Supporting access to finance initiatives that specifically target women.

# Culture & Social Norms

## Key Observations

- ▶ In some areas, there is a culture of entitlement, with expectations that government should provide all opportunities at no cost.
- ▶ In some rural areas of the country, cultural and social norms do not encourage single young women being away from their families for professional reasons, even if there are no work opportunities in their communities.
- ▶ Husbands are the biggest hindrance to women getting employment especially in Northern Nigeria.
- ▶ Reports suggest an increasing trend of highly skilled emigration from Nigeria (especially amongst the professional services).



## Opportunities for CFYE

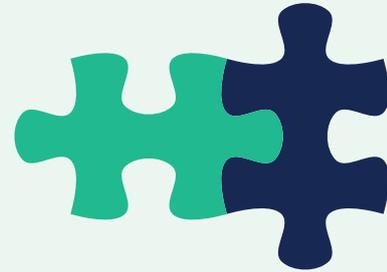
Youth employment initiatives to be funded by CFYE should focus on:

- ▶ Showing how they will incorporate and give special considerations for youth and women.
- ▶ Solutions that target creating new jobs with clear strategies to attract and retain youth and young women specifically.
- ▶ Solutions that support remote work opportunities for women whose movement is limited.
- ▶ Opportunity for applicants to involve youth in the project design to ensure jobs truly meet the aspirations and interests of the youth.

# Matching

## Key Observations

- ▶ Youth in rural/peri-urban areas and with lower education lack of personal and/or digital networks and have limited access to internet have challenges applying for jobs due to lack of information.
- ▶ More coordination is needed between skills development initiatives and employers for internships and direct hire for graduates.
- ▶ Employers mostly hire by either word of mouth or social media; hence youth need to be more aware of recruitment channels and processes.



## Opportunities for CFYE

Youth employment initiatives to be funded by CFYE should focus on:

- ▶ Initiatives that improve linkages and networks that youth can use to access to information on job opportunities.
- ▶ Strengthen apprenticeship systems (including traditional systems such as the Igbo Apprenticeship system).
- ▶ Supporting working-learning trajectories that will increase employability of youth.

# Macroeconomy

The absence of broad-based growth shows the weak capacity of the economy to create jobs. Nigeria's exposure to global oil price shock is an accomplice but not the root cause. Economic growth was driven by only a few active sectors and the number of jobs created in the formal sector did not match the number of unemployed entrants into the labour market. As mentioned earlier, according to the National Bureau of Statistics, an average of 4.8 million individuals entered into the labour market each year out of which 3.7 million were unemployed between 2015 and 2018. During the same period, the economy was only able to create an average of 648,000 net jobs annually. This leaves an ever-expanding job deficit.



## 5. Call for Solutions

Nigeria is the 7th most populous country in the world with over 200 million people. Approximately 60% of this number are young, energetic working-age men and women, majority of whom reside in the rural areas and have lower education levels. As of 2020, youth unemployment stood at 35%. A further 28% of young people in the labour force are underemployed (working 20-39 hours a week). As a result, a large proportion of people in the largest segment of the population are locked out of the productive economy because of the lack of employment opportunities available to them.

Women are also negatively impacted, and research shows that there is a gap of over 5% between the rate of unemployment between men and women.

This imbalance along gender lines may mean that more women are excluded from opportunities that make them self-reliant and able to contribute to economic development. Action is needed to stimulate economic growth and create employment opportunities for young people (especially youth in rural areas and women) and improve the decency of existing jobs.

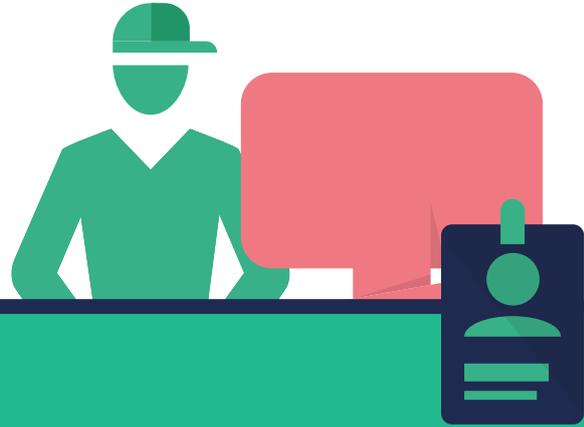
### 5.1 CFYE's second Call for Solutions in Nigeria

CFYE's second Call for Solutions in Nigeria focuses on expanding on the work currently being implemented by existing partners in the country, by focusing this call on supporting scalable private sector led initiatives that can create employment opportunities for youth, particularly those in rural areas with lower levels of education and young women. In particular, we are seeking:

- ▶ Business models that have been piloted, have proven concepts and are looking to scale.
- ▶ Innovative models that aim to address systemic bottlenecks and bring about improvement to whole ecosystems.

CFYE is calling for innovative and demand-driven projects from either private sector organisations or private sector-led consortia that will that maximise the employment opportunities for youth (especially young women) under two thematic windows:





## Window 1: Tech-enabled jobs

The Nigerian economy's ongoing shift from its traditional agriculture-centered model to more technology-driven production and service provision models is largely driven by the increasing pressure being faced by Nigerian businesses to reduce operating costs, increase productivity, and improve customer experiences. Many activities that workers carry out today have the potential to be automated and several businesses are turning to technology to enable them to do this. The demand for staff with suitable technology-based skills that was reported in 2020 has continued to rise and with it the

potential to impact several jobs in various sectors. In addition, tech-enabled jobs strongly align with youth aspirations as they are attracted to innovative and/or digital ways of working and either already have significant digital skills or have the ability and aspiration to easily learn them.

CFYE has a number of partners currently implementing projects that are supporting the creation of tech-enabled jobs. One such partner is Novus Agro.

### CFYE Collaboration | Novus Agro

*With funding from CFYE, Novus Agro is setting up 1,000 GrainPoint outlets to address the challenge of lack of farmer's access to markets, inputs and extension services. They are also addressing the issue of lack jobs in the rural areas that youth are interested in. To manage those outlets, Novus Agro is*

*creating 1000 outlet manager jobs and 200 supervisor roles. Each outlet manager will be equipped with digital app that will be used to manage farmers in the communities the grain points are located. Read more Novus Agro's project [here](#).*

## Window 2: Jobs for Women

Women in Nigeria represent one of the largest pools of untapped labor with 61.3 million women. However, they are underrepresented in the labour force with a gap of 13.42% when compared to men. The underrepresentation of women in the labour force and their growing participation in the informal sector has largely been linked a number of factors including lower education levels that prevents women from developing

the skills and confidence to be employable, domestic responsibility and restrictive working conditions to mention a few. This window focuses on creating economic opportunities for young women and encourages private sector led innovations that look at addressing the barriers/constraints that prevent young women from taking up employment opportunities.

### CFYE Collaboration | Digital Marketing Skills Institute

*MSI is securing a better future for 5,000 young women between 20 and 35 years by training and empowering them with digital marketing skills to create, match and improve them to get decent jobs that meet their personal and career aspirations in the new digital economy. 3,000 of the women*

*to be trained will be supported to set up their own businesses where they can provide services to clients while 1,500 will be matched to waged employment opportunities in the digital marketing space. Read more about DMSI's project [here](#).*

## 5.2 Eligibility Criteria

The following eligibility criteria will apply:

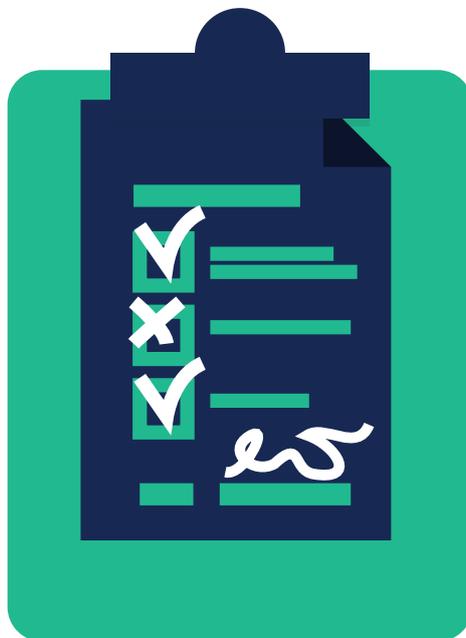
1. **Principles:** Should be able to adhere to CFYE's guiding principles & priorities.
2. **Exclusion Criteria:** The project and organizations involved in delivering the project must pass the FMO exclusion criteria.
3. **Applicant Eligibility:**
  - ▶ We strongly invite applications from private sector companies, including business accelerators and impact investors, as we believe that private sector involvement is the most effective way to develop and test market-based solutions that respond to the challenge of youth employment.
  - ▶ We actively welcome partnerships or consortium responses to this challenge.
  - ▶ Non-profit entities are also welcome to apply, but they must apply in consortium with a private-sector partner with confirmed labour demand as the lead applicant.
  - ▶ We strongly prefer to work with fast-growing small and medium-sized enterprises (SMEs). The applicant needs to be in their scale up or growth stage. Activities presented in the projects/ solutions need to be tested concepts
4. **Local Presence:** The lead organization or at least one of the consortium partners, has a local operating presence in the country.
5. **Job type:** Jobs may focus on waged employment, dependent self-employment or self-employment. The jobs created, matched or improved must be for youth aged 18-35 years. The proposal must demonstrate that the aspirations and requirements of youth have been taken into consideration in the design of the concept.
6. **Decency of Jobs:** For jobs to qualify as "decent", basic requirements include an average monthly income of the minimum wage requirement of N30,000/ month. Jobs should be maintained for at least 6 months and should be in compliance with the labour laws of Nigeria.
7. **Total Targets:**
  - ▶ The minimum employment impact per project will be 1000 jobs within the project timeframe which is a maximum of 2 years.
  - ▶ The project must meet the minimum eligibility criteria for job targets through a combination of CFYE categories: create, match or improve.
  - ▶ There should be a clear Pathway to Employment in the project approach. CFYE will not support training-only projects.
  - ▶ Employment creation, matching or improvement (of jobs) must be a direct outcome of the project
  - ▶ Projects need to be focused on either tech-enables jobs or jobs for women.
8. **Women Targets:** Of the total youth employment created, matched, or improved,
  - ▶ **Window 1:** at least a third (33.3%) should be for women. However, larger beneficiary targets will be regarded favorably.
  - ▶ **Window 2:** 100% should be for women
9. **Leverage & CFYE Contribution:** The applicant's co-investment must be at least equal to the contribution requested by CFYE. The minimum CFYE co-investment is € 200.000. Sources of co-funding have to be approved based on the guidance provided

## 6. How to Apply

Please follow our website

<https://fundforyouthemployment.nl/call-for-solutions-nigeria/>

for updates on the call process.



# Annex 1: Sector Analysis

This sector analysis builds on that done in 2020 by including 4 additional sectors which employ young people but were not analysed in the original report.

Sectors	Potential to create jobs (especially post COVID-19)	Opportunities for women	Interest of women	Required skill level
Creative Industries – fashion, film, creator economy	High	Med to high	Med - High	Semi-skilled to High skilled Skills dependent on the type of job
Health	High	Med to high	Med - High	High skilled
Education	High	Med to high	Med - High	High skilled
Hospitality	High	Med to high	Med - High	Unskilled to medium-skilled

# Annex 2: Stakeholders consulted during the Key Informant Interviews

Name Interviewee	Position	Name of Organization
<b>Donor funded programmes/Funds</b>		
<b>Olusegun Alimi</b>	Lagos State Lead	Skills for Prosperity Programme
<b>Umar Mohammed</b>	Deputy Team Lead	LINKS
<b>Mejoroh Obada</b>	Country Coordinator	Skills Initiative for Africa (SIFA) Financial Cooperation
<b>Oladoyin Olayiwola</b>	Head of Component, Economic Education and Entrepreneurship	Pro-Poor Growth and Promotion of Employment Programme in Nigeria (GIZ-SEDIN)
<b>Princewill Ogbodo</b>	Project Coordinator	Work in Progress/ SME Development Programme
<b>NGOs/not for profit</b>		
<b>Rufus Idris</b>	Country Director	Heifer international
<b>Molade Adeniyi</b>	CEO	WAVE Academies
<b>Yvonne Jonah</b>	Programme Coordinator	PIND Foundation
<b>Gabriel Isiah</b>	Programme Coordinator	Syngenta Foundation
<b>Victor Adejoh</b>	Nigeria Country Manager	Synergos Foundation
<b>Tayo Olosunde</b>	Executive Director	Mind the Gap
<b>Private Sector Organisations</b>		
<b>Mrs Olusola Babatunde</b>	CEO	One stop celebration LTD
<b>Bankole Oloruntoba</b>	Team Lead - Nigeria	Nigeria Climate Innovation Center (World Bank Funded)
<b>Linus Idahosa</b>	Founder/ CEO	Del-York International

<b>Oluwakemi Tijani</b>	Founder/ CEO	WoW Braids
<b>Dr. Remi Abere</b>	Founder/ CEO	RoebiGlobal
<b>Ayo Arikawe</b>	Co-Founder/ CTO	Thrive Agric
<b>Owuno Ogbah</b>	Founder/ CEO	Farmore Training Academy
<b>Nike Richie-Ogbodu</b>	CEO	Bakery Initiatives (BI Bakery Nigeria Limited)
<b>Emem Ema</b>	CEO	Vzhun Media
<b>Tomiwa Ojatalayo</b>	Director of Strategic Planning	StarCity
<b>Desola Ilori</b>	Head, Business Division	Sodu Africa
<b>Dolapo Olusanmokin</b>	CEO/ Founder	Alon Green Recycling
<b>David Arinze</b>	Programme Manager	Diamond Development Initiatives
<b>Aisha Bashir</b>	CEO	Cam Foods
<b>Adam Tijani</b>	Vice President of Growth & Customer Success	Beta Store
<b>Femi Olafunmiloye</b>	CEO	Lafbart Solutions
<b>Dr. Kelechi Ohiri</b>	CEO	Health Strategies Development Fund
<b>Charles Bassey Eyo</b>	CEO	LANI Group
<b>Tayo Osiyemi</b>	Deputy MD	SKLD Integrated Services
<b>Damilola Obidairo</b>	CEO	8th Gear Partners
<b>Chizaram Ucheaga</b>	CEO/ Co-Founder	RyzaPay
<b>Munza Ambina</b>	CEO	Embedded Farms
<b>Boye Oshiniga</b>	CEO/ Founder	Gradely
<b>Nkechi Okocha</b>	CEO	Mamamoni
<b>Titi Ogufere</b>	CEO	Essential Interiors

**Adanma  
Abanulam**

Lancher

Glovo

## Public Sector

**Sheila Ojei**

Director of Strategy, Partnerships and  
Stakeholder Management

Lagos State Employment Trust Fund (LSETF)

**Lara Okubajo**

Head, Startegy

Bank of Industry

**Engineer  
Suleiman**

Desk Officer, Technical & Vocational  
Training

National Board for Technical Education (NBTE)