



The Status of NEET in Mozambique

A Quantitative Analysis of Youth Not in Employment, Education or Training (NEET) (15 - 24 years old)

Country Report



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ABBREVIATION AND ACRONYMS

ALMP	Active labour market policies
ESA	East and Southern Africa
GDP	Gross domestic product
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organisation
IMF	International Monetary Fund
INE	Instituto Nacional de Estatística – Mozambique (National Institute of Statistics - Mozambique)
IOF 2019/20	Inquérito ao Orçamento Familiar 2019/20 (Mozambique Family Budget Survey 2019/20)
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LMIC	Low to middle income country
MFBS 2019/20	Mozambique Family Budget Survey 2019/20
NEET	Not in employment, education or training
OECD	Organisation for Economic Co-operation and Development
PPP	Purchasing power parity
SDG	Sustainable Development Goals
SSA	Sub-Saharan Africa
UIS	UNESCO Institute for Statistics
UN DESA	United Nations, Department of Economic and Social Affairs
UN Population Division	United Nations, Department of Economic and Social Affairs, Population Division
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UN Women ESA-RO	UN Women Eastern and Southern Africa Regional Office
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNICEF	United Nations Children’s Fund
UNW	United Nations Entity for Gender Equality and the Empowerment of Women

1

INTRODUCTION

Neither good quality education nor productive employment is universally available to the world's youth and reducing the number of young people who are not in employment, education or training (NEET) is target 8.6 of the United Nations Sustainable Development Goals (UN DESA 2021). The ILO, in their *Global Employment Trends for Youth 2020* estimate that:

“One-fifth of young people currently have NEET status, which means they are neither gaining experience in the labour market, nor receiving an income from work, nor enhancing their education and skills. Clearly, their full potential is not being realized, though many may be contributing to the economy through unpaid work, which is particularly true of young women” (ILO 2020a).

The NEET indicator, which measures the percentage of young people who are not in employment, education or training, is an important concept that captures a broad array of vulnerabilities among youth. Touching on issues of early school leaving, unemployment and labour market discouragement, NEET status also highlights the issues of youth who are engaged in family labour, domestic and care work for own consumption and thus unpaid. The consequences of high NEET rates are twofold. Firstly, on an individual level, absence from both education and employment increase the risk of poverty and a permanent disengagement from the labour market. Secondly, on a country level, high NEET rates are a loss in terms of unused labour supply, lower productivity and lower GDP output.

Young women in East and Southern Africa are disproportionately affected by NEET status. Leaving school early, marriage, assisting with subsistence farming, unpaid domestic work, taking care of family members and fewer opportunities to take up work which may be seen as inappropriate or unsafe for young women, all play a role in the NEET status of young women. NEET status is also more likely to become a permanent state for young women. The



Source: UN GIS 2020

NEET rate in many developing countries declines very little for young women between 15 and 24 years old when ten years later the cohort is between the ages of 25 and 34 years (ILO 2020a).

Data from the Mozambique *Inquérito ao Orçamento Familiar* (Family Budget Survey) conducted in 2019/20 shows that 37% of women and 29% of men aged 15-19; 47% women and 39% of men aged 20-24 are not in employment, education or training (NEET). Unlike many of the other countries in East and Southern Africa, Mozambique has low levels of girls and young women's enrolment in education. Young women are leaving school early to assist in family agriculture or enterprises and many are getting married while still teenagers. According to the Family Budget Survey 2019/2020, 61% of young women in Mozambique are married by the time they are 19.

Mozambique, while having sustained economic growth over the past two decades, still has extreme poverty rates that affect over 60% of the population. More recently flood damage from Cyclone Idai, the negative effects of COVID-19, ongoing armed conflict in the Cabo Delgado region and weak government financial management have all affected a growing number of the population moving into extreme poverty.

While development efforts and declining poverty rates and shifts in gender norms over the past two decades were slowly improving the overall outlook for young women and men in the East and Southern African region, the impact of the COVID-19 pandemic threatens to roll back these gains (UN Women 2020a). Given both the potential and the necessity to develop young adults' contribution to future economic and social development, world commitments to the Sustainable Development Goals have emphasised increased quality education, greater training opportunities and initiatives to increase youth employment.

Since 2020 the COVID-19 pandemic and associated worldwide economic decline has affected the region with job losses and an increase in poverty; schools and educational institutions have been closed for extended periods; development initiatives, healthcare services and nutrition levels have declined (UN Women 2020a). Young adults whose place in the labour market is often informal, temporary and tenuous at best have seen greater job and income losses than their parents. Increased numbers of young adults are likely to be lost to the education system. Young women are more vulnerable to the effects of the COVID-19 pandemic. Interrupted education, economic and food insecurity, disruptions in services, unplanned pregnancy, all increase the risk of early marriage (UNICEF and UNFPA 2021).

To ensure that recovery from the COVID-19 pandemic also reduces the number of youth NEET, especially young women, the UN Women Eastern and Southern African Regional Office has commissioned a quantitative research report on the status of youth NEET in nine East and Southern African countries. This report constitutes the investigation into the status and determinants of NEET in Mozambique.

The report will provide a descriptive and a statistical analysis of the data from the Mozambique *Inquérito ao Orçamento Familiar* 2019/20 (Family Budget Survey 2019/20) that examines the characteristics of youth NEET in Mozambique. It will develop statistical models to better understand the current situation of youth NEET and will also look at whether there are determining factors that characterise the difference between young women and men who are NEET. In this regard Family Budget Survey 2019/20 data will be used to understand some of the complex interactions between poverty, employment opportunities for young women, household factors, education attainment, family structures and gender.

The report is structured as follows:

It will first give an overview of the economic, demographic and gender context of Mozambique. Growth prospects and employment opportunities will affect strategies to address the lack of access that young people have to paid work. However, these are affected by the projected size of the youth population and their current socioeconomic status. The interaction between poverty, access to social services and gender norms frequently lead to young women leaving school and into marriage and childbearing before accessing employment (UNICEF and UNFPA 2015 and 2021).

Unlike many of the other countries in East and Southern Africa, Mozambique has low levels of girls and young women's enrolment in education. Young women are leaving school early to assist in family agriculture or enterprises and many are getting married while still teenagers. According to the Mozambique Family Budget Survey 2019/2020, 61% of young women in Mozambique are married by the time they are 19. The pregnancy rate amongst adolescents is 38% (Jaén-Sánchez et. al. 2020).

Using the country's survey data, the next section of the report gives a description of youth by status – NEET, employed or in education. This data is disaggregated by age group and sex. Methodological and definitional issues surrounding the calculation of the NEET rate and the definition of employment used in the surveys is discussed in this section.

The third section of the report presents analytical statistics and the determinants of youth NEET. Logistical regression models are used to calculate the probability of young women having NEET status depending on their circumstances. The variables tested for their effect on NEET status are age, marriage, highest level of education attained, time spent in unpaid family agriculture or enterprise, family structure, urban or rural residence.

The fourth section of the report is the conclusion and recommendations that arise from the data analysis. Most of these recommendations reinforce the country's current development agenda and the work done by committed stakeholders and development agencies.

2

DESCRIPTION OF THE MOZAMBIKAN CONTEXT

The country context plays a determining role in the prospects for young people's ability to attain good quality education and to enter the labour market. Economic development, demographic growth and societal attitudes towards young women affect whether the youth can contribute to the overall development and to reductions in poverty which have been eroded by the impact of COVID-19.

This section gives a description of Mozambique's economic growth prospects in terms of GDP growth and GDP per capita; it presents the projected growth of the youth population; the impact of poverty on young women and the gender dimensions of development in Mozambique. Issues related to education and employment are considered as central to the NEET analysis and are therefore discussed in more detail in Section 3.

2.1 Demographic profile by sex and age

Intrinsic to wealth is population growth. This impacts at a macro level in per capita terms, in the labour absorption capacity and in the state's ability to provide services. At a family level without sufficient employment the number of dependents increases and the potential for a spiral of vulnerabilities increases. Those countries whose population growth rate has slowed down "are much better placed to achieve economic take-off and middle-income status" (Bryceson 2018).

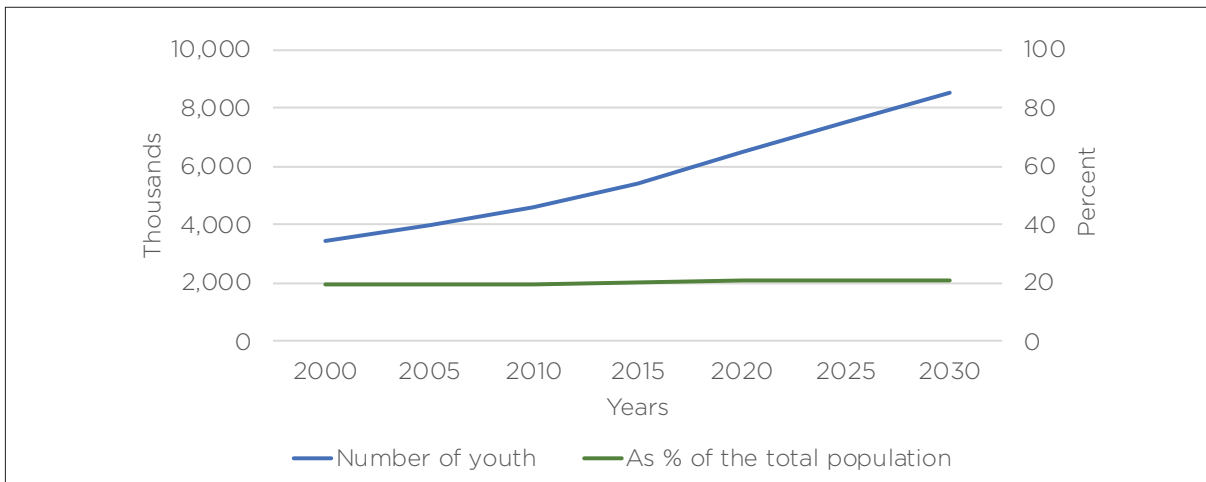
The population growth rate in Mozambique is currently 3.6% which is the highest in East and Southern Africa and is unsustainable in terms of already high poverty rates and the current lack of essential services needed for human development (UNFPA 2022). Rates of women's adolescent marriage and childbirth are the highest in the sub-region, endangering both mother and their children's health and reducing the economic well-being of the population as a whole and the government's ability to provide social services and infrastructure (UNICEF and UNFPA 2021).

Figure 1 shows the number youth and youth¹ as a percentage of the total population projected to 2030. While the percentage of youth to total population remains under 20%, this is due to the continued rapid growth of the population as a whole rather than due to a stabilising of the youth population.

The population pyramid in Figure 2 shows the estimated population of Mozambique in five year age bands by sex for 2020. The growth between 5 year age bands in the Mozambique population is projected to continue to increase (UN Population Division 2019).

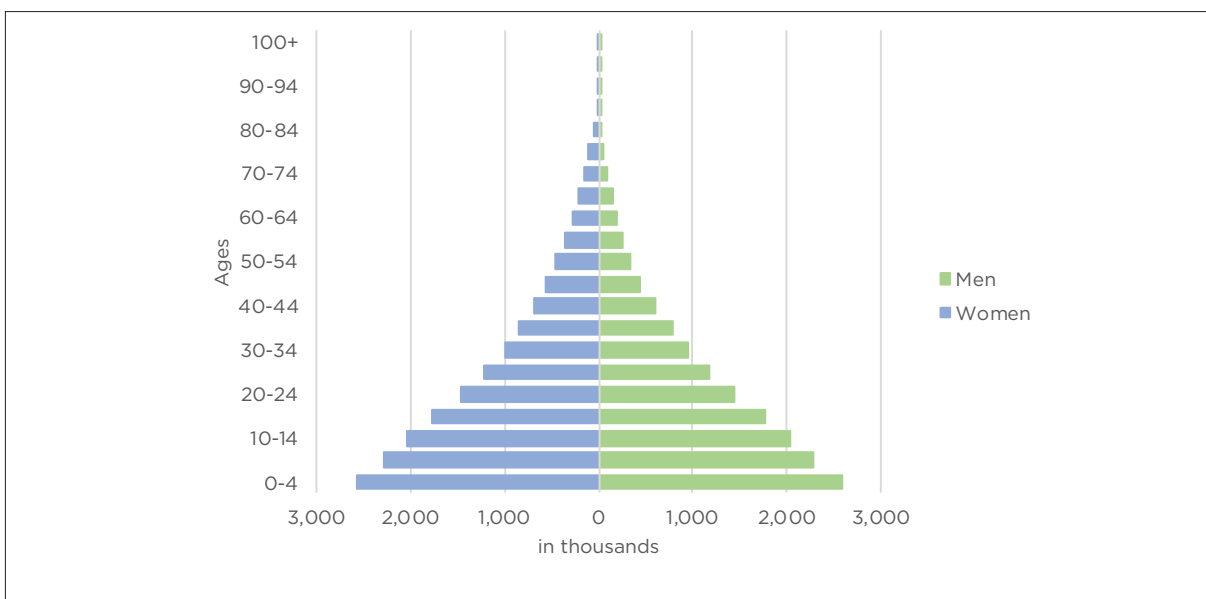
¹ While youth in is defined as 15 to 35 by the Mozambique INS, for the purposes of inter country comparison in this report youth is defined as individuals aged 15-24 years.

Figure 1: Number of youth and youth (aged 15-24) as a percentage of the total population from 1990 projected to 2030 by sex



Source: UN Population Division (2019), author's calculations.
 Note: Youth is the estimated population ages 15-24. Working-age population is estimated population of ages 15-64.

Figure 2: Population of Mozambique in 5 year age bands and sex, 2020



Source: UN Population Division (2019), author's calculations.

2.2 Economic growth projections

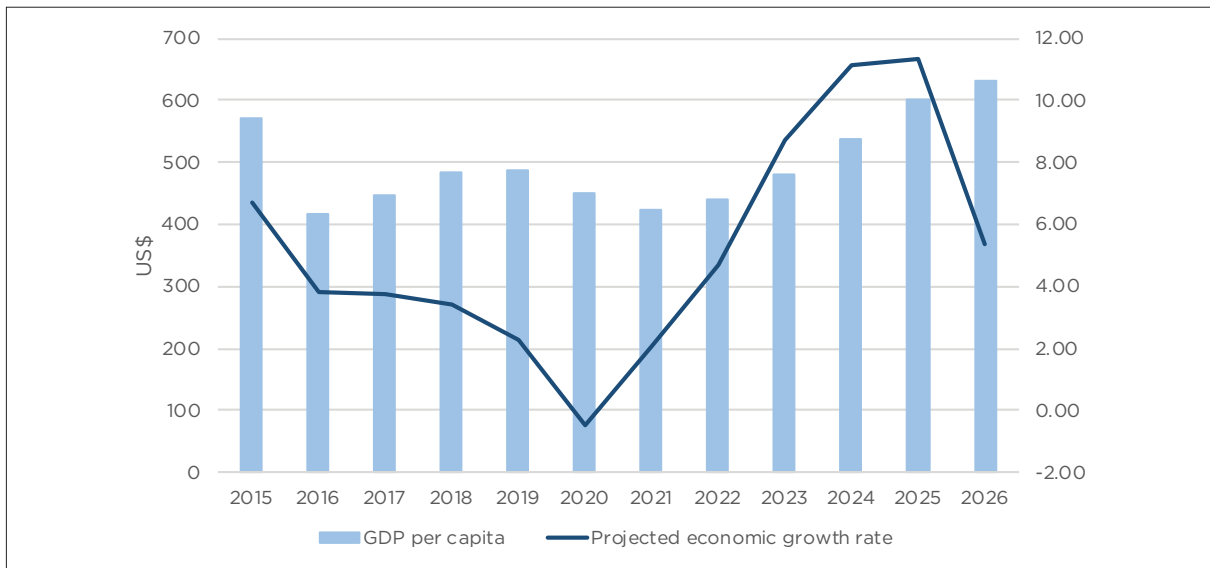
Mozambique, while having sustained economic growth over the past two decades, still has over 60% of the population living in extreme poverty and one of the lowest human development indices in the world. More recently flood damage from Cyclone Idai, the negative effects of COVID-19, ongoing armed conflict in the Cabo Delgado region and weak government financial management have all impacted on increasing numbers of the population moving into extreme poverty (IMF 2021).

While the World Bank (2022) expects economic growth to rebound over the medium-term, reaching about 4% by 2022 and 10% by 2024, this growth is projected to be driven by recent discoveries of fossil fuels and conflict in the region has created uncertainty around growth prospects. In any event, converting gains from fossil fuels into

decreased poverty, increased education and training as well as employment for young people will take time (IMF 2021).

As the recent World Bank Mozambique Economic Update (March 2021) notes, the country needs to press ahead with its “structural reform and measures to support viable firms and households would be crucial for a resilient and inclusive recovery. In the recovery phase, policies focusing on supporting economic transformation and job creation, especially for the youth, would be critical” (World Bank 2022).

Figure 3: GDP per capita and GDP growth rates projected to 2026



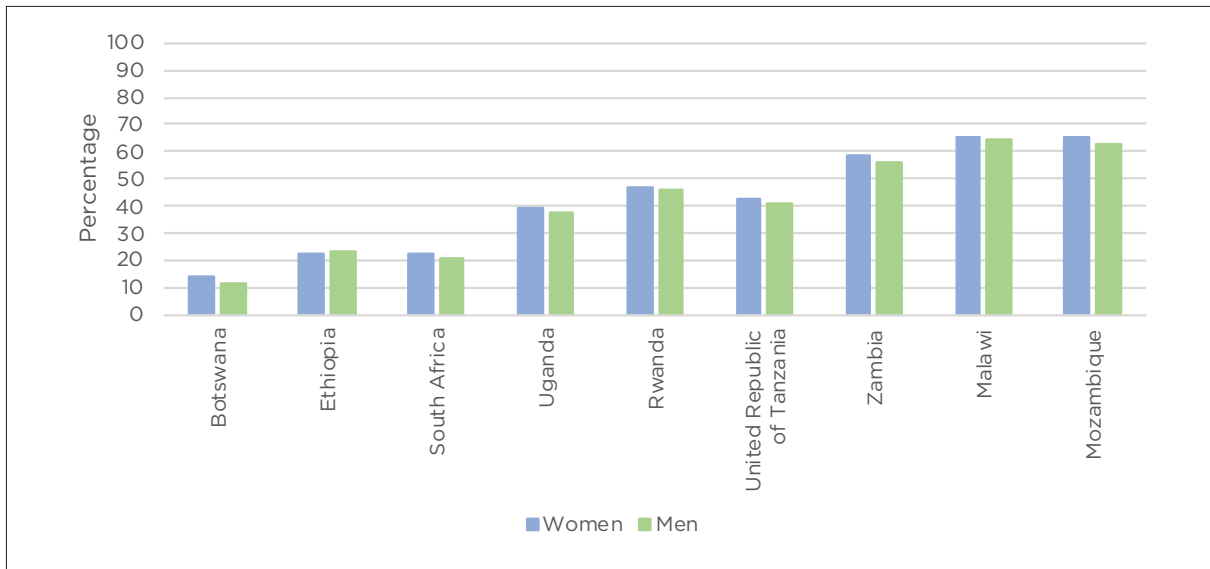
Source: IMF World Economic Outlook Database (2021).

2.3 Poverty profile by sex and age

Mozambique has one of the lowest human development indices in the world and over 60% of the population living in extreme poverty. The COVID-19 pandemic has pushed more of Sub-Saharan’s population into extreme poverty and widened the gap between women and men’s poverty rates. More women have lost their livelihoods because they tend to work in sectors that were hit harder and more affected by restrictions, such as tourism, food production and trading, as well as more likely to be in temporary and part-time employment than men (UN Women 2020b).

Figure 4 shows the percentage of the total population living in extreme poverty (less than US\$ 1.90 per day) for selected countries in this NEET study. Poverty affects more women and children than men and is driven by unequal access to economic resources; the demands of childcare, domestic work and unpaid work on family farms or enterprises; gender discrimination in the labour market; the gender pay gap and social stigma around suitable occupations (UN Women 2018). In many predominantly agricultural countries fewer women than men are able to access paid agricultural work. Both productive agricultural work on family farms and casual, part time or day labour in rural areas is male dominated. Given the substantial proportions of rural households that are headed by women and engaged in farming predominantly for family consumption, reliance on agriculture leaves women and their children vulnerable to food shortages and persistent poverty (UN Women 2020b).

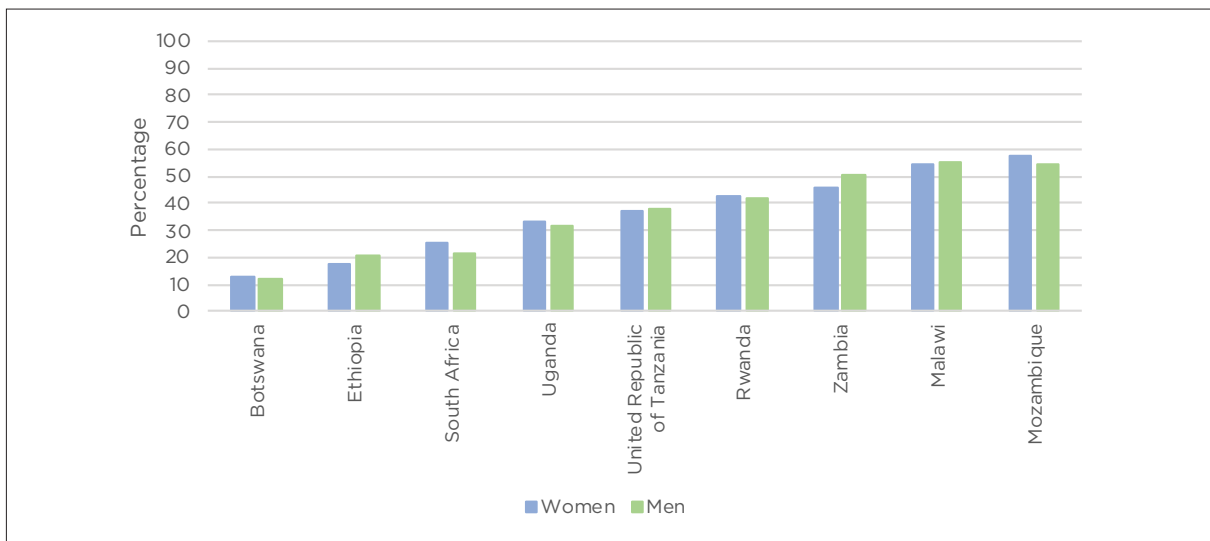
Figure 4: Percentage of population living in extreme poverty in selected East and Southern African countries by sex



Source: UN Women et. al. (2020) Annex 4: Estimates and Forecasts of Extreme Poverty by Sex and Age - Population aged 15-24.

Figure 5 shows the percentage of youth 15-24 living in extreme poverty. While poverty levels of the youth population in Mozambique are lower by 8 percentage points than for the population as a whole, the gender difference in extreme poverty is the same with 58% of young women living in extreme poverty and 54% of young men.

Figure 5: Percentage of youth population (aged 15-24) living in extreme poverty by sex



Note: Extreme poverty is below US\$ 1.90 per person per day in 2011 parity purchasing power (PPP).

Source: UN Women et. al. (2020) Annex 4: Estimates and Forecasts of Extreme Poverty by Sex and Age - Population aged 15-24.

2.4 Gender norms and women's equality in Mozambique

“The political commitment of the Government of Mozambique on gender equality and the empowerment of women is strong, but progress in reducing the gender gap remains uneven” (UN Women 2022).

In 2019 Mozambique was ranked 181st out of 189 countries in the UNDP Human Development Index, and 127th out of 162 countries in the UNDP Gender Inequality Index (UNDP 2020). Extreme poverty, a lack of social services and gender norms that discriminate against women have contributed to the unequal status of women and girls in Mozambique. Women have lower levels of education than men and women over 25 have 2.7 mean years of schooling while men have 4.5 mean years of schooling. High levels of teenage marriage and childbirth coupled with a lack of access to healthcare services and low contraceptive prevalence (25%) result in a fertility rate of 4.9 children per women (USAID 2019).

A number of development indicators have improved for women and girls, most notably in education where the expected years of schooling are now 9.5 years for women and 10.5 years for men. The percentage of girls married at 15 years old has dropped from 22% in 1997 to 9% in 2019/20 (UNICEF and UNFPA 2015, Mozambique Family Budget Survey 2019/20). However, adolescent fertility rates are still the highest in East and Southern Africa with 38% of women between 15 and 19 years old being pregnant or having given birth (Jaén-Sánchez et. al. 2020). Data from the Mozambique Family Budget Survey 2019/20 shows that 60% of young women are married by the age of 19 and 70% by the age of 24.

Participation of women in wage employment is low and before COVID-19 pandemic only 20% of women were in wage employment compared to 37% of men (UN Women, UNFPA and ILO 2021). While 70% of the population engage in family farming, women only own 20% of the land in Mozambique. In addition the gender gap in agricultural productivity due to women not being able to access the same agricultural inputs as men leaves little scope for women to move from subsistence farming to income generating agricultural production.

3

ANALYSIS OF THE MOZAMBIQUE FAMILY BUDGET SURVEY 2019/20: DESCRIPTIVE STATISTICS

The Mozambique *Inquérito ao Orçamento Familiar* (Family Budget Survey) 2019/20 (IOF 2019/20) was conducted by the *Instituto Nacional de Estatística* (National Institute of Statistics) (INE) – Mozambique between 2019 and 2020. 13 343 households were sampled which included 64 519 individuals of all ages. This country report looks at the profile of youth in the survey between the ages of 15 and 24 who live in the households surveyed and were present at the time of the survey.

“Youth NEET are a highly diverse group and reasons for being NEET vary. There are many reasons why a young person may leave school and not actively be seeking a job. They may face particular obstacles; have other demands on their time such as assisting in family own use farm or enterprise production; they may be disabled, and/or there may simply be (or perceived to be) no suitable jobs available” (ILO 2020).

The relative number of youth NEET in a country is affected by how many 15-24 year-olds are able to access education or employment. To understand the drivers of NEET, it is also important to look at the prospects for youth in both of these areas. This section gives the definition of NEET and employment as well as an explanation of the difference in the NEET rates that might arise depending on the definition of employment that is used. The section has an overview of youth NEET, in education, by highest education level, employed by type of employment and engaged in unpaid family farming.

3.1 Definition of NEET and employment

Across East and Southern Africa the NEET rates are affected by the precise definition of employment captured in the various household survey instruments – which may differ slightly by survey and by country. Many countries are still in the process of updating household and labour force surveys to reflect the definition of employment as revised at the ILO 19th International Conference of Labour Statisticians (ICLS) in 2013 (ILO 2013).

The major revision in the definition of employment in the 19th ICLS is that it *excludes* “own use production work comprising production of goods and services for *own final use*” (ILO 2013). In East and Southern Africa NEET rates using the definition of employment from the 19th ICLS standards are substantially higher than the NEET rates using the 13th ICLS (1982) definition of employment (ILO 2013). The removal of “production of goods and services for *own final use*” from the definition of employment effectively increases the numbers of NEET youth – especially in largely subsistence agricultural countries where young people assist with family agricultural production for own final use. There may also

be more youth currently engaged in family production for own use that now become defined as unemployed – hence also potentially raising the youth unemployment rate.

The process of updating household and labour force surveys to reflect the 19th ICLS standards takes time and care needs to be taken with the design of the survey questionnaires so they reflect the standards as defined. Measuring the differences in work for pay or profit (and therefore employed) versus work for production of goods and services for own final use (and therefore not employed) can be particularly sensitive to questionnaire design – especially amongst groups in less formal employment such as youth and women. In a review by the ILO and the World Bank in Sri Lanka more detailed and carefully structured survey questions find differences in the numbers and hours of paid employment – including increased numbers of women engaged in small enterprise activities. They also find greater hours worked than previously reported in unpaid family work. (Discenza 2021).

A detailed review of employment data in household surveys by the World Bank finds that household and labour force surveys that do not have questions designed to elicit the revised definition of employment tend to collect data that overstates employment in both youth and women (Desiere and Costa 2019). Klasen (2018) points out that there is likely to be a discontinuity in comparisons of NEET before and after countries implement changes to the 2013 19th ICLS standards. In addition, countries are likely to have different time-scales for the implementation of the new standards. Care should be taken with both inter-country and in-country comparisons over time.

Definition of NEET

Youth not in employment, education or training is the indicator of the Sustainable Development Goal 8, Target 6: “By 2020 substantially reduce the proportion of youth aged 15-24 not in employment, education or training”. According to UN DESA (2021) the youth NEET rate differs from the youth unemployment rate as it includes the discouraged work seeker category as well as those who are outside the labour force and not in education or training (ILO 2013).

The NEET rate is calculated as follows*:

$$\text{NEET rate (\%)} = \frac{\text{total number of youth aged 15-24} - (\text{number of youth aged 15-24 in employment} + \text{number of youth aged 15-24 in education or training})}{\text{total number of youth aged 15-24}} \times 100$$

It is important to note that the indicator is composed of two different sub-groups – unemployed youth (actively seeking work) not in education or training as well as youth outside the labour force (not actively seeking work) not in education or training. Unemployed youth who are in education and training who should not be counted as NEET.

**Education* is formal or non-formal education (institutionalised, intentional and planned by an education provider).

Employment is defined as all persons of working age who, during a short reference period (one week), were engaged in any activity to produce goods or provide services for pay or profit. This specifically excludes work in family agriculture or family enterprises for own consumption and it excludes unpaid domestic and care work.

Training is a non-academic learning activity through which a person acquires specific skills intended for vocational or technical jobs. (UN DESA 2021)

Implications of the 19th ICLS definition of the labour force for NEET rate calculations

This report uses the Mozambique Family Budget Survey 2019/20 for analysis of youth NEET. The published report on the Mozambique Family Budget Survey 2019/20 (MFBS 2019/20) does not explicitly mention whether it follows any ICLS protocol but it also does not publish total employment or NEET rates (INE Mozambique 2021).

The format of employment questions in the MFBS 2019/20 is somewhat different to the surveys of the other countries in this series of reports. The Mozambique survey asks if:

- the respondent is employed;
- who they work for (an employer, own account with employees, own account without employees or family worker without remuneration);
- whether they are permanent, seasonal or casual; and
- their main occupation and sector.

The respondent is not asked whether they work in family agriculture or enterprise for family use or for sale. In the analysis of the data “family worker without remuneration” is assumed to denote “not employed”. While this is not an ideal distinction there is approximately 90% correspondence between the designation “family worker without remuneration” and the occupational and sector codes for subsistence agriculture/fishing. In the “own account worker” category approximately 60% of respondents were engaged in subsistence agriculture/fishing while the other 40% had occupational codes such as vendor, baking, brick laying. For the purposes of this data analysis it is assumed that “family worker without remuneration” and “own account worker” is a sufficiently reliable distinction as to whether the agriculture or fishing is for family use or for sale.

In terms of NEET rates, using the 19th ICLS standards, this report shows a 41% NEET rate for women and a 33% NEET rate for men; whereas the *Modelled Estimates* in the ILO Data Explorer which use the 13th ICLS standards show a 20% NEET rate for women and a 13% NEET rate for men (<https://ilostat.ilo.org/>).

3.2 Population of youth by sex and age (15-24)

Table 1 and Figure 6 show the number of youth represented in the survey when weighted by their sample weight. There are a total of 5.817 million young women and men between the ages of 15 and 24, of these 3.111 million are women and 2.706 million are men. It appears that there is an undercount in the survey of men in this age group. Table 2 shows the percentage and ratio of women to men in the survey. For the whole age-group the ratio is 1.15. However, the undercount affects the age group 20-24 more than 15-19. The ratio of women to men in the 15-19 year old population is 1.10 and in the 20-24 year old population is 1.21.

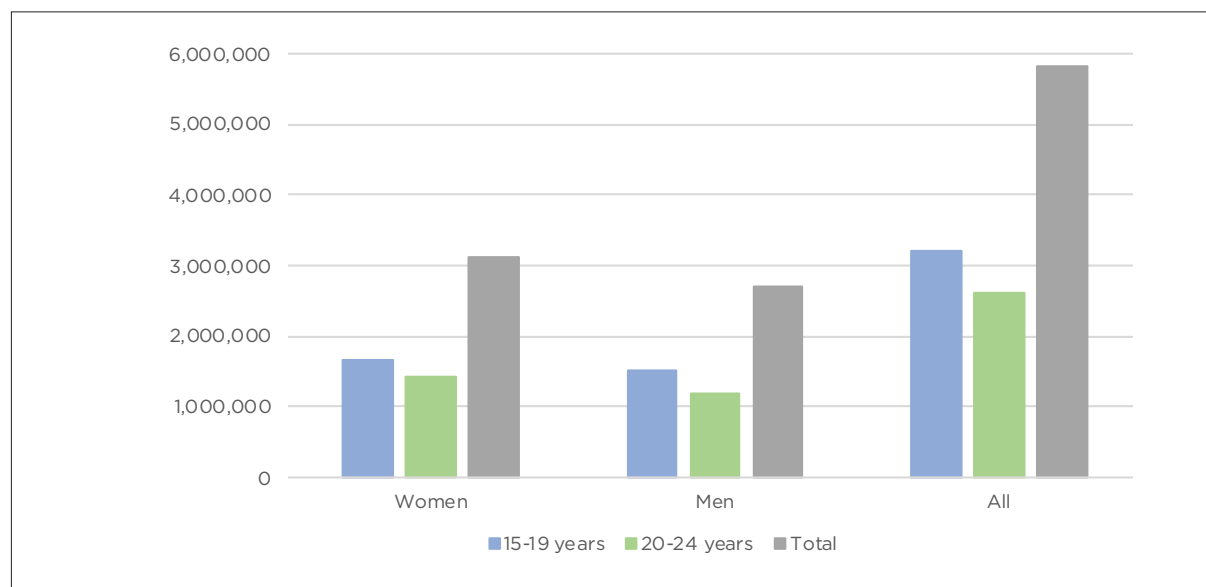
This undercount of young men is typical of many of the surveys analysed for this study. The difference between the two is likely to be due to the greater number of young men who leave the household for education, employment or seeking employment; and they may be living in hostels, at their places of work or sleeping rough and will therefore not be picked up in household survey.

Table 1: Total number of youth included in the survey, by sex and age group

	Total	Women	Men
15-19 years	3 201 644	1 678 161	1 523 483
20-24 years	2 615 664	1 432 866	1 182 798
Total	5 817 308	3 111 027	2 706 281

Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

Figure 6: Youth population, by sex and age group



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

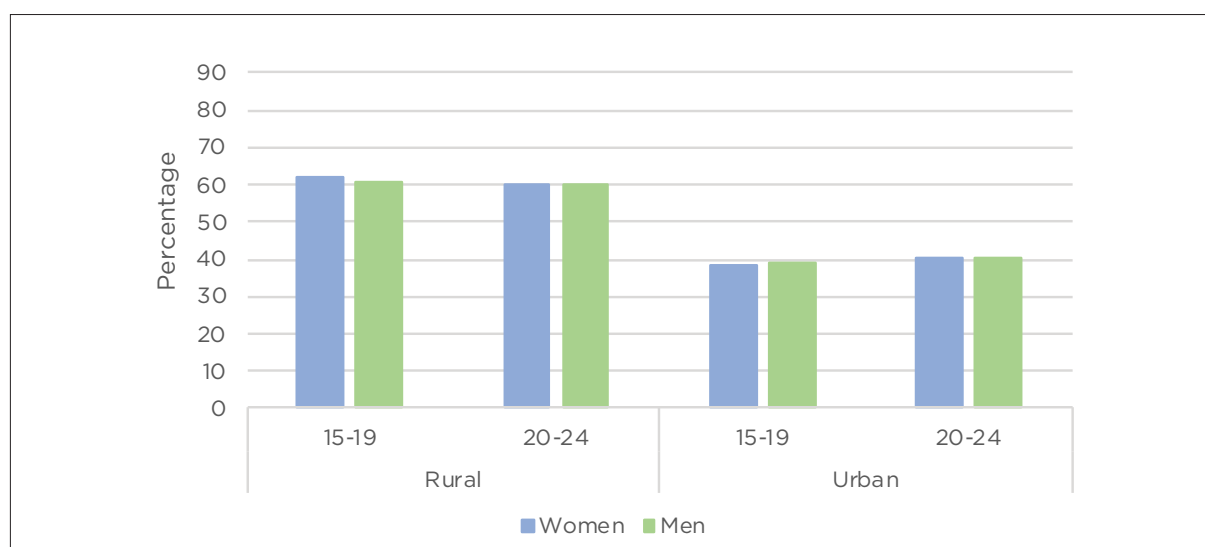
Table 2: Percentage and ratio of women to men by age group

	Women Percentage	Men Percentage	Ratio of women to men
15-19 years	52	48	1.10
20-24 years	55	45	1.21
Total	53	47	1.15

Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

As with the total population of Mozambique, 60% of the youth population live in rural areas. Figure 7 shows the percentage of youth by rural and urban residence. The percentages of young women living in urban areas is slightly lower than young men but only by 2 percentage points.

Figure 7: Urban and Rural youth as a percentage of the youth population, by sex and age group



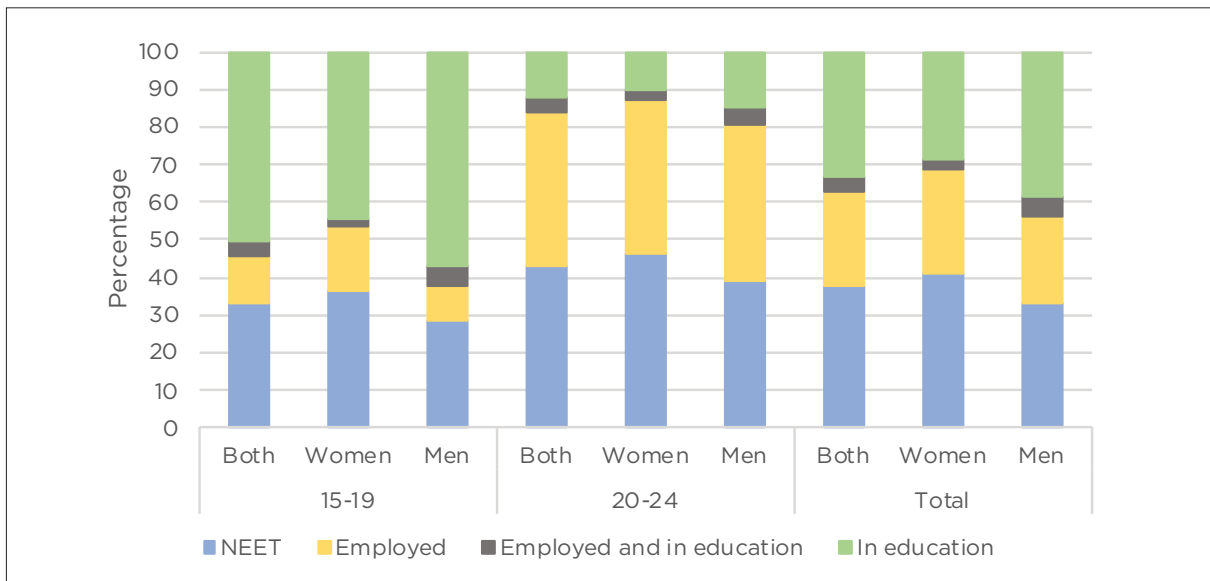
Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

3.3 Overview of youth by activity status

Mozambique has a different profile of youth by activity status to the other countries in the survey. Mozambique has the highest percentage of youth employed, with women being as likely to be employed as men. However, two points need to be taken into consideration when analysing this data. Firstly, as mentioned in section 3.2, there is an undercount of young men in the survey. This affects approximately 2% of 15-19 year old men and 10% of 20-24 year old men and this is most likely to be an undercount of the male working population. This gives rise to a lower percentage of young men in employment than presented in Figure 8. The second consideration is that the high levels of extreme poverty in Mozambique (over 65% for all women and girls and 58% of women aged 15-24) mean that the majority of the employed youth are in working poverty.

The highest percentage of youth NEET in Mozambique are women aged 20-24, 47% of whom are NEET. Young men in the 20-24 year old age group are less likely to be NEET and have a NEET rate of 39%. Thirty seven percent of young women between the age of 15 and 19 are NEET while 29% of young men this age are NEET. Figure 8 and Table 3 show the percentage of youth by activity status – NEET; employed; employed and in education; and in education only – by sex and age group.

Figure 8: Percentage of youth by activity status - NEET; employed; employed and in education; and in education only, by sex and age group



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

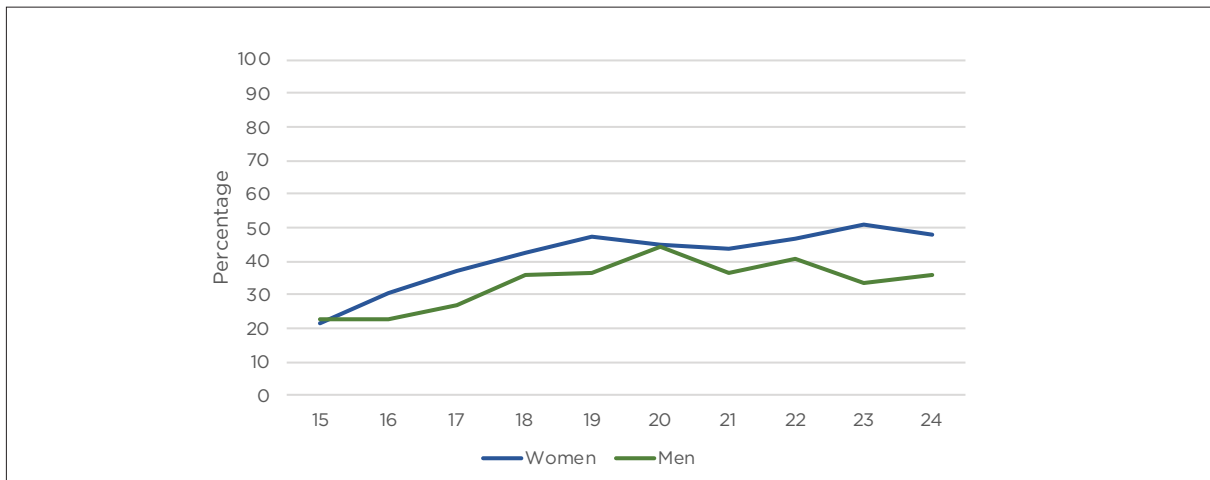
Table 3: Percentage of youth by activity status - NEET; employed; employed and in education; and in education only, by sex and age group

	Age Group	Women Per cent	Men Per cent	Ratio of women to men
NEET	15-19	37	29	1.4
	20-24	47	39	1.5
	Total	41	33	1.4
Employed	15-19	17	9	2.0
	20-24	40	42	1.2
	Total	28	23	1.4
Employed and in education	15-19	2	6	0.4
	20-24	2	4	0.7
	Total	2	5	0.5
In education	15-19	45	57	0.9
	20-24	11	15	0.9
	Total	29	38	0.9

Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

In terms of the percentage of NEET by age in single years, both women and men have the same NEET rate, of 23% at 15. Young women then start to leave school and, as will be seen in section 3.6, start to marry in increasing numbers. The NEET rate of women increases to 48% at 19 after which it levels off and remains below 50% as young women increasingly find employment.

Figure 9: Percentage NEET youth (aged 15-24), by sex and age in single years

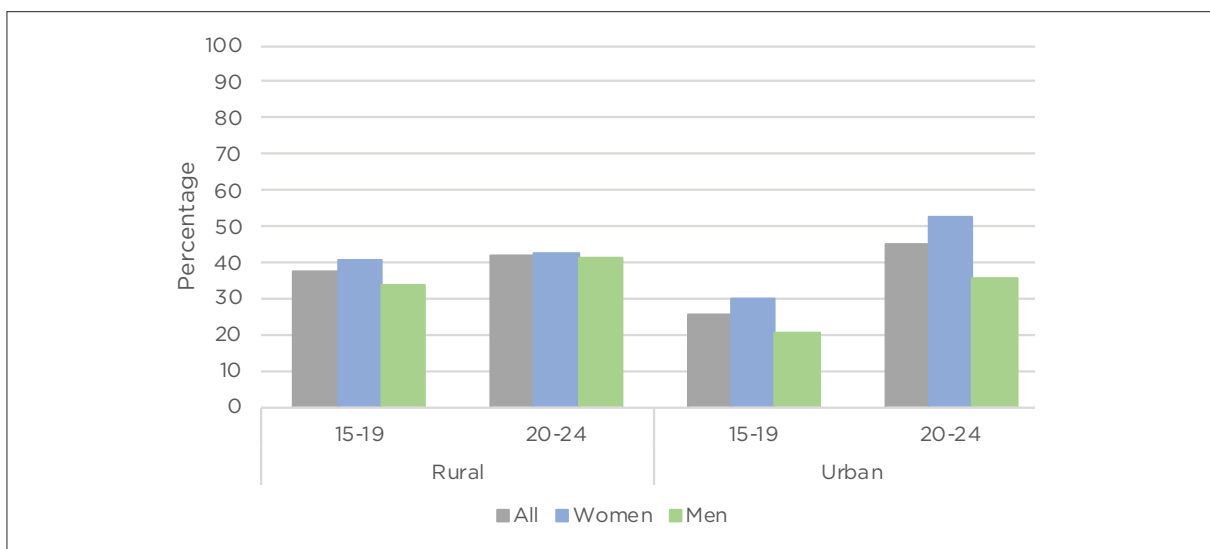


Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

NEET in the urban areas is 10 percentage points lower for women between 15 and 19 year old. This is mostly driven by higher enrolment rates in urban areas as young women in urban areas are more likely to remain in school and take up post-school opportunities.

The NEET rate is 10 percentage points higher for women in urban areas between 20 and 24 years old. It is not clear from the data what factors drive this higher NEET rate. It could be due to a shortage of employment opportunities for young women in urban areas; a shortage of childcare options; or lower poverty rates in urban areas that allow more young women to choose to remain at home rather than pursue extremely low wage employment.

Figure 10: Urban and Rural NEET as a percentage of youth, by sex and age group



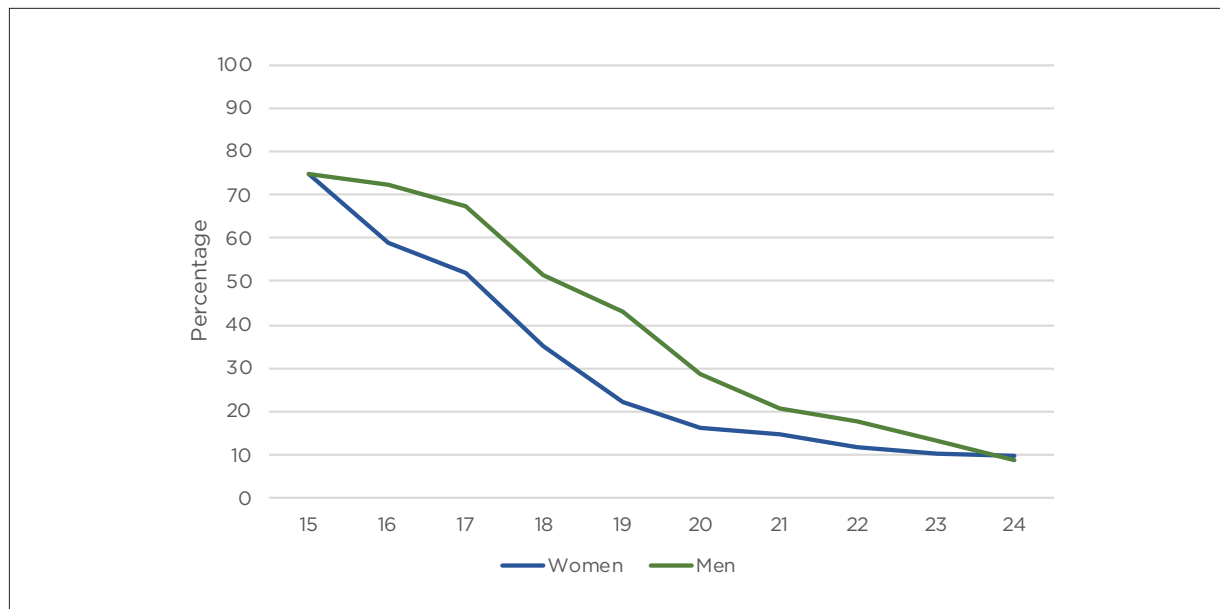
Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

3.4 Education profile of youth

“In Mozambique, girls aged 15-17 who are in school are about 8 times less likely to marry as a child than girls who have never attended or have left school. Empowering girls and keeping them in school are therefore two key components of the UNFPA-UNICES Global Programme to End Child Marriage.” (UN Mozambique 2021)

Enrolment in education of girls and young women in Mozambique is still far from parity. Figure 11 shows the percentage of youth currently enrolled in education by sex and age in single years. At 15 years old enrolment of both women and men is 75% but after 15 women begin to leave school. At 16, 52% of women are enrolled in school and 67% of men; and at 18, 35% of women and 50% of men are enrolled. At 21 years old the gap in enrolment between women and men narrows with 15% of women and 20% of men enrolled in education or training.

Figure 11: Percentage of youth (aged 15-24) currently enrolled in education, by sex and age in single years

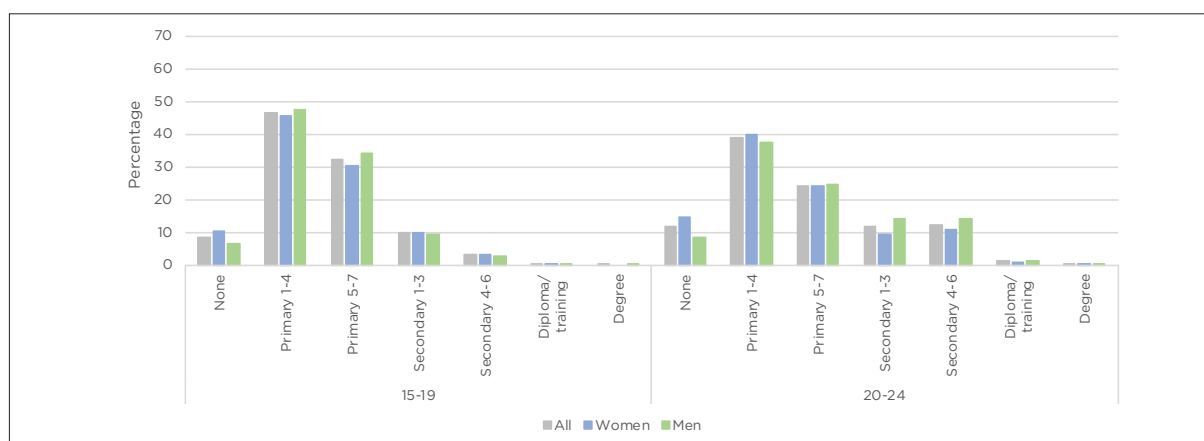


Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

Progress through the education system is extremely slow with young people repeating years or leaving school due to being needed at home and then returning. As seen in Figure 1 and Table 4, 45% and 46% of women and men, respectively, have attained lower primary only, while 30% and 34% of women and men have attained senior primary school. 10% have attained lower secondary school and less than 5% have attained senior secondary school.

In the 20-24 year age group less than 10% of women have attained lower secondary school and 11% have attained upper secondary compared to 15% and 14% of men respectively. Less than 1% of either women or men attain post school training and less than 0.5% attain university qualification.

Figure 12: Percentage of youth by level of education attained, by sex and age group



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

Table 4: Percentage of youth by highest level of education, by sex and age group

		Women Per cent	Men Per cent	Ratio of women to men
15-19	None	10	6	1.8
	Prim 1-4	46	47	1.1
	Prim 5-7	30	34	1.0
	Sec 1-3	10	9	1.2
	Sec 4-6	3	3	1.5
	Diploma/training	0.1	0.2	0.7
	Degree	0.0	0.0	0.0
20-24	None	15	8	2.2
	Prim 1-4	40	37	1.3
	Prim 5-7	24	24	1.2
	Sec 1-3	9	14	0.8
	Sec 4-6	11	14	0.9
	Diploma/training	1	1	0.9
	Degree	0.4	0.4	1.2

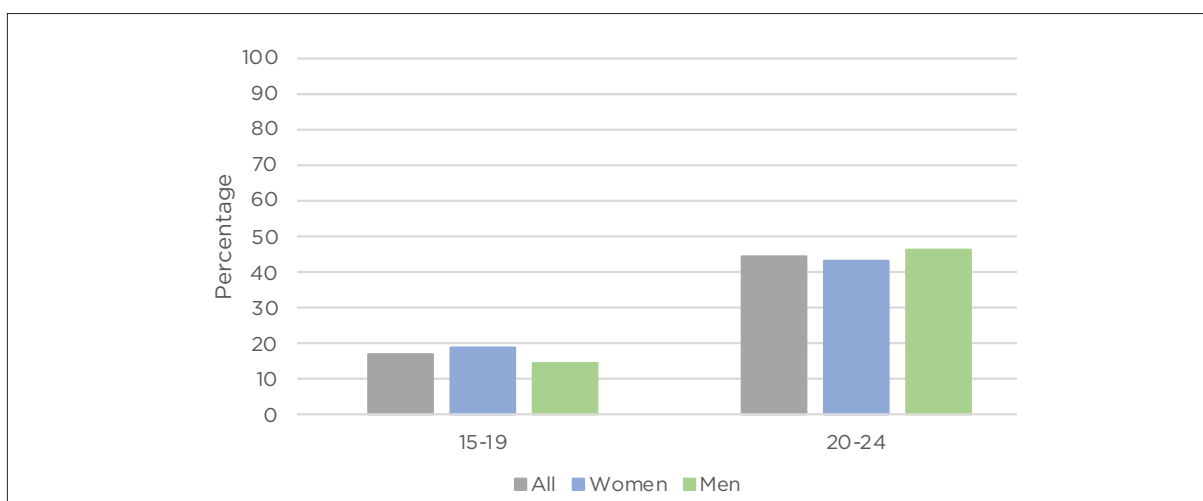
Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

3.5 Employment profile of youth (including type of employment)

Mozambique has relatively high rates of youth employment, however, with high levels of extreme poverty in the country this work is likely to be seasonal, informal and poorly paid. Much of the work is in paid family agriculture which employs 90% of young rural women and between 50% and 60% of young rural men.

Figure 13 and Table 5 give the percentage of youth employed. Nineteen per cent of women and 15% of men between the age of 15 and 19 are employed – this includes the youth who are employed and in education. 43% of women and 46% of men between the age of 20 and 24 are employed.

Figure 13: Percentage of youth employed, by sex and age group



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

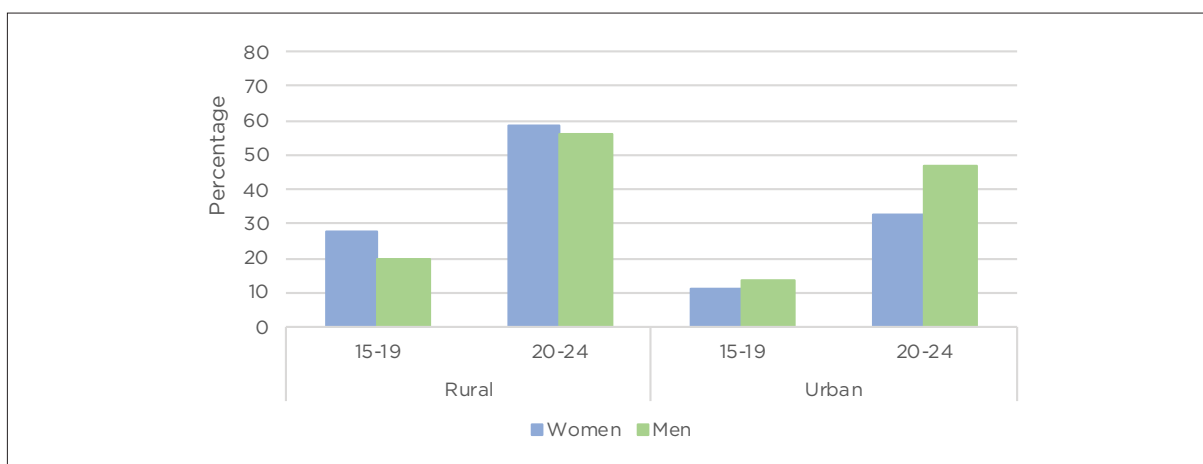
Table 5: Percentage and ratio of employed women to men, by age group

	Women Percentage	Men Percentage	Ratio of women to men
15-19 years	19	15	1.40
20-24 years	43	46	1.12 ²

Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

The percentage of youth employed in rural areas is substantially higher for young women than the urban areas. 28% of rural and 11% of urban 15-19 year old women are employed. 59% of rural and 33% of urban 20-24 year old women are employed. In rural areas more women than men are employed. However, in urban areas only 33% of women aged 20-24 are employed compared to 37% of men in this age group.

Figure 14: Percentage of employed youth by urban or rural residence, sex and age group



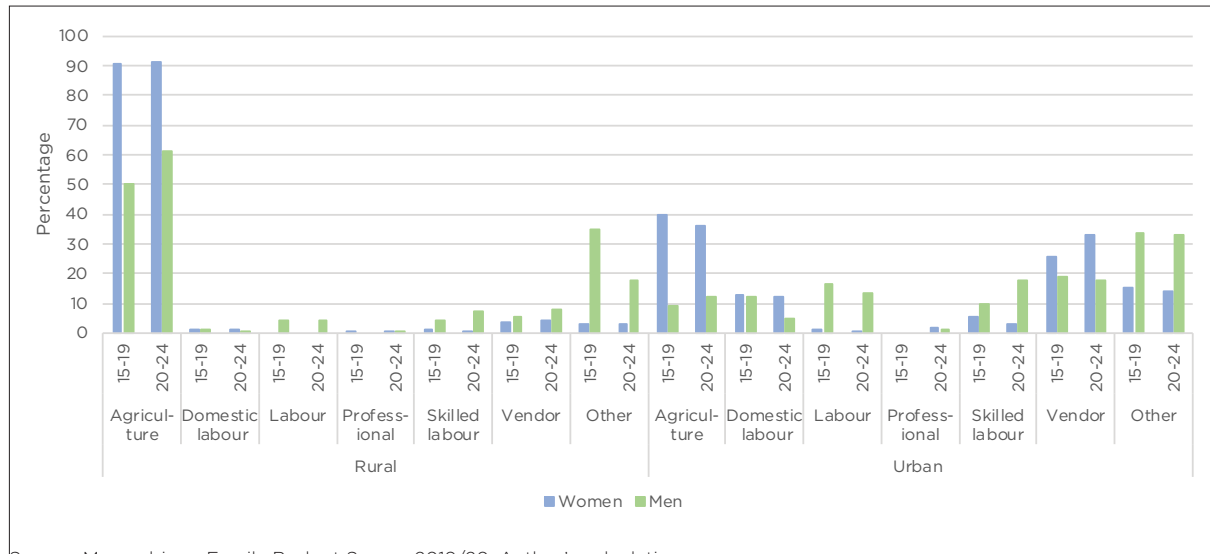
Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

2 This ratio is greater than 1 meaning that numerically there are more women than men employed but as a percentage of the respective populations of women and men aged 20-24, a greater percentage of men are employed.

Employed women in the rural areas are predominantly working in agriculture. 90% of women in both age groups work in family agriculture with less than 5% working as vendors and less than 1% working as skilled labour such as sewing or cooking.

Fewer men in the rural areas work in paid agriculture (between 50% and 60%). Fewer than 5% work as labour; 8% work as skilled labour such as plumbers, electricians or truck drivers.

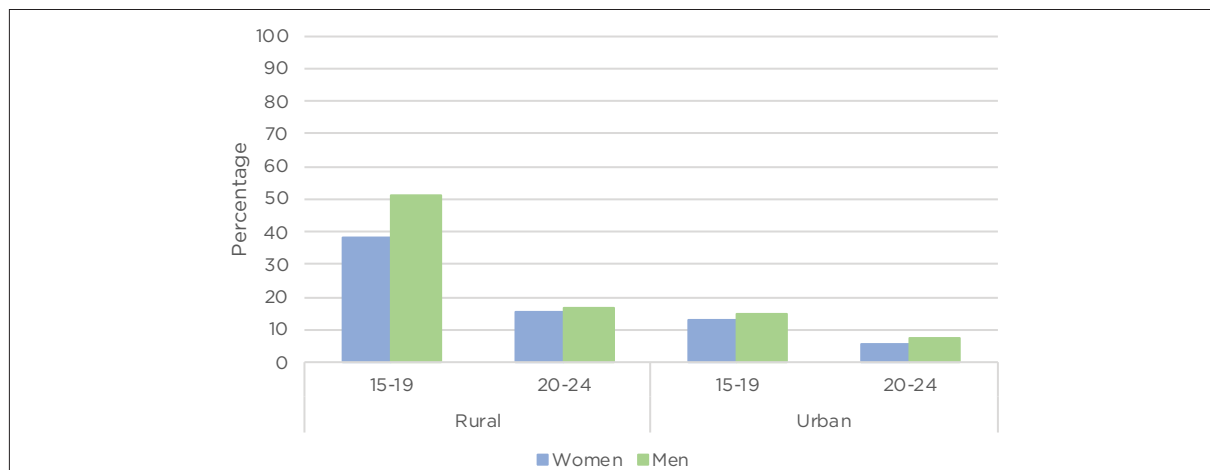
Figure 15: Percentage of employed youth by urban or rural residence, sector, sex and age group



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

Figure 16 shows the percentage of youth who work in family agriculture or enterprises that produce goods mainly or only for own consumption. The greatest burden of this work falls on young men between the ages of 15 and 19 – many of whom are in education or in employment. 51% of this group living in rural areas work in family agriculture or enterprise without remuneration. 16% of youth who live in urban areas work in family farming or enterprises. 30% of 15-19 year old and 15% of 20-24 year old urban women work in family farming or enterprises without remuneration.

Figure 16: Family worker without remuneration by urban or rural residence, sex and age group

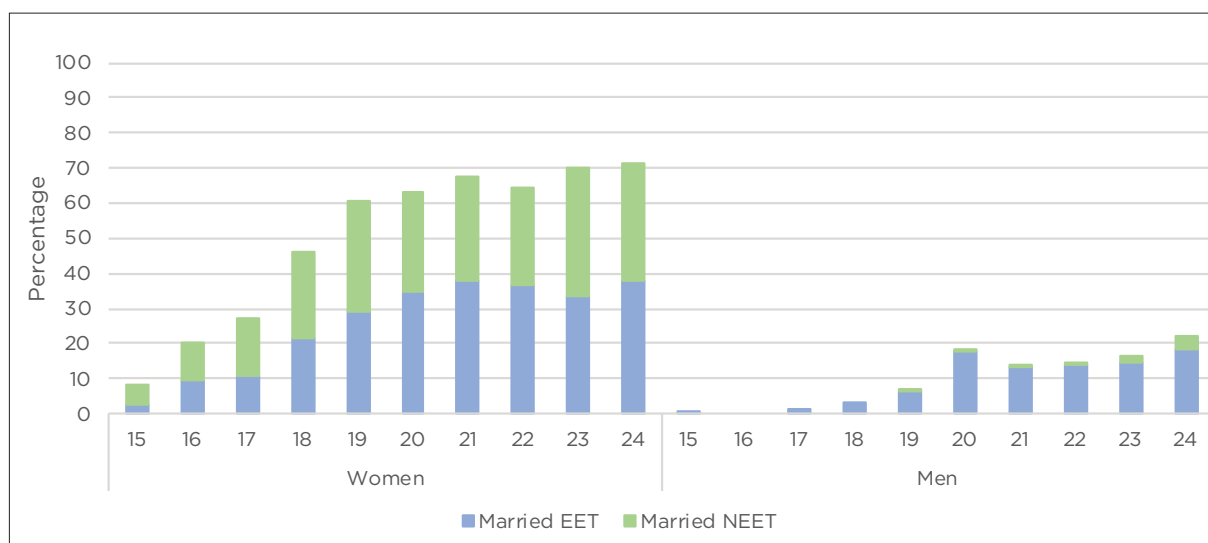


Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

3.6 Marriage

Until 2019, when the government passed a law forbidding marriage before 18 years of age, it was possible for young women to get married at 16 with their parents' consent. At the time of passing the Bill, *Human Rights Watch News* estimated that 1 in 10 girls were married before their 15th birthday (Odhiambo 2019). The Mozambique Family Budget Survey data collected in 2019 shows 9% of 15 year olds are married; 20% of 16 year olds; 37% of 17 year olds; 46% of 18 year olds; 61% of 19 year olds; 37% of 17 year olds; 46% of 18 year olds; and 61% of 19 year olds.

Figure 17: Married or cohabiting NEET and EET youth as a percentage of youth, by sex and age in single years



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

4

DETERMINANTS OF YOUTH NEET

The descriptive data from the Mozambique Family Budget Survey 2019/2020 shows the differences in young women and men in terms of their enrolment in education, employment status and NEET status. Young women marry early, leave school earlier than men and have higher NEET rates than men.

By 15 years old 8% of women are married and by 19 years old 60% of women are married. In education 15 year old women have the same percentage enrolment (75%) as 15 year old men but begin to leave school at a much higher rate than men. By 19 years old 22% of women are enrolled in education and 43% of men are enrolled in education. Women's NEET rate by age begins to increase – however not in inverse proportion to the rate at which women leave school. The NEET rate is 20% at 15 years and rises to 47% at 19.

In addition to these descriptive observations, it is important in identifying possible policy interventions to ascertain whether there are any particular factors in the country context that are more closely associated with the probability of being NEET. In other research on the individual and household factors associated with the number of years of education attained it has been fairly widely ascertained that socioeconomic status, education levels of parents, availability of learning resources such as books and electricity, time spent on household chores, distance from school and nutritional status are amongst the most important (Bashir et. al. 2018, Karamperidou et. al. 2020 and Tiruneh et. al. 2021). Similar factors are associated with the probability of youth and women's employment (Klasen 2018 and O'Higgins 2017). For young women in particular, early marriage, childbirth and gender norms around the cost benefits of further years of education as well as gender norms around household roles and the suitability of certain employment for women, impacts on both education levels attained and employment (Comblon 2017 and Nieuwenhuis 2018).

In order to ascertain whether there is an association between these factors and the probability of being NEET a multivariate logistic regression model was constructed with NEET status as the dependent variable. Independent variables were tested based on research as mentioned above and the descriptive analysis of the data from the ESS 2018/19 which shows possible correlations between NEET and sex, age group, marriage, highest level of education attained, urban or rural residence and involvement in family farming for own use.

In order to develop policy that may best decrease the number of young women NEET, it is important to understand the factors in the Mozambique context that determine why women are more likely to be NEET than men. Table 6 shows the determinants of NEET and the probability of an increased or decreased impact on NEET status.

This section of the report is structured as follows: The first section gives the structure of the model and the method used in coding the variables for analysis is given. In the second section the findings of the model are presented and the associations between NEET and background characteristics such as sex, age, gender, marital status, family composition and gender are explained. Lastly limitations of the model are explained.

4.1 Structure of the logistic regression model

A multivariate logistic regression is a widely used statistical method appropriate to the categorical nature of survey data. As well as the dependant variable (NEET status) being categorical, many of the independent variables in the survey data are categorical such as sex, married, highest level of education, urban/rural.

The logistic model is:

$$\log(\pi/(1-\pi)) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 \dots\dots\dots$$

where $\text{Pr}(Y=1) = \pi$

$\beta_1, \beta_2, \beta_3 \dots\dots$ are the Odds Ratios of X_1, X_2, X_3 respectively

The model was run in *Stata* as a weighted sample of the survey set. .

Individual level data for all 15 to 24 year olds was compiled from the Mozambique Family Budget Survey 2012/2020 for the regression analysis. Data from the following sections of the survey was used: Roster of individual demographic information; individual education data; and individual employment and time use data. Data was coded as noted in Table 6 which lists the variables used in the model.

Table 6: List of variables used in the logistic regression model and method used for compiling the coding

Variable	Type of variable and code used	Method used to compile codes
Dependent variable		
NEET status	Dummy variable 0 = not NEET 1 = NEET	Labour and time use data was used to establish employed or not; Education data used to establish in education or not.
Independent variables		
Sex	Dummy variable Male = 0 Female = 1	Data from individual roster
Age group (15-19)	Dummy variable 15 to 19 = 0 20 to 24 = 1	Data from individual roster. Age in years coded as age group
Married (No)	Dummy variable No = 0 Yes = 1	Data from individual roster
Sex of head of household	Dummy variable Male = 0 Female = 1	Data from individual roster

Variable	Type of variable and code used	Method used to compile codes
Urban/rural (Rural)	Dummy variable Rural = 0 Urban = 1	Data from individual roster
Highest level of education (none)	Dummy variable with 8 categories None = 0 Prim 1-3 = 1 Prim 4-5 = 2 Sec 1-3 = 3 Sec 4-6 = 4 Training = 5 Higher Ed = 6 Adult literacy = 7	Data on the highest grade attained was coded into none; lower and senior primary; lower and senior secondary; training; higher education; and adult literacy.
Can read and write	Dummy variable No = 0 Yes = 1	Data from the Education data set
Number of employed adults in the household	Continuous variable	Summary data on number of employed adults living in the household
Number of dependent adults in the household	Continuous variable	Summary data on number of adults not in employment living in the household
Number of children under 18 in the household	Continuous variable	Summary data on number of children under the age of 18 living in the household
Number of children under 5 in the household	Continuous variable	Summary data on number of children under the age of 5 living in the household
Working in family agriculture for own use	Dummy variable No = 0 Yes = 1	Calculated from Labour and Time Use data set

There were substantial differences observed in the descriptive data between the age groups and between women and men. This includes the number who are NEET, in education, employed, married and type of household they may live in. In order to establish whether the various factors impact differently on the NEET rate depending on age group and gender four separate models were run as follows:

- All 15- to 19-year-olds;
- Women 15- to 19-years-old;
- All 20- to 24-year-olds;
- Women 20- to 24-years-old.

Note: Each of the four models were run separately for each country and no intercountry analysis was conducted. The **odds ratios** of each variable in each country is shown in a combined table only for convenience of discussing the impact on NEET. In this regard, each variables odds ratio for each country shows the results **while controlling for all other variables** (unless the data is not available in which case it is denoted by n.d.).

4.2 Findings of the model

The odds ratios of the independent variables are presented in Table 7. The odds ratios measure the strength of the association of a variable with the probability of being NEET. An odds ratio greater than 1 indicates that the variable is associated with an increased probability of being NEET. The strength of the association will be the odds ratio times 1. For example, if a variable has an odds ratio of 2 it will be associated with twice the probability of being NEET. If the odds ratio is less than 1 it means that the variable has there is a decreased probability of being NEET. The associated value of the odds ratio is again times 1. For example, the associated probability of being NEET is multiplied by 0.4 or, in other words, has a 60% lower probability of being NEET. An odds ratio of 1 (or close to 1) means that there is little to no association between the variable and the probability of being NEET.

Marriage: This has the greatest association with the probability of being NEET, with married women between the age of 15 and 19 having a 5.7 times greater chance of being NEET than their unmarried counterparts. Between the ages of 20 and 24 married women are 3 times more likely to be NEET.

Education attainment: While increased levels of education attained are important in reducing NEET, it appears that being able to read and write further reduces the probability of being NEET in the 15-19 year age group. Women in this age group are 61% less likely to be NEET if they can read and write. This is likely due to quality of education and the total number of years that young women are able to attend school. Attaining some years of junior primary school reduced the probability of NEET by 28%. Attaining some years of senior primary school reduced the NEET rate by 55%.

Higher levels of education reduce the probability of being NEET for both men and women in the 20-24 year age group as seen in the regression model run for both sexes together. However, due to the small sample size it is not clear what the impact of senior secondary or higher education is on women. Attaining post school training reduces the probability of being NEET for women in this age group by 87%.

Being able to read and write decreases the probability of being NEET for young men in this age group as does attending adult literacy courses. However, neither of these factors are statistically significant for young women.

Urban/rural residence: Living in urban areas increases the probability of being NEET for both women and men in both age groups. Urban residence has greater impact on young women than young men. Young women between 20 and 24 are twice as likely to be NEET as rural women.

Engagement in unpaid family enterprise: As shown in the descriptive data, more young men between the age of 15 and 19 work in unpaid family agriculture than any other group. However, their probability of being NEET is lower than young women who work in unpaid family enterprises. These women are 3.8 times more likely to be NEET than those young women who don't work in unpaid family enterprise.

Few 20-24 year olds work in family enterprises without remuneration – 15% of women and 17% of men in rural areas and 5% of women and 7% of men in urban areas. However the impact on the NEET status of young women is considerable and the probability of being NEET increases by 11.5 times.

Household structure: Somewhat counter-intuitively women headed households don't have much of an impact on youth NEET – they decrease the probability of 20-24 year old women being NEET by nearly 40%.

The number of children under 5 in the household increases the probability of young women being NEET but not by as much as other factors discussed above. Women between 15 and 19 are 28% more likely to be NEET if they live in a household with children under 5. Women between 20 and 24 are 14% more likely to be NEET.

Table 7: Results of the logistical regression models for youth NEET status

		15-19 year-olds		20-24 year-olds	
		Women and men	Women only	Women and men	Women only
Category (omitted variable in parenthesis)	Variable	Odds Ratios			
Sex (men)	Women	1.04~		1.72***	
Married (No)	Married	4.28***	5.69***	2.37***	3.04***
Female head of household		0.95~	0.96~	0.70***	0.62**
Urban/rural (Rural)	Urban	1.28***	1.49***	1.28***	2.09***
Highest level of education (none)	Prim 1-3	0.57***	0.72**	0.76**	0.77~
	Prim 4-5	0.32***	0.45***	0.49***	0.55**
	Sec 1-3	0.11***	0.14***	0.17***	0.22***
	Sec 4-6	2.28***	2.83***	0.63**	0.43**
	Training	1.48~	4.05~	0.63~	0.48~
	Higher Ed			1.92~	1.94~
	Adult literacy			0.29~	
Can read and write (No)	Yes	0.31***	0.39***	0.99~	1.12~
Number of employed adults		0.62***	0.53***	0.27***	0.27***
Number of dependent adults		1.25***	1.22***	1.42***	1.46***
Number of children under 5		1.12**	1.28***	1.10**	1.14*
Unpaid family worker (No)	Yes	2.96***	3.84***	5.85***	11.46***
Constant		1.47**	0.93~	2.61***	3.50***

Note: Statistical significance indicated as follows: * = p < .10; ** = p < .05; *** = p < .01; ~ = no statistical significance. Some coefficients with statistical significance of up to p < 0.3 where retained - these have no asterisk.

Source: Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

4.3 Limitations of the model

One of the key limitations of the model is not being able to easily test the association between NEET and socioeconomic status. While a consumption aggregate is calculated from data in the MFBS 2019/20 by the INS, this is not available for public use to determine socioeconomic status. While other indices could be constructed to use as a proxy for income or relative poverty this was not done for several reasons. Firstly, the time required for the construction of such an index was not included in the research brief which originally intended the reports to be orientated more towards a policy audience. Secondly, a relative poverty index was constructed from house type, water availability and frequency of food deprivation for three of the countries in the study – Malawi, Botswana and Uganda. Not only was there no impact on NEET status of this relative poverty index (nor any of the individual components) but its inclusion in the model created collinearity to the extent that it weakened both the impact and the statistical significance of nearly *all* the other variables – but most especially highest education level attained. While there are certainly various statistical methods to correct for this – most notably by creating interaction terms, it was felt that interpreting the interaction terms would be too complex for the policy reader. (See O’Higgins 2017 pp 179 to 197). In any case, while there is research that shows a relationship between number of years of school attained and socioeconomic status (Bashir et. al. 2018, Karamperidou et. al. 2020 and Tiruneh et. al. 2021), there is less direct evidence of a relationship between women’s employment prospects and socioeconomic status (Klasen 2018). In conclusion, an index of socioeconomic status was not included in any of the country studies without necessarily first testing each country’s data. This work will have to be the topic of further research.

5

CONCLUSIONS AND RECOMMENDATIONS

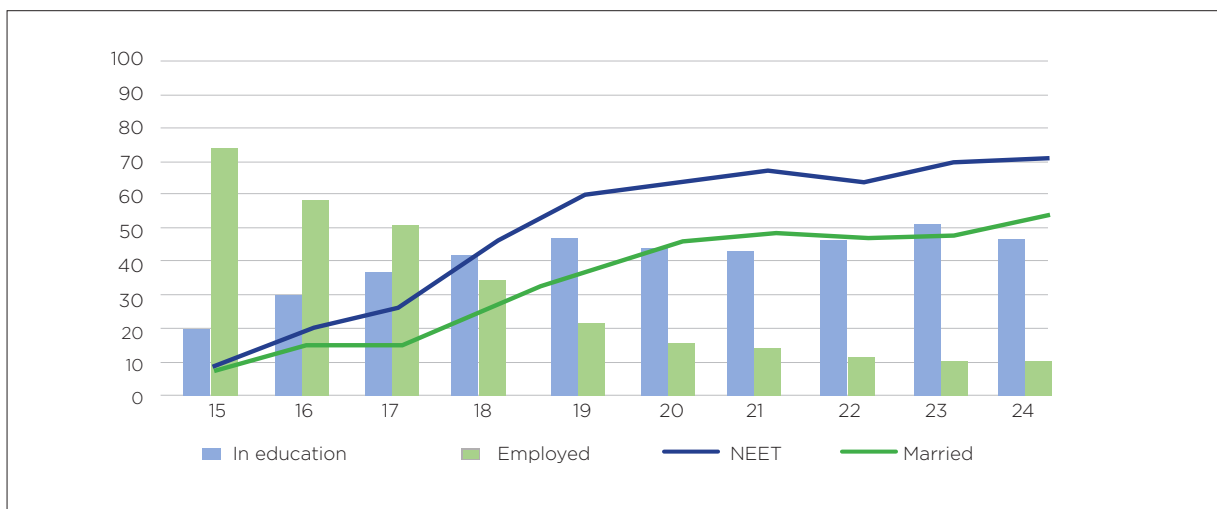
For young women in Mozambique marriage and unpaid work in family agriculture or enterprises are the two factors that have the greatest impact on their increased NEET status. The survey data shows that 9% of 15 year olds are married; 20% of 16 year olds; 37% of 17 year olds; 46% of 18 year olds; and 61% of 19 year olds married. The pregnancy rate amongst adolescents is 38% (Jaén-Sánchez et. al. 2020).

Being married increases the NEET rate for 15-19 year old women by 5.7 times and 3 times for 20-24 year old women. Increased access to education has the greatest impact on reducing the NEET rate amongst young women. However, the quality of education received is important as women aged between 15-19 who can read and write have a 61% lower probability of being NEET.

Figure 18 shows the percentage of women in education, employment, NEET and married by year of age. The relationship between these four factors is important – NEET rates rise from 20% at 15 years old to 47% at 18 years old. Marriage rates increase from 9% at 15 to 61% at 19. And while employment increases from 7% at 15 to nearly 50% at 21 year old, this work is predominantly on family farms and in family enterprises.

Large scale advocacy efforts, retention in education, training options and increasing employment opportunities for young women are more urgent than ever given the adverse impact of COVID-19 on education enrolment and the likelihood of increased teenage marriages and adolescent motherhood over the past two years.

Figure 18: Percentage of women in education, employed, NEET and married



Source: Mozambique Family Budget Survey 2019/20. Author's calculations.

In policy terms, continued provision of and access to good quality education and training is a priority but it needs, as a matter of urgency, to be combined with inputs that give young women real choices about marriage and their reproductive health. This ultimately means expanding opportunities for young women to contribute to their own and their family's financial well-being. Increasing women's agricultural productivity, access to government employment schemes and assistance to urban subsistence entrepreneurs have all been shown to improve employment opportunities and the livelihoods of young women.

5.1 Reducing early marriage and adolescent motherhood

Meaningful impacts need to be made in reducing early marriage and adolescent motherhood – not only for the medium to long term impact on population growth but also for the health and wellbeing of the young women affected.

Analysis done on the Demographic and Health Survey (DHS) 2011 by UNICEF and UNFPA (2015) shows a declining trend in teenage marriage. Marriage of women under 15 dropped from 22% in 1997 to 14% in 2011 and marriage of women before the age of 18 dropped from 57% in 1997 to 48% in 2011. This Mozambique Family Budget 2019/20 data shows a further drop with 9% of women who were married at 15 and 27% were married at 17.

UNICEF and UNFPA (2015) analysis finds that religious and regional differences account for variations in the rates of child marriage more than social or economic factors. Girls in female headed households are less likely to be married than those in male headed households and increased education attainment has the greatest impact on reducing the rate of adolescent marriage. However, their study finds that although the rate of marriage decreased between 1997 and 2011, the rate of adolescent pregnancy in urban areas remained the same.

Policies and strategies to reduce the rate of adolescent marriage and motherhood need to be multi-faceted. Legislation needs to be implemented and the requisite advocacy work to change social norms and attitudes towards child marriage needs to take place. Increased years of education attained are extremely important but improving the quality of education from the early grades will impact on women staying in school and attaining early literacy which decreases their probability of becoming NEET by 60%.

Targeting “second chance” education strategies towards young women both married and unmarried may assist in increasing self-determination and in delaying marriage for those who have left school but are not yet married. Currently 15% to 20% of girls between 15 and 17 years of age are neither in school nor married.

Ultimately on a macro-economic scale the conditions of poverty that necessitate young women leaving school to help at home or to get married will need to be addressed.

5.2 Raising the productivity of family agriculture

The survey data shows that young men between 15 and 19 are the predominant labour in unpaid family agriculture or enterprise with 51% engaged in these activities. Young women between 20 and 24 are the predominant labour in *paid* family agriculture with 90% of both age groups in rural areas. Young men in this age group have more paid employment opportunities in other areas – as vendors, taxi drivers, casual labour and some skilled labour positions.

It seems that an essential component of rural employment opportunities for youth lies in expanding family agriculture. Fox and Kaul (2018) suggest that over the next decade at least, the household agricultural sector is likely to provide most of the new employment in Africa. Currently, however, the sector has low productivity and is orientated to self-sufficiency.

In order to access these possibilities women and youth engaged in agriculture need access to more productive agricultural inputs and training in modern farming methods. Rodgers and Akram-Lodhi (2015) and Gebre (2021) found in their research on gender productivity gaps in agricultural output that the factors affecting women's lower productivity are: access to agricultural inputs; less secure land rights; gender-based distortions in product markets; rigid gender divisions of labour at the household level; lack of male family labour; and lack of access to family agricultural implements and fertilizers which have to be purchased in the marketplace.

5.3 Increasing employment opportunities for young women in urban areas

Living in urban areas increases the probability of young women being NEET by 1.5 times for 15-19 year olds and 2 times for 20-24 year olds – despite education enrolment being higher for women in urban areas. Lack of employment opportunities would be the primary factor in NEET rates in urban areas. While 45% - 50% of young women in urban areas are still engaged in agricultural production there is increased employment as domestic labour and work as vendors.

Government's Five-Year Programme for Youth Employment (2020-2024) focusses on building education and training institutions that can address the national skills deficit as well as larger interventions into the demand side of youth employment (IYF 2020). While this is critically important, there needs to be more strategies in the shorter term that facilitate young women entering the job market or growing from subsistence entrepreneurs to more stable self-employment.

Research done by Social Finance and Mova (2021) in Mozambique identify the need for soft skills for women to gain entrance to the formal labour market. This supports Fox and Ghandi's (2021) broader finding in other SSA countries of an increased need for "soft skills" such as communication, problem solving as well as more digital and IT skills. UN-Habitat (n.d.) found in their interviews with young women in Kampala that this was one of the few ways in which young women were able to overcome societal norms which required young women to be deferential.

“Women in particular benefit from developing socio-emotional skills. These interventions are showing results in terms of higher self-employment earnings and better access to wage jobs. It is a productive avenue for closing the gender pay gap.” (Fox and Ghandi 2021)

There is much debate about the success of interventions that directly support youth in job searches, entrepreneurial skills, technical skills development, job placements and apprenticeships. Kring (2017) suggests that the impact of ALMPs “based solely on job placement rates in the short term tend to show only small positive impacts. However, their longer-term impact is generally more substantial. ALMPs are particularly valuable for women, enabling young women to gain essential skills and work experience, as well as providing guidance in non-traditional work opportunities.”

It seems that increased years of good quality schooling, post school training, business and financial literacy; as well as creating opportunities for increasing agricultural productivity and small businesses in rural areas, would benefit young women in the short to medium term. This will ultimately allow them to be better placed for longer term employment opportunities that arise.

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