

In partnership with



Dynamic Scale Measurement on the implementation status of youth employment policies in SENEGAL.



Scale Measurement

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SUMMARY ON THE SCALE MEASUREMENT TOOL

The scale measurement tool was designed by the Partnership for Economic Policy (PEP) in partnership with the Mastercard Foundation. It aims to assess the level of implementation of specific youth employment policies and programs (YEPs) while allowing comparability across countries. Focusing on transitional progress, the tool addresses three key questions: what the policy aims to achieve, what gaps exist from the design of the policies, and how constituents perceive the policy's implementation.

The tool categorizes the YEPs into six clusters: YEPs to enhance youth employability, YEPs to promote youth entrepreneurship, Policies to protect youth rights at work, Economy-wide enablement policies, other employment/ labor market policies targeting youth, and Policies targeting vulnerable groups.

To attribute a score to the implementation level of each YEP within a cluster, this measurement scale tool uses a qualitative assessment method, employing a combination of banding categories and a color-coded system. Therefore, each YEP can be assigned one of the following four scores:

- **A- Orange:** Policy in place and operational,
- **B- Dark grey:** Policy in place, but weakly operational,
- **C- Blue:** Policy in place but not operational,
- **D- Light Blue:** Policy does not exist (given that each research team may also point out some key policies that it believes are missing from the YEPs package implemented in a specific country).

A column that includes comments is appended to each score to provide supporting evidence for the rating, with regard to the level of YEP implementation compared to what would have been expected.

For the country teams that conducted the review in both Year 1 and Year 3 of this Initiative, the tool provides two scores for each YEP: one informing about the level of implementation in the first review (Year 1), and the other concerning the second review (Year 3). Each of these scores is supported by an explanatory comment.

So, having both the score in the first review and the second review, the scale measurement tool provides a dynamic assessment between Year 1 and Year 3 of the initiative. In the event there is a YEP that did not exist in the Year 1 review, a new row is inserted in the corresponding YEPs category to represent it.

In this regard, the tool also features qualitative reviews to showcase achievements and gaps and provide insights for recommendations, in order to improve the YEPs design and implementation.

For a comprehensive explanation of the methodological approach, refer to the annex section for additional details.

Disclaimer:

This Scale measurement was produced in the context of the *What Works for Youth Employment in Africa: A review of existing policies and empirical analysis* in partnership with the Mastercard Foundation. It was a three-year initiative that ran between 2021 and 2024 to create a knowledge base of youth employment and related social development policies to inform policy and practices. The views expressed do not necessarily represent those of the Foundation, its staff, or its Board of Directors."

Summary Scale of the implementation of YEPs, including changes between Year 1 and Year 3 assessments

Policies and Programmes		Year 1: Previous assessment		Year 3: Current assessment	
		Previous score	Previous comments	Current score	Comments on the changes compared to the previous assessment
YEPs to enhance youth employability	National Convention of State-Employers for Youth Employment (CNEE): The main objective of the CNEE is to improve the employability of young people seeking their first job, through internship and apprenticeship programs that grant tax benefits to participating companies.	B	Between 2015 and 2018, 195 enterprises were enrolled under the Convention, and 11,725 young job seekers were placed in internships or incubation. Such achievements fall short, prompting a CFAF 7.5 billion budget in 2021 to create 1,000 jobs annually	A	The CNEE has significantly progressed since 2021, increasing its budget from one to 15 billion CFA as part of an emergency program. This boost enabled two-year renewable contracts instead of internships and expanded its scope to Agriculture and Agribusiness. Moreover, the CNEE has now launched "72 Hours", facilitating job interviews and placements for young people
	Fund for the Financing of Vocational and Technical Training (3FPT), National Office of Vocational Training (ONFP), Senegalese Youth Entrepreneurship Program (PSE-J)	B	Between 2016 and 2020, the 3FPT funded vocational training for over 25,000 young Senegalese, costing over 7 billion FCFA. Despite its operational status, only 13.7% of youth know about it, according to a 2021 survey. Also, 3FPT, ONFP, and PSE-J all face criticism for inadequate follow-up after training, leaving participants without sufficient support for business creation.	B	3FPT remains operational but faces programmatic gaps, particularly in conducting necessary studies for economic and vocational planning, which should have informed its strategic development plan. Overlapping responsibilities with ONFP without legal amendments hinder efficiency, while criticism still arises from inadequate follow-up and integration of program beneficiaries.
	School-Company Training Program (PF2E)	B	Each youth receives a 40,000 FCFA monthly allowance, fully funded by the Government in year one, split 50/50 with the company in year two, and 25/75 in year three. However, despite this support, many struggle to find jobs after completing the program.	B	Based on the fieldwork conducted as part of this research project, many young graduates of the program are still struggling to find jobs, highlighting ongoing challenges in linking training to employment.

YEPs to promote youth entrepreneurship	Senegalese Youth Entrepreneurship Program (PSE-J)	B	Despite PSE-J's achievements in 2019, with 79 businesses established and 419 jobs created, 90% of young people remain unaware of its initiatives, according to the 2021 Survey conducted by the Government	B	The persistent issue of inadequate communication about employment initiatives like PSE-J remains unresolved, as noted by both key informants and focus group participants.
	General Delegation for Rapid Entrepreneurship of Youth and Women (DER - FJ)	B	The DER-FJ invested 60 billion FCFA to support 106,000 beneficiaries from 2018 to 2020, positioning itself as a major employment promoter due to its substantial budget and direct ties to the presidency. However, transparency is a concern, as civil society calls for publishing the recipient list remain unfulfilled.	B	Despite recognising the DER-FJ as a key entity for entrepreneurship funding, FGD participants expressed dissatisfaction due to unchanged implementation methods. Issues highlighted included complex applications, arbitrary denials, favoritism, insufficient funding, and challenging repayment terms.
Policies to protect youth rights at work	Apprenticeship contract mentioned in Article L. 73	D	Senegal's labor code prioritizes employee protection over supporting youth employment, with the apprenticeship contract in Article L. 73 as the sole mechanism to help young people transition from school to work.	D	Young job seekers still face challenges entering the formal sector due to the unchanged labor code and persistent barriers to job creation.
	There are no specific laws designed to promote youth employment in Senegalese legislation	D	There are no specific laws designed to promote youth employment in Senegalese legislation. Indeed, the law does not distinguish between youth and adults in terms of employment.	D	Youth employment is still not specifically promoted in Senegalese legislation.
	There are no specific laws designed to promote remote work in Senegalese legislation	D	There is currently no policy/regulatory frameworks for remote work in Senegal	D	Senegal still lacks a policy/regulatory framework for remote work
Economy-wide	Emerging Senegal Plan (PSE)	B	Despite significant economic growth, the PSE initiative has failed to make it inclusive, with insufficient job creation for youth in the	B	The new authorities have recently replaced the PSE with Senegal Vision 2050 as the new framework for economic policies. At this

			formal sector, causing large migratory flows.		point, it is impossible to determine whether this new initiative will be inclusive and create enough jobs for the youth
Other employment/ labor market policies targeting youth	Agency for the Execution of Works of Public Interest (AGETIP)	A	AGETIP was established in 1989 to enhance labor-intensive public works by training and temporarily employing unemployed youth on infrastructure projects. Between 2000-2004, it created 46,870 jobs at a cost of 73 billion FCFA, proving to be more effective in job creation than other youth employment programs.	A	This program is still well operational. Between 2021 and 2023, AGETIP created 2,899 jobs created out of 2,000 planned
	To our knowledge, there are no national youth services in Senegal	D	The national Youth Service Program (NYSP), a South African government initiative, engages youth in community service to enhance service delivery, patriotism, nation-building, social cohesion, and occupational skills for sustainable livelihoods. Senegal could benefit from implementing a similar program.	D	
	There is no unemployment compensation policy in Senegal	D	Senegal should adopt unemployment compensation programs similar to those in France and Germany, which offer earnings-related benefits for a limited time to assist recently unemployed individuals expected to return to work soon.	D	
	National Agency for the Promotion of Youth Employment (ANPEJ)	B	Between 2014-2020, over 16,000 young people were employed with a 4.46 billion FCFA budget. Despite its essential role, only 15.7% of youth know about ANPEJ according to the 2021 survey conducted by the Government, and there is a lack of follow-up when	B	Despite efforts to enhance coordination in public employment programs since 2021, challenges persist. The Senegalese government issued decree no. 2021-675 to establish employment centers, but competition among employment programs has led to conflicts. An ANPEJ agent noted,

		directing job seekers to other programs.		during our interviews, that each program seeks its own impact, necessitating state intervention to refocus on collaboration.	
Policies taking care of vulnerable groups	National Fund for the Promotion of Women's Entrepreneurship (FNPEF), Program to Promote Youth and Female Employment (PAPEJF), General Delegation for Rapid Entrepreneurship of Youth and Women	A	PAPEJF, launched in 2013, aims to create 15,000 jobs and enhance skills for 17,000 entrepreneurs by 2019, focusing on youth and women. By 2019, it generated 1,261 and consolidated 1,473 jobs with an 18 billion FCFA investment. The DER-FJ, established in 2017, supports youth and women's entrepreneurship with financial aid, targeting 228,000 beneficiaries with 121 billion FCFA by 2023, with young women reporting higher satisfaction with these programs.	B	Young women initially viewed public entrepreneurship programs more positively than men, but their labor market situation has worsened. One focus group participant noted the unprecedented desperation since 2021, with women risking dangerous journeys to Europe. This suggests that the programs have had little impact on improving female employment outcomes.
	There is no policy/program for migrants workers, refugees, Internally Displaced Persons (IDPs)	D	Senegal lacks an Employment Program for migrants and refugees. Implementing a similar initiative to Los Angeles's Refugee Employment	D	There is still no Employment Program in Senegal for migrant workers, refugees, and internally displaced persons.

			Program could aid their integration, language learning, and self-sufficiency.		
	Community Agricultural Domains Program (PRODAC), National Agency for Integration and Agricultural Development (ANIDA), The Social Orientation Law	D	There is no program for NEETs, young people with disabilities, and other marginalized groups in Senegal. However, initiatives like PRODAC and ANIDA have been implemented for rural youth employment. The Social Orientation Law also aims to support people with disabilities, but its implementation remains problematic, leaving many youth with disabilities struggling to find jobs or funding.	D	There is still no policy/program for NEETs.

Note: NA = data/scoring not available. **A** represents that the Policy is in place and operational; **B** represents that the Policy is in place but weakly operational; **C** represents that the Policy is in place but not operational; and **D** represents that the Policy does not exist.