



The Youth
Employment
Evidence and
Insights Hub

In partnership with



Climate action and youth employment

Youth Employment Evidence and Insights Hub

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About the Youth Employment Evidence and Insights Hub

The Youth Employment and Evidence Insights Hub is a partnership convened by the Pan-African Collective for Evidence (PACE), which brings together key organizations from across Africa and beyond, with expertise and experience in how best to provide evidence and insights to decision-makers. The Youth Employment Evidence and Insights Hub supports the Mastercard Foundation to deliver its Young Africa Works Strategy.

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Consortium partners



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Summary

- ▶ Climate change is rapidly reshaping economic and social systems across Africa and South Asia, affecting young people's schooling, skills development, and prospects for dignified and fulfilling work. As extreme weather events intensify, the consequences for education and employment, especially for young women, are becoming more pronounced. Floods, droughts, heatwaves, cyclones, and composite climate shocks consistently reduce school attendance, lower learning outcomes, and increase the likelihood of school dropout. These disruptions have long-term effects on cognitive development, earning potential, and labour market participation.
- ▶ At the same time, the green economy presents significant opportunities for youth employment and entrepreneurship in sectors such as sustainable agriculture, renewable energy, climate-smart technologies, and natural resource management. Yet the full potential of these opportunities remains untapped due to data gaps, fragmented policies, weak forecasting systems, and persistent gender inequalities. Young women in particular face substantial barriers to entering and thriving in green entrepreneurship, ranging from limited access to finance and technical training to social norms that restrict mobility and economic participation.
- ▶ Despite the challenges, emerging innovations such as youth-led climate initiatives, community-based adaptation efforts, integrated training models, and the growing focus on green skills signal a promising shift toward more resilient and inclusive systems.
- ▶ Africa holds strong comparative advantages for green entrepreneurship, supported by abundant natural resources and renewable energy potential, expanding consumer markets, and growing participation in global value chains. These opportunities are reinforced by the continent's youthful population, which provides a dynamic labour force for innovation and enterprise development. Increasing research on green entrepreneurship is also strengthening the evidence base to guide policy and investment, positioning Africa well for inclusive green growth and sustainability.

1 | Introduction

Africa and South Asia are at the epicenter of two converging pressures: a rapidly expanding youth population and increasing climate vulnerability ([World Bank, 2023](#); [UNDP, 2021](#)). More than 60% of Africa's population is under 25, yet formal employment opportunities for young people remain scarce. Climate change compounds these challenges, threatening livelihoods, disrupting learning, and undermining prospects for stable employment in the long term.

Climate-sensitive sectors such as agriculture, fisheries, forestry, and natural resource management remain central to local economies, but they are also the most at risk from extreme weather events. Heatwaves, floods, erratic rainfall, and prolonged droughts are now routine realities, undermining household income, food security, and school attendance. Girls and young women bear a disproportionate share of these burdens, often being the first to leave school to take on domestic work or to support household survival during climate shocks ([Ford et al., 2025](#); [Diallo and Ondo, 2025](#)).

Yet climate change is not only a crisis it is an inflection point. It offers countries the opportunity to reimagine economic systems, expand green jobs, and empower youth and women to drive new forms of climate-smart innovation ([ILO, 2018](#)). The green economy, encompassing renewable energy,

climate-smart agriculture, circular economy solutions, nature-based livelihoods, and environmental conservation, holds immense promise for creating decent, meaningful, future-proof work.

2 | Overview of Insights

Three overarching insights emerge from the body of evidence.

Insight 1: Climate shocks undermine learning and long-term employability

Extreme weather events disrupt schooling, compromise cognitive development, and contribute to early school dropout. These losses reduce labour market readiness and limit young people's ability to transition into stable employment.

Insight 2: Green economy potential is high, but forecasting and data systems remain weak

Future job opportunities in sustainable agriculture, renewable energy, and natural resource management are promising. However, data gaps including the invisibility of informal labour make it difficult to generate accurate projections or design targeted interventions.

Insight 3: Young women face multidimensional barriers to green entrepreneurship, but effective enablers exist

Financial exclusion, sociocultural norms, limited mobility, and weak access to training impede women's

participation in green sectors. However, tailored training, mentorship, community networks, inclusive finance, and indigenous knowledge systems offer strong pathways to support their economic inclusion.

3 | Findings

3.1 Climate impacts on learning and employment disruptions to education

Climate shocks affect education through damaged infrastructure, lost classroom time, health burdens, and household resource pressures ([Kiberenge and Mbaula, 2023](#)). Floods wash away schools or render roads impassable; drought increases food insecurity, reducing children's ability to attend and concentrate; and heatwaves impair cognitive performance and force school closures ([Marchetta et al., 2019](#); [Sabarwal et al., 2024](#)).

School attendance drops in times of climate stress. Rainfall shocks reduce school attendance significantly in drought-prone regions. In many contexts, the combination of lost instructional time and household economic strain increases the likelihood of dropout, particularly among adolescent girls ([Agamile and Lawson, 2020](#); [Nübler et al., 2022](#)).

Gendered impacts

These educational disruptions have a distinctly gendered impact. Girls are more likely to be pulled out of school

during climate stress due to increased domestic labour demands, limited access to safe sanitation during heatwaves or water shortages, and heightened risks of early marriage as households cope with economic strain ([Ahmed et al., 2022](#); [Fruttero et al., 2023](#)). Climate-related displacement also raises safety concerns that restrict girls' mobility and participation ([Save the Children, 2022](#)). Over time, these factors widen gender gaps in schooling and exacerbate inequalities in skill acquisition and future labour market readiness.

Health and livelihood consequences

Climate-linked health conditions such as malaria surges or respiratory issues from extreme heat further reduce school participation ([Cirera et al., 2022](#)). Pest outbreaks reduce agricultural income, which in turn limits households' ability to pay school-related expenses [Asare et al. \(2023\)](#).

Long-term economic implications

Lower educational attainment shapes employment prospects. Early labour market entry often pushes young people, especially girls into informal, low-paying, or precarious work [Deprato and Shephard, 2024](#)). Over time, this widens wage gaps, exacerbates poverty, and reduces economic resilience.

Climate change as an opportunity for learning and innovation

Some climate-related interventions foster skills development. Youth-led innovation festivals, green technology

competitions, and green skills councils offer learning opportunities that encourage problem-solving, leadership, and technical skills relevant to future green jobs ([Bonell et al., 2022](#)).

3.2 Forecasting green jobs: Data gaps and opportunities

While green sectors across Africa and South Asia hold substantial potential for youth employment, the ability of countries to harness this potential is constrained by significant data and forecasting challenges. Labour market systems in many countries do not yet capture the full range of green jobs that already exist, let alone those expected to emerge as economies transition towards renewable energy, climate-smart agriculture, circular economy solutions, and environmental restoration. As a result, governments and training institutions often operate with incomplete information, limiting their ability to align investments, training systems, and policy priorities with real labour market needs ([FSD Africa, 2024](#); [ILO, 2023](#)).

A key challenge is the absence of consistent, sector-specific labour statistics. National surveys rarely collect detailed information on occupations linked to climate adaptation, renewable energy deployment, or sustainable land management. Many green roles, such as solar panel technicians, agroecology extension workers, waste recovery entrepreneurs, and community-based conservation leaders, are simply not

recognized in existing occupational classifications. Because these roles are not formally identified, they remain invisible in national employment forecasts.

Informal labour dynamics further complicate the picture. Much of the green economy is informal, especially in rural settings where young people and women play critical roles in recycling and water recovery, water management, small-scale renewable energy assembly (solar panel assembly and briquette production), seed preservation, sustainable farming, and natural resource stewardship. These activities are vital to local economies and climate resilience, but rarely appear in official datasets ([Barasa et al., 2021](#); [Bayan, 2020](#)). Their omission leads to systematic underestimation of the size and economic value of green labour, masking opportunities for job creation and entrepreneurship.

The lack of dedicated indicators is another major barrier. National data systems seldom track metrics such as the uptake of climate-smart agricultural technologies, the deployment of off-grid energy systems, or the growth of circular economy value chains. Without such indicators, it becomes difficult to model future labour demand or identify the skills needed for emerging roles ([FSD Africa, 2024](#)). As a result, policymakers lack the evidence required to guide investment, shape curriculum reform, or design incentives that respond to market realities.

Existing forecasting models also have limited capacity to incorporate climate scenarios, technological change, demographic shifts, and informal sector dynamics ([Komarek et al., 2019](#)).

Models often rely on global assumptions that do not capture local ecological and economic conditions ([Rossi et al., 2021](#)). This results in projections that are too broad to inform national planning or targeted interventions for youth and women.

The disconnect between technical training systems and labour-market intelligence further widens the gap. Many TVET institutions continue delivering traditional curricula without engaging employers in green sectors or validating the relevance of their programmes ([ILO, 2023](#)). Graduates, therefore struggle to secure employment in climate-responsive industries because they lack the specific technical or managerial skills demanded by these sectors.

Finally, little intersectional data is showing how gender, disability, rural residence, or displacement affect access to green jobs. Young women, for instance, may face barriers related to childcare, mobility, safety, or social norms, all of which shape their ability to transition into green work. The absence of this data makes it difficult to design inclusive employment policies that account for the realities faced by marginalized groups.

Despite these challenges, there are opportunities to build stronger

forecasting systems by integrating local knowledge into national frameworks.

Indigenous ecological practices, community conservation activities, and informal innovations in agriculture, water management, and energy use all provide rich insights into existing green labour patterns. By recognizing and valuing these forms of work, countries can develop more accurate models, create inclusive career pathways, and support green transitions that reflect local realities rather than global assumptions

3.3 Barriers to and enablers of green entrepreneurship for young women

Young women are central to the green transition, yet they continue to face numerous obstacles that limit their participation in green entrepreneurship. These challenges span economic, institutional, cultural, and capability-related dimensions, creating an environment in which their contributions often remain informal, undervalued, or unsupported.

Barriers of green entrepreneurship for young girls and women.

Access to finance remains one of the most significant barriers. Young women typically have fewer assets to use as collateral, encounter discriminatory lending practices, and receive limited information about available financial products ([UN Women, 2021](#)). High costs associated with green technology such as solar equipment, irrigation systems,

or environmentally friendly production tools can further exclude women who operate with tight financial margins. This financial exclusion restricts entry into higher-value green markets and limits the ability to scale existing businesses.

Institutional challenges also shape women's entrepreneurial journeys. In many countries, regulatory procedures are complex and poorly communicated, deterring women from formalizing their businesses or accessing government support. Infrastructure challenges such as unreliable electricity, poor road networks, and limited digital connectivity raise the cost of doing business, particularly in rural areas ([Iwara and Netshandama, 2019](#); [Nokuthula and Tavonga, 2020](#)).

Moreover, while many national policies acknowledge the importance of youth and women, they often lack concrete mechanisms to ensure access, such as tailored subsidies, gender-sensitive procurement rules, or targeted financing strategies.

Gaps in technical and entrepreneurial skills further hinder participation. Women remain underrepresented in job fields and technical training programmes related to renewable energy, natural resource management, and climate-smart agriculture. As studies have noted, skills and experience for the survival and growth of entrepreneurial ventures in green sectors are important. ([Abbes, 2024](#)).

Social and cultural norms shape women's mobility, decision-making power, and economic autonomy. In many contexts, women are responsible for a disproportionate share of unpaid care work, leaving little time for entrepreneurial activities ([Kolovich et al., 2024](#); [Ford et al., 2025](#)). Norms that portray technical or environmental work as "male" restrict women's entry into green sectors and can discourage families or communities from supporting women-led climate enterprises ([Marcus and Somji, 2024](#)). These dynamics limit women's access to networks, market information, and opportunities for collaboration.

Enablers of green entrepreneurship for young girls and women

Despite these barriers, several factors have shown strong potential to support young women's participation in the green economy. Tailored training models that integrate technical skills with business and leadership development are highly effective ([Diradistile, 2021](#)).

Access to inclusive finance is a powerful enabler. Approaches such as group lending, low-collateral loan schemes, small grants paired with coaching, and women-focused investment funds significantly improve the likelihood of business start-up and survival. When financing is combined with mentoring and market access support, women-led enterprises are more likely to grow, diversify, and adapt to climate shocks.

Mentorship and networks play a transformative role. Women who have access to supportive peers, community champions, or experienced entrepreneurs report increased confidence, stronger business practices, and improved access to markets ([Osabohien et al., 2024](#)).

Indigenous knowledge systems also offer important pathways for green entrepreneurship. Many young women possess deep knowledge of seed preservation, herbal medicine cultivation, organic fertilizer production, water harvesting, and other ecologically grounded practices. These practices are low-cost, culturally relevant, and scalable, making them ideal entry points for women to develop green enterprises that meet community needs.

Finally, innovation hubs and incubators are emerging as key platforms for supporting women-led climate enterprises. These hubs provide access to workspace, small grants, technical tools, mentorship, and market linkages. They create environments in which women can test ideas, collaborate with peers, and refine business models, thereby facilitating their transition from informal activities to established green enterprises.

3.4 Comparative advantages in Africa for green entrepreneurship

Africa is increasingly well-positioned to accelerate green entrepreneurship,

supported by a set of structural and market-based comparative advantages. First, the continent is **resource-abundant**, with significant endowments of raw materials and renewable energy potential. These natural assets—including solar, wind, hydro, and critical minerals—create strong foundations for the development of green industries and climate-smart enterprises, although many remain underutilised ([SEforALL, 2023](#); [African Development Bank, 2024](#)).

Second, Africa's **emerging consumer markets** present growing demand for sustainable products and services. Rapid urbanisation, expanding middle-income populations, and integration into regional and global value chains are creating new commercial opportunities for environmentally sustainable goods, including renewable energy solutions, climate-smart agriculture technologies, and circular economy innovations ([UNCTAD, 2023](#); [UN, 2024](#)).

Third, Africa holds a major demographic advantage as home to the **world's youngest population**. This expanding youth cohort strengthens the labour force and creates significant potential for innovation, enterprise creation, and the scaling of green business models – particularly if matched with skills development and supportive ecosystems ([UN, 2024](#)).

Finally, there is growing momentum in **research and knowledge generation** on green entrepreneurship across African contexts. Research efforts are increasingly focused on understanding

how green enterprises contribute to environmental sustainability, employment creation, and inclusive economic growth, strengthening the evidence base for policy and investment decisions ([Amokomoyen and Abubakar, 2023](#)). Collectively, these comparative advantages position Africa as a high-potential region for scaling green entrepreneurship and driving inclusive green transitions.

4 | Conclusions

Climate change is already disrupting education and shaping long-term employment trajectories across Africa and South Asia. Evidence in this report shows that floods, droughts, heatwaves, and composite shocks reduce school attendance, lower learning outcomes, and increase dropout, especially for girls whose learning is further constrained by domestic responsibilities, safety concerns, and early marriage risks. These disruptions limit human capital formation and push many young people into informal, low-paying work, reinforcing the vulnerabilities that climate shocks intensify.

At the same time, the green economy presents clear opportunities in sustainable agriculture, renewable energy, natural resource management, and emerging circular economy activities. However, the report highlights that labour-market forecasting remains weak due to missing datasets, the

invisibility of informal green labour, limited green indicators, and poorly aligned TVET systems. Young women face additional constraints restricted access to finance, weak institutional support, skills gaps, and sociocultural norms yet evidence shows that tailored training, inclusive finance, mentorship, and indigenous knowledge can effectively support their entry and success in green entrepreneurship.

Africa is well positioned to advance green entrepreneurship, supported by rich natural resource endowments and strong renewable energy potential, alongside expanding consumer demand and increasing integration into regional and global markets. The continent's youthful population further strengthens this advantage by providing a growing labour force with high potential for innovation and enterprise creation. In parallel, rising research attention on green entrepreneurship is improving the evidence base for policy and investment, reinforcing Africa's prospects for inclusive green and sustainable growth.

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