



Contributions of the Non-Profit Sector to the Creation of Dignified and Fulfilling Work and Opportunities for Young People in Côte d'Ivoire

2025

Arsène Brice Bado

Centre de Recherche et d'Action pour la Paix (CERAP), Université Jésuite
d'Abidjan, Côte d'Ivoire

ABSTRACT



Youth unemployment remains one of the most pressing development challenges in Côte d'Ivoire, where more than 75% of the population is under 35 years old and faces high rates of unemployment and underemployment. While government-led initiatives to address youth unemployment have been widely documented, the contribution of the non-profit sector remains underexplored. This study reviews existing literature to assess the contribution of the non-profit sector to the creation of dignified and fulfilling jobs and opportunities for young people in Côte d'Ivoire. The study reveals that although comprehensive statistical data are lacking, non-profit organisations (NPOs) play a significant complementary role in youth employment. They do so through vocational training, income-generating activities, entrepreneurship promotion, and social inclusion initiatives. Case studies from organisations such as AVSI Foundation and CARE International demonstrate tangible impacts in providing youth with skills, employment opportunities, and social empowerment. However, the findings also highlight key limitations, including heavy dependence on external donor funding, the prevalence of short-term and project-based contracts, limited sustainability of created jobs, and a lack of systemic data on job quality. Sectoral analysis further shows that NPOs are particularly active in youth employment in agriculture, health, and education sectors, often supported by international partners. Overall, while NPOs contribute to creating economic opportunities and enhancing the dignity and fulfilment of young workers, structural constraints undermine the long-term quality and sustainability of these jobs. The study calls for improved data systems, stronger local funding mechanisms, and integrated policies to enhance the NPO sector's role in delivering dignified and fulfilling work for youth in Côte d'Ivoire.

Keywords: Non-profit sector; Non-governmental organisations; Civil Society; Youth employment; Dignified and fulfilling work; Cote d'Ivoire

ACKNOWLEDGEMENTS

On behalf of the Centre on African Philanthropy and Social Investment (CAPSI) at the Wits Business School, I want to extend our gratitude to everyone who made the production of this paper possible. This paper is one of seventeen others that CAPSI is publishing under one of its projects, namely, 'the creation of dignified and fulfilling jobs for young Africans by the non-profit sector.'

I extend our heartfelt gratitude to the Mastercard Foundation for the generous grant, which made this critical research and the publication of this paper possible. Even though this paper is based on the research intervention of the project, the project overall has different components that include convenings, dialogues, education and training, communications and capacity building, among others. The production of this paper was made possible by the contributions of CAPSI staff and our partner in the country under study. I thus want to specifically thank the author of this paper for the tireless effort put into research and writing. I also want to thank the research lead for the region of West Africa, Dr. Dennis Boahene Osei, whose unwavering dedication and insightful contributions have greatly enriched this work. I also owe a profound debt of thanks to the anonymous reviewers and copy editor; their exceptional expertise and commitment were crucial in elevating the content and quality of this publication. We sincerely appreciate Dr. Omano Edigheji, whose unique insights and constructive feedback have played a pivotal role in shaping this paper. Lastly, I acknowledge our Digital Publisher, Xolani Dlamini, for ensuring this paper is formatted and presented to the highest standard. This project would not be successful without the inputs of our support staff namely Joseph Sobuthongo, other research leads, Prof. Alan Fowler, Prof. Jacob Mati and Dr. Simamkele Dlakavu. Thank you to everyone.

Bhekinkosi Moyo
CAPSI Director

DISCLAIMER

This work was produced by CAPSI at Wits Business School, University of the Witwatersrand in partnership with the Mastercard Foundation. The five-year partnership from 2022 to 2027 aims to explore the contributions of the nonprofit sector to African economies, with a particular focus on creating dignified and fulfilling work for the youth at the margins in 17 African countries. The views expressed do not represent those of the Foundation, its staff, or its Board of Directors.

Contents

ABSTRACT	1
ACKNOWLEDGEMENTS	2
LIST OF ACRONYMS	4
01 INTRODUCTION	5
02 DEFINITION OF MAIN CONCEPTS	7
03 METHODOLOGY	10
04 FINDINGS OF THE LITERATURE REVIEW	12
05 CONCLUSION	21
REFERENCES	23

LIST OF ACRONYMS

AVSI	Associazione Volontari per il Servizio Internazionale (Association of Volunteers in International Service)
CARE	Cooperative for Assistance and Relief Everywhere
CSO	Civil Society Organisation
GDP	Gross Domestic Product
ILO	International Labour Organisation
INGO	International Non-Governmental Organisation
NPO	Non-Profit Organisation
NGO	Non-Governmental Organisation
SDG	Sustainable Development Goal
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
VSLAS	Village Savings and Loans Associations
WB	World Bank
YEE	Youth Employment and Entrepreneurship

01 INTRODUCTION



Unemployment is a major development challenge in Côte d'Ivoire and thus an issue of interest in public policy. According to the 2019 National Employment Survey, it is estimated that 13,977,197 people are of working age, representing 54.55% of the total population (INS, DGE et Agence Emploi Jeunes, 2020).

About 77% of the Ivorian population is under 35 years old and faces many challenges in education, health, and especially employment.¹ Those aged 15–35 are much more exposed to unemployment or underemployment, which makes them vulnerable to political manipulation, early pregnancy, and many other deviant behaviours such as delinquency, banditry, drugs, and prostitution. Thus, among the problems affecting young people in Côte d'Ivoire are unemployment and underemployment. According to the Ivorian government (Ministry of Youth Promotion, Professional Integration and Civic Service), these problems are partly due to the non-qualification of youth, the lack of an entrepreneurial culture, and the difficulty in accessing credit. In 2019, the unemployment rate for young people was 27.36% for the 16–35 age group (National Employment Survey, 2020).

Faced with the challenge of unemployment for young people, the Ivorian government in 2015 created the National Agency for Youth Integration and Employment, which coordinates the various government policies and programmes aimed at the creation of jobs for young people.² In addition to government-led youth employment programmes, numerous initiatives have emerged from non-profit organisations (NPOs) that aim to create jobs for young people and contribute to the development of the Ivorian economy. While there is considerable knowledge about governments' interventions for young people, there is limited knowledge about those of NPOs. This study aims to fill this gap by assessing the contribution of the non-profit sector to creating dignified and fulfilling jobs and opportunities for young people in Côte d'Ivoire.

This study reviews the existing literature on the non-profit sector's contribution to the Ivorian economy in general and youth employment in particular. It is structured as follows: following this introductory section, the next section defines key concepts, while the following section covers the methodology adopted in the review. The next section highlights the key findings emerging from the review and the final section covers the conclusion and recommendations.

In 2019, the unemployment rate for young people was 27.36% for the 16–35 age group (National Employment Survey, 2020).



1 See <http://www.jeunesse.gouv.ci/protection-de-la-jeunesse>

2 See <http://www.jeunesse.gouv.ci/protection-de-la-jeunesse>



02

DEFINITION OF MAIN CONCEPTS



2.1 The Concept of the Non-Profit Organisation in Côte d'Ivoire

According to the 2024 law on civil society organisations (CSOs) (Ordinance No. 2024-368 on the Organisation of Civil Society, Article 1), *non-profit* means “a civil society organisation (CSO) that does not make profits with the intention of sharing them with its members, with management surpluses generated in the production of goods and/or services being used in full to perpetuate its social mission and ensure its operation” (see République de Côte d'Ivoire, 2024). Therefore, a NPO equals a CSO, which refers to “all organisations of natural and/or legal persons, legal structures, autonomous, whose vocation is the promotion of the general interest and collective or social values, aiming at apolitical and non-profit objectives” (see Ordinance No. 2024-368 of 12 June 2024 on the Organisation of Civil Society, Article 1). The law used the concepts of civil society and NPOs interchangeably. The same law distinguishes four types of non-profit or CSOs (see Article 2): associations, religious organisations, non-governmental organisations (NGOs), and foundations.



- *Association* means “the agreement by which two or more persons pool, on a permanent basis, their knowledge or their activities for a non-profit and apolitical purpose” (see Ordinance No. 2024-368 of 12 June 2024 on the Organisation of Civil Society, Article 1).



- *Foundation* means “the act by which one or more natural or legal persons called founders decide on the irrevocable allocation of property, rights or resources to a work of general interest, for a non-profit and apolitical purpose” (see Ordinance No. 2024-368 of 12 June 2024 on the Organisation of Civil Society, Article 1).



- *Religious organisation* means “any group of natural or legal persons whose vocation is to pay homage to a divinity in accordance with a religious doctrine, apolitical and having a non-profit purpose” (see Ordinance No. 2024-368 of 12 June 2024 on the Organisation of Civil Society, Article 1).



- *NGO* means “any group of natural and/or legal persons, apolitical and non-profit, created by private initiative, on a permanent basis with a view to carrying out, in the territory of at least two States, an activity of general interest, solidarity or voluntary cooperation for the economic, social, environmental and cultural development of populations” (see Ordinance No. 2024-368 of 12 June 2024 on the Organisation of Civil Society, Article 1).



- Thus, from the perspective of the 2024 Law on CSOs, the non-profit sector in Côte d'Ivoire includes all non-state associations, organisations, foundations, think tanks, academic institutions, trade union movements, charities, faith-based organisations, and citizen initiatives whose disinterested activities prohibit the pursuit of any pecuniary profit or benefit for adhering members.



2.2 The Notion of Dignified and Fulfilling Work

The concept of dignified and fulfilling work is broad and complex because it is elastic. The meaning of dignity and fulfilment may vary from one culture to another or even from one person to another. However, work, as a daily occupation, is one important means by which human beings can enjoy their dignity and flourish. From this perspective, *ATT Quart Monde*, a recognised worldwide association for its advocacy for dignifying and fulfilling work, states:

Dignifying work empowers people and allows them to exercise control over their income. The income security that comes from social protection enables them to plan for their future with confidence. In addition, the dignity of work respects the worker without discrimination (no hierarchy of jobs or formal qualifications), thus considering work as a 'bearer of humanity' (ATT Quart Monde, 2023).

Some authors emphasise dignity when describing a job as dignifying and fulfilling. For example, Gilabert (2018) defines dignified work as one that respects human dignity through respect for labour rights and the fulfilling nature of work. From this, the definition of dignified and fulfilling work leads to the analysis of the individual's working conditions to know whether human dignity is respected through these working conditions. Thus, a dignified and fulfilling job is one that respects and enhances the value of the individual in his or her entirety. In concrete terms, this valuation is reflected in the ability of the job to meet the employee's primary needs, in the employee's social fulfilment in the workplace, in his or her personal development, the feeling of contributing to society through his or her work, or the feeling of being an added value, as well as the sense of feeling respected in the social environment, the development of self-esteem through one's work, the feeling that the job performed respects the principles of justice and equity, etc. These elements are not exhaustive, but they constitute key aspects of dignified and fulfilling jobs.

Similarly, Marvel and Cox (2017) define dignified and fulfilling work as one that brings general well-being to the individual and whose conditions of exercise must not harm him/her physically, morally, or socially. The authors thus provide an additional criterion for determining a dignifying and fulfilling job by insisting on adapting work to the individual. This would require considering the individual's well-being and his or her physical or moral potential in the work to be accomplished. For example, it would be degrading and immoral to ask a visually impaired person (who can barely see 15%) to monitor recordings from security cameras. One could pretend that by offering him this job, it would improve his living conditions since he was unemployed. However, since the task given does not correspond to this individual's abilities, this job could even further damage his eyes. This is why adapting the job to the individual is essential to ensure the dignified and fulfilling nature of the work (Marvel & Cox, 2017:16).

Other authors, such as Blustein and Allan (2025), defined dignified and fulfilling work in terms of respect for social justice. The concept of social justice encompasses elements related to non-discrimination, equal rights, equitable remuneration, and the ability of individuals to act effectively within their work environment. According to these scholars, respect for fairness and justice ensures the humane and fair nature of working conditions, as well as the potential opportunities and personal development that come with that work. This ultimately makes it possible to qualify work as dignified and fulfilling (Blustein & Allan, 2025). These definitions are aligned with those of the Mastercard Foundation (2025).





03 METHODOLOGY

The literature review focused on the following theme: “The contribution of the non-profit sector to the creation of dignified and fulfilling jobs and opportunities for young people in Côte d’Ivoire”. The method of its realisation consists of three steps. First, a bibliographic search was carried out on Cairn.info, Google Scholar, and JSTOR using the following keywords: “non-profit sector Côte d’Ivoire”; “NGOs in Côte d’Ivoire”; “civil society Côte d’Ivoire”; “youth and employment Côte d’Ivoire”; “non-profit sector, youth employment; Côte d’Ivoire”, “non-profit sector, economy, development, Côte d’Ivoire”; “civil Society, economy, development, Côte d’Ivoire”, and “dignifying and fulfilling jobs, youth, non-profit sector, Côte d’Ivoire”.

This documentation search generated reference lists that included scientific articles and books, dissertations and theses, study reports, and activity reports of NPOs. It should be noted that many bibliographic references concerned youth employment in general, but few were on the non-profit sector and its contribution to creating jobs for youth.

This insufficiency of documentation led to the second phase, which consisted of contacting several ministries related to the economy, development, the non-profit sector, the youth employment sector, and the legal framework for the existence and functioning of NPOs and civil society in general. This second step was very slow and painful, as it required several official letters to obtain appointments to have access to documentation produced by government agencies. The result of this second stage of the literature review made it possible to have access to the database of legally registered organisations in Côte d’Ivoire. The Ministry of Youth Promotion and Youth Employment provided documentation on youth employment in Côte d’Ivoire in general. However, there is no specific data on youth job creation by the non-profit sector. Similarly, there was no information on the quality of jobs generated by the non-profit sector. The Ministry of Economy and Finance does not have specific data on the non-profit sector’s contribution to the economy and the creation of jobs for young people. Côte d’Ivoire’s Ministry of Employment and Social Protection does not have data on the quality of jobs created by NPOs.

These documentary shortcomings led to the third step of our methodology, which consisted of conducting exploratory interviews with some organisations in the non-profit sector operating in socio-professional training, professional integration, job creation, micro-credit, and the financing of income-generating activities (IGAs) for young people. This step provided access to some activity reports and information on the non-profit sector’s contribution to creating dignified and fulfilling jobs and opportunities for young people in Côte d’Ivoire. But these were individual examples that give an idea of the contribution of NPOs in creating dignified jobs for young people. Thus, the methodological limitations of this literature review are, among others, the scarcity of information on the non-profit sector and its economic contribution to the creation of dignified and fulfilling employment for young people, the lack of global statistics that would present the State and economic contribution of the non-profit sector in the creation of jobs for youth, and finally, the difficulty of generalising the conclusions of the literature review on the activities of particular organisations to the whole situation at the country level. This problem of representativeness could be solved later through a large-scale survey. However, the fact remains that this literature review still provides important clues about the non-profit sector’s contribution to creating dignified and fulfilling jobs and opportunities for young people in Côte d’Ivoire. It should also be noted that the literature review was initially written in French before being translated into English. This translation has some limitations in terms of word choice and concept translation.

This literature review provides important clues about the non-profit sector’s contribution to creating dignified and fulfilling jobs and opportunities for young people in Côte d’Ivoire.





04

FINDINGS OF THE LITERATURE REVIEW

4.1 The Economic Contribution of the Non-Profit Sector to Youth Employment

The economic contribution of the non-profit sector to the creation of jobs for young people is difficult to assess in Côte d'Ivoire, given the scarcity of publications and the absence of comprehensive statistical data on the subject. However, we propose below an assessment of the economic contribution of the non-profit sector to the creation of jobs for young people through the examination of some qualitative studies. To complement these studies, we present programmes that address various aspects of youth job creation. These programmes are either implemented directly by NPOs or indirectly through government or international initiatives executed by NPOs.

From the outset, it should be noted that youth unemployment is a major issue in Côte d'Ivoire, where about 75% of the population is under 35 years old and around 300,000–400,000 new graduates enter the labour market each year, with a youth unemployment rate estimated at 25% in 2021 (SOS Villages d'Enfants Côte d'Ivoire, 2023). Faced with the inadequacy of public initiatives to absorb this critical mass of young people, many national and international NPOs are intervening to facilitate the professional integration of young people into the labour market.

According to UNICEF (2022), most projects aimed at the professional integration of young people are concentrated in the district of Abidjan. However, the number of interventions on entrepreneurship and financial empowerment, as well as digital education, is very low. This is despite the recognition that such initiatives are regarded as essential for job creation for the youth. In addition, the UNICEF report notes the lack of communication platforms between youth organisations and formal or institutional education actors aimed at the professional integration of young people as a contributory factor to the high level of youth unemployment in the country.

One of the major economic contributions of NPOs to socio-economic development and job creation for young people is the establishment of IGAs. According to Biton (2016), IGAs are defined as autonomous economic activities, often on a small scale, allowing their promoters to generate regular income, without relying exclusively on wage labour or external support. They include subsistence agriculture, livestock, food processing, handicrafts, petty trade, or local services. In the same vein, Diallo (2018) notes that IGAs are an effective strategy for economic empowerment, especially for women and youth excluded from the formal labour market. For Biton and Diallo, the contribution of IGAs to job creation for young people is based on the fact that these activities provide access to the means of production (land, equipment), technical training, and adapted access to finance that often allow young people to start their own business, albeit often modest.

Biton (2016) also notes that IGAs are increasingly used by NGOs, not only to improve the living conditions of populations but also to promote social cohesion and community empowerment. This explains why the practice of IGAs is widespread within NPOs. However, Biton did not provide information on the potential number of jobs created through IGAs by NPOs but merely notes that these IGAs contribute to the development of a social solidarity economy for the benefit of young people and the most vulnerable populations. In the same perspective, Diallo (2018) and UNECA (2011) analysed how NGOs in particular and NPOs in general contribute to the creation of self-employment for young people through the financing of IGAs. His work focused on the role of NGOs in supporting young people through training, funding, and counselling. Diallo and UNECA do not provide statistics on the number of self-employment initiatives created by young people through NGO support, but note the fragility of many of these self-employment initiatives in terms of sustainability and their ability to empower young people to take full charge of themselves.

Mutual societies offer the most prospects of paid employment for young people in rural areas.

Some authors addressed the contribution of NPOs to economic development in general. These organisations supplement the State by creating structures such as schools, health centres, and various economic development programmes for the local population such as vocational training that enables young people to create their own jobs or to be hired. In this perspective, Koffi et al. (2019) focused on the importance of mutual societies in the economic development of rural areas of Côte d'Ivoire. Mutual societies offer the most prospects of paid employment for young people in rural areas. The authors note, however, the fragility of mutual societies, whose management by local communities often lacks rigour.

In the same perspective, Koffi (2022) analyses the economic importance of cooperatives, associations, and mutuals in the economic development of rural areas. In their article, they described how the social and solidarity economy is asserting itself in Côte d'Ivoire through traditional organisations that have no legal status and focus on mutual support and aid, as well as on agricultural production that employs many young people on a seasonal basis. These traditional associations also employ several young volunteers in social and cultural activities.

It is important to note that several NPOs that operate in the field of training and professional integration, as well as in the creation of jobs for young people, work with government subsidies or foreign donors (Akindès, 2001). They are service providers that deliver programmes defined by granting agencies. Thus, foreign organisations established locally, such as Action Against Hunger, Catholic Relief, International Rescue Committee (IRC), Care International, and Save the Children, have implemented vocational training programmes and job creation for young people. These programmes are implemented in collaboration with local CSOs. For example, since 2021, the IRC has been implementing the USAID/Mastercard-Foundation "PRO-Jeunes" project to train 750 young women in energy professions (Abidjan Press, 2021). United Nations agencies (UNICEF, UNDP, and ILO) and international institutions also support local CSOs to implement training and professional integration programmes.

By way of illustration, we cite four international or State donor programmes that involve CSOs in vocational training and in the creation of jobs or job opportunities for young people:



- *The UNIDO and AGEFOP "Strengthening Vocational Training" programme*³: In July 2024, UNIDO and the Agency for the Agence d'exécution des fonctions de maîtrise d'ouvrage déléguée (AGEFOP) agreed to cooperate to improve the quality of vocational training, through skills certification and mapping of labour market needs in Côte d'Ivoire. The aim was to equip young graduates with skills that were directly aligned with the expectations of companies, thus reducing the gap between supply (training) and demand (employment). Several CSOs, such as Action Against Hunger, collaborated on this project. A total of 187 young people, including 75 women, were expected to benefit from this four-year vocational training project.



- *Entrepreneurial innovation for youth* (UNDP, 2021): Signed in July 2021 between UNDP and the Ivorian government, this memorandum of understanding (MOU) aims to support 100,000 young people through an entrepreneurial innovation model based on the technologies of the future, the co-creation of projects and business incubation (UNDP, 2021). As of September 2021, the programme has trained 526 young people (including 273 women) in life skills, personal development, leadership, and financial literacy, with a satisfaction rate of 97% among participants, according to UNDP. Several CSOs collaborated in the implementation of this programme.



- *YouthCan!*⁴ :SOS Villages d'Enfants Côte d'Ivoire is an NPO. Since 2017, with the support of several foreign financial partners, the YouthCan initiative has been developed to support vulnerable young people (orphans or those from disadvantaged backgrounds) towards socio-professional autonomy, combining training, internships, mentoring (GoTeach), and digital opportunities (YouthLinks Community). The projects integrated capacity building cycles, learning job search techniques (EET since 2021), and promoted youth participation in decision-making processes (biennial national forum). However, there is no statistical data on the number of marginalised or vulnerable young people who benefitted from this programme. This notwithstanding, in its eight years of existence, it contributed to meeting important social needs.



- *The Rural Entrepreneurship programme* implemented by CARE International with Invest for Jobs since December 2024 aims to strengthen the entrepreneurial capacities of women and youth in rural areas by encouraging business management training, access to finance through "Village Savings and Loan Associations" (VSLAs) and the formalisation of IGAs. CARE is setting up VSLA networks (8,000 savings and loan associations) to promote the emergence of viable rural micro-enterprises.⁵

The four job creation programmes or vocational training discussed above show that the economic contribution of NPOs to the creation of jobs for young people is significant, even if it is poorly documented.

At this juncture, it is important to explore the capacity and potential of the non-profit sector to provide economic opportunities for young people with regard to employment. The absorption of capacities of young people in employment with international NGOs may be greater than that of local CSOs. Although there are no data that make it possible to easily establish the gap between the recruitment capacities of international NPOs, it is nevertheless possible to give a singular place to the financial factor as a determinant of a structural and functional

3 See FAR Network (2024)

4 See sos-ci.org

5 See Invest for Jobs

differentiation of the two categories of actors. Indeed, the lack of financial resources of local Ivorian NPOs and their dependence on external funding have been clearly established (Epic-Africa, 2019). Acting as service providers on behalf of international organisations, funds obtained from donors (foundations, UN bodies and other international organisations) are the main source of funding for the activities of local CSOs, including staff recruitment. In such circumstances, the life cycle of local CSOs is dependent on their ability to attract funds to implement programmes and projects. Admittedly, in international NGOs, the nature of activities is generally linked to project terms, but the proportion of permanent contracts is higher, 55.52% compared to 44.48% fixed-term contracts (Kouakou, 2019).

In this scheme, local social organisations or structures serve as job providers. However, their effectiveness in this area depends on two factors. First, it relies on the resources they can obtain from partnerships within multi-stakeholder cooperation for projects funded by technical or financial partners. Second, it depends on the financing agreements they may have with governmental, financial, or political institutions to carry out their activities. With an average duration of 18 months, these grants do not allow CSOs to fill existing staff or offer long-term jobs for young people. Most direct jobs they create are voluntary/trainee or part-time/flexible contractual in nature, and the salary and allowance offered leave much to be desired for most young university graduates (Bado & Agblonon, 2017). However, the relatively short duration of projects (for which they recruit staff) can be seen as a common element of both international and local NPOs (Kouakou, 2019). Given the short-term duration of the projects, it can be argued that jobs created by NPOs are not dignified and fulfilling.

In sum, publications and statistics are scarce on the economic contribution of NPOs in the creation of jobs for various categories of young people in Côte d'Ivoire. However, there are several NPOs that are involved in IGAs, in training and professional integration, as well as in the recruitment of young people as employees or volunteers.

In international NGOs, the nature of activities is generally linked to project terms, but the proportion of permanent contracts is higher, 55.52% compared to 44.48% fixed-term contracts (Kouakou, 2019)



4.2 Contribution of Non-Profit Organisations to the Creation of Dignified and Fulfilling Work for Young People

Since the end of the second civil war in 2011 in Côte d'Ivoire, NPOs have emerged as key actors in promoting dignified and fulfilling employment, particularly for marginalised groups, including youth, women, and people in rural areas. Indeed, during the post-conflict period, thanks to foreign funding, there has been a surge of NPOs to fill service gaps, including the creation of dignified and fulfilling jobs for young people by implementing programmes in youth reintegration, rural development, the health sector (HIV programmes), and promoting peace and reconciliation (Bado, 2016).

Fifteen years after the civil war ended, the role of NPOs in creating dignified and fulfilling jobs has shifted from immediate post-conflict recovery jobs to regular types of employment that are less related to the post-war recovery context. The African Development Bank (AfDB, 2020) and the United Nations Development Programme (UNDP, 2022) state that NPOs in Côte d'Ivoire play a vital role in promoting youth employment by creating quality jobs, especially in the informal and semi-formal sectors. This contribution enables young people to lead fulfilling lives. NPOs often provide "first-job experiences and skills training" (AfDB, 2020) through projects in education, health, agriculture, and gender equality. Also, NPOs serve as "incubators for social enterprises" (UNDP, 2022), linking community needs to sustainable IGAs.

In Côte d'Ivoire, NPOs also contribute to job security, thus to dignified and fulfilling work. Many NPOs, particularly those receiving international funding, offer stipends, living wages, and in some cases, health insurance for full-time staff. However, the project-based nature of funding often leads to employment insecurity and limited job continuity. This trend is documented across CSOs in West Africa (Assué & Gnepehi, 2023; OECD, 2019).

Jobs created by NPOs also provide a sense of fulfilment by fostering community empowerment and participation. Indeed, projects run by NPOs often emphasise community-based hiring, capacity building, and bottom-up planning, ensuring that employees have a voice in shaping activities. From this perspective, UNDP (2021) highlights how local NGOs in Côte d'Ivoire involve community members in recruitment and training to foster ownership and relevance. Moreover, UNDP (2022) reports that, in Côte d'Ivoire, participatory planning processes are common in



NGO programming, ensuring that community voices shape implementation. This partly accounts for the reasons why jobs in the NPO sector are often seen as socially valuable, especially in areas like child protection, women's rights, or environmental protection (UNESCO, 2021). It reports that workers express a strong sense of purpose, particularly when outcomes are visible in their communities. NPOs' workers are often proud to wear clothes with the logo of their organisation to show their sense of belonging to an NPO and the social recognition that comes from it.

The two case studies of Associazione Volontari per il Servizio Internazionale (AVSI) Foundation and CARE's VSLAs illustrate how NPOs contribute to creating dignified and fulfilling work for young people in Côte d'Ivoire. The AVSI Foundation operates vocational training centres in Abidjan and Bouaké. A 2021 impact assessment showed that over 75% of trainees secured formal or self-employment within six months—many with dignity-enhancing characteristics (e.g., fair income and relevance to personal goals). According to AVSI's livelihood and vocational training programmes in Côte d'Ivoire, 31,147 participants completed vocational training, employment guidance, or self-employment initiatives. Moreover, across all AVSI projects, approximately 79,813 people found work or launched livelihood activities, while 262,378 increased their income through training and entrepreneurial support (AVSI, 2023).

Very often, (local) NPOs' staff earn below the national average wage, which is 75,000 FCFA (about € 114). It can therefore be argued that these are not fulfilling jobs.

Likewise, CARE's VSLAs have created dignified and fulfilling work in rural areas. Indeed, VSLAs are community-based financial groups designed to empower marginalised populations, particularly women and youth, by providing access to basic financial services, fostering economic resilience, and promoting social cohesion. They are self-managed groups of 15–30 members who meet regularly (weekly or monthly) to save money and access small loans to create micro-jobs. There is no external financial support. CARE only provide capacity building such as training in business skills, literacy, and leadership, and so on. Many participants in VSLAs reported increased incomes, investment in small businesses, and improved household welfare (CARE, n.d.). According to CARE (n.d.), "VSLAs have been pivotal in boosting women's decision-making power, reducing gender-based violence, and improving self-esteem".

From the analysis above, it can be argued that NPOs contribute to creating dignified and fulfilling work for young people and marginalised groups in Côte d'Ivoire. However, the existing studies point out some shortcomings in the quality of jobs created by NPOs (Assué & Gnepehi, 2023; UNDP, 2022; UNESCO, 2021; OECD, 2019). Here are some of the limits and challenges related to the quality of jobs created by NPOs:

A large majority of NPOs in Côte d'Ivoire that create jobs rely on external funding from donors such as the European Union, the United Nations, USAID, and international NGOs. Therefore, most NPOs' workers are recruited on project-based contracts, which undermines job sustainability due to short-term project funding, usually two to three years. Most jobs end with the end of the project. Moreover, these project-based job contracts lack local ownership over employment, as the case of the dissolution of USAID in January 2025 illustrates. When the president of the United States, Donald Trump, dismantled USAID, all fundings were cut, leading to the termination of USAID-funded projects in Côte d'Ivoire and thousands of NPOs' workers lost their jobs (Radio France Internationale, 2025). This donor dependency and short-term contracts undermine job sustainability in the NPO sector.

Moreover, local NPOs that do not have external funding, and which constitute the majority of NPOs, offer only minimal compensation and no formal benefits to their workers who are mostly volunteers. Very often, these NPOs' staff earn below the national average wage, which is 75,000 FCFA (about € 114). It can therefore be argued that these are not fulfilling jobs. Jobs created by these NPOs are seen as transitional by most young people who accept these jobs to gain experience to apply for better jobs. According to Assué and Gnepehi (2023), most jobs created by CSOs in West Africa are in the informal sector. This explains the low formal recognition of NPO sector jobs in national labour statistics. These jobs are not reliable and do not allow people to take care of their essential needs (OECD, 2019).

In sum, the question of the economic contribution of the non-profit sector to the dignified and fulfilling work of young people in Côte d'Ivoire is not specifically addressed in the literature. Furthermore, some scholars and organisational reports consulted provide few statistics on the number of dignified and fulfilling jobs created by the non-profit sector. Similarly, existing studies do not enable us to ascertain which sectors or categories of young people NPOs create dignified and fulfilling jobs. This is an area that requires further research.

4.3 The NPOs' Sub-Sectoral Contributions to Dignified and Fulfilling Work for Various Categories of Young People in Côte d'Ivoire

The non-profit sector is quite diversified in Côte d'Ivoire and has several sub-sectors based on their areas of intervention such as health, environment, human rights, democratic governance, solidarity economy, and development. A mapping of CSOs in Côte d'Ivoire identified thirteen main sub-sectors. These are presented in Table 1.

TABLE 1: Main sub-sectors of intervention of CSOs

CSO sub-sectors	Priority areas for CSO intervention	Secondary areas of CSO intervention	Total sub-sector
1. Social cohesion and youth employment	174	657	831
2. Land and agriculture	183	580	763
3. Health	121	617	738
4. Education	85	632	717
5. Gender	41	616	657
6. Citizenship	36	582	618
7. Trade	82	535	617
8. Environment	40	574	614
9. Financial governance	18	529	547
10. Justice	21	500	521
11. Security	11	471	482
12. Migration	5	467	472
13. Energy	2	446	448

Source: Bado & Agblonon, 2017, p. 93.

These thirteen main sub-sectors of CSOs are organised according to their priority and secondary areas of interventions. Table 1 shows the sectoral contribution to the creation of jobs for young people. According to Bado and Agblonon (2017), the sub-sector of *social cohesion and youth employment* is the one that receives the most intervention from CSOs. Indeed, it is hardly surprising that the social cohesion sub-sector is not only coupled with that of job creation for youth in Côte d'Ivoire's post-conflict context. This sub-sector is most likely to create dignified and fulfilling jobs. This is partly due to the fact that it is a sector that receives more financial and technical support from foreign donors (Adou & Kouakou, 2017; Bado, 2021; OSCS, 2016).

The second sub-sectors that receive more interventions from NPOs are land and agriculture. These two sub-sectors provide dignified and fulfilling jobs to marginalised populations such as women and rural youth (Boone et al., 2021). Indeed, Côte d'Ivoire's economy is dominated by agriculture. It is therefore not surprising that several foreign financial partners support development projects in the agricultural sector (Epagneul and Nicole, 2000). In addition, because Côte d'Ivoire is one of the main African countries from which illegal migrants leave for Europe, this leads to the financing of several development and job creation projects in the agricultural sector in order to keep young people from migrating, and thus spawn illegal migration (Poirier, 2022). The agricultural sector has garnered the attention of donors who finance various projects aimed at creating dignified and fulfilling jobs for vulnerable populations in rural areas. It is important to recognise that, despite these efforts, most positions in the rural agricultural sector remain precarious. These jobs often do not provide young people with a fulfilling life. To make a significant impact on the quality of jobs available for youth, increased investment in the agricultural sector is, however, essential.

NPOs also focused on the health sub-sector, where they contribute to the creation of dignified and fulfilling jobs. As with the other sub-sectors discussed above, the health sector receives a lot of funding, mainly from foreign development partners (Zran, 2019). This explains the large number of projects funded in the field of health. Zran

(2019) explains the rise of NPOs in the field of health since the beginning of the civil conflict in 2002 and even during the post-conflict period after 2011. Through external funding, health cooperatives and various CSOs have been set up to collaborate and implement health programmes. These have resulted in the creation of some quality jobs in the health sector, with some employees of these health organisations being paid according to international standards. Their work, which is a qualitative study, describes how these NPOs are repositioning themselves to play a more active role in the health sector. Many health centres and clinics created or managed by NPOs offer quality services and better remuneration to health workers. Consequently, these private health centres are more appreciated by the population compared to public health centres. Because health requires a certain level of technicality and education, the staff recruited and the jobs offered in this sector are, in general, of better quality compared to other fields (Koffi et al., 2003). In light of this, it can be argued that NPOs in the health sector are contributing to the creation of dignified and fulfilling jobs.

It can be argued that NPOs in the health sector are contributing to the creation of dignified and fulfilling jobs.

The education sector is also an area in which many NPOs are engaged, offering dignified and fulfilling employment opportunities for disadvantaged populations (African Development Bank, 2022). According to Business France (2024), in Côte d'Ivoire, "the private sector accounts for more than 75% of the country's schools and more than 54% of the student population in secondary education". Several NPOs, including associations that own educational institutions, are involved in the implementation of school and vocational training programmes (Barlet et al., 2011). Even in the absence of statistics, there is no doubt that NPOs generate a significant number of jobs in the education sector in Côte d'Ivoire. The quality of private schools is better than that of public secondary schools. It can be inferred that this is because private secondary schools offer better pay to teachers and have better working conditions (Akpe, 2014; Goin Bi, 2019; Lanoue, 2004), which, by extension, provides dignified and fulfilling jobs for the youth. However, Akpe (2014) notes that the quality of private education is not uniform, comprising both poor and good schools. Following this logic, it can be argued that not all jobs created by NPOs that run private schools are dignified and fulfilling. As mentioned earlier, further studies are needed to make an accurate assessment to judge the quality of the jobs generated by these NPOs.

Also, NPOs contribute to creating dignified and fulfilling jobs in the following nine (9) sub-sectors: gender, citizenship, justice, security, financial governance, trade, energy, environment, and migration (Bado & Agblonon, 2017). However, there is a lack of data on the number of these jobs.



As noted previously, the NPOs that receive external funding make more contributions to the creation of dignified and fulfilling jobs for you – they offer better salaries and social benefits in accordance with the standards of local and international labour laws.

In summary, NPOs that create dignified and fulfilling jobs are those that meet eligibility criteria for funds from international organisations. These are organisations that are well established legally and are more structurally formalised. They are, therefore, inclined to respect national and international standards in terms of employment and working conditions. This is why the jobs created by these NPOs tend to be dignified and fulfilling.

The non-profit sector remains a vast field of study that is underexplored in Côte d'Ivoire.

Gaps in the literature review on the role of the non-profit sector in creating dignified and fulfilling jobs for the youth in Côte d'Ivoire are mostly related to the lack of quantitative studies. Below are several gaps⁶ that further studies are needed to get an accurate mapping of the contribution of the non-profit sector to the creation of dignified and fulfilling work for young people in Côte d'Ivoire:



- The first gap is the absence of a precise mapping of non-profit associations. The exact number of legally registered associations is not known. Furthermore, the exact number of local and foreign NPOs in the country is unknown. However, there is more information and data on foreign NPOs than on local ones.
- Second, the number of dignified and fulfilling jobs created by the non-profit sector, particularly by local organisations, is not known.
- Third, the area of activity where local NPOs create the most fulfilling jobs for young people.
- Fourth gap is that the existing literature does not make it possible to establish a precise profile of young people employed in the local non-profit sector, nor to quantify the jobs offered to different categories of young people, especially marginalised youth.
- Fifth, the quality of jobs the non-profit sector creates. There is no data to gauge with any certainty whether jobs in the local non-profit sector are fulfilling and dignifying. What is known is that there is significant mobility among staff of NPOs from one job to another and from one association to another in search of better working conditions. This seems to suggest that many jobs offered by the non-profit sector are precarious. However, there is a lack of statistical data to confirm or refute this perception.
- Finally, existing literature is also silent on young people's perceptions of the non-profit sector and the jobs generated by it. This is an area that requires further research.

Thus, the non-profit sector remains a vast field of study that is underexplored in Côte d'Ivoire. This calls for the need for an empirical study to assess the economic contribution of NPOs in creating fulfilling and dignified jobs for young people in Côte d'Ivoire.



⁶ The gaps in the literature review on the contribution of the non-profit sector in creating fulfilling and dignified jobs for the youth in Côte d'Ivoire are almost the same as those the author found in a previous literature review in the neighbouring country, Burkina Faso.



05
CONCLUSION

In Côte d'Ivoire, NPOs flourished during the civil war, 2002–2011, when they were the main provider of services in the country. This continued in the post-conflict reconstruction period when they played a leading role through the implementation of numerous programmes financed mainly by foreign donors. Currently, NPOs continue to play a significant role in economic and social development. This is despite the fact that the State has regained its capacity to act and recovered from the consequences of civil wars.

Despite the significant role NPOs played, there are limited studies on their contributions to creating dignified and fulfilling jobs for the youth. The available literature, which is composed more of qualitative studies, has highlighted some of the sector contributions to economic development and creating jobs for the youth in the country.

There is increasing recognition of NPOs' strategic importance to the social and economic development of Côte d'Ivoire. This is reflected, among other things, in the increasing attention, in recent years, that the State has given to the non-profit sector, including the adoption of a specific law in 2024 (see Ordinance No. 2024-368 of 12 June 2024) to define and legally regulate the non-profit sector defined as any CSO that does not seek to make profits with the intention of sharing them with its members. The review and analysis above also showed how the non-profit sector contributes to the economic development of Côte d'Ivoire. This includes the implementation of economic development programmes, most of which are financed by foreign donors and sometimes by the State or local companies. Although most of the studies evaluated are qualitative studies that provide few statistics, there is no doubt that the non-profit sector is contributing to several IGAs. Similarly, several vulnerable populations, including women and young people, manage to survive due to the projects of NPOs.

Many NPOs, especially those receiving international funding, offer stipends, living wages, and in some cases, health insurance for full-time staff.

NPOs also act as service providers on behalf of international organisations or the State, which allows them to recruit paid staff or volunteers. NPOs are known to create jobs, ensuring economic security, a key component of dignified and fulfilling work. Many NPOs, especially those receiving international funding, offer stipends, living wages, and in some cases, health insurance for full-time staff. However, the project-based nature of funding often leads to employment insecurity, a trend documented by several authors across different sub-sectors of the non-profit sector.

It must be noted that jobs created by NPOs also provide a sense of fulfilment by fostering empowerment and participation. Indeed, projects run by non-profits often emphasise community-based hiring, capacity building, and bottom-up planning, ensuring that employees have a voice in shaping activities. That is why jobs in the non-profit sector are often seen as socially valuable. As a result, workers express a strong sense of purpose, particularly when outcomes are visible in their communities.

This study has highlighted that NPOs contribute significantly to job creation for youth and marginalised people, mostly in the following 13 sub-sectors: social cohesion and youth employment, land and agriculture, health, education, gender, citizenship, justice, security, financial governance, trade, energy, environment, and migration. These sub-sectors receive more attention from external donors and from the State. Indeed, a large majority of NPOs in Côte d'Ivoire that create jobs rely on external funding from donors such as the European Union, the United Nations, USAID, or international NGOs. Their staff are therefore recruited on project-based contracts. This leads to job insecurity.

In general, most NPOs in the country, which are local, have limited funding. Because of this, they offer minimal compensation and no formal benefits to their workers who are mostly volunteers. Very often, most NPO staff earn below the national average wage (about € 114). In these circumstances, it is difficult to have a fulfilling life with such jobs. As noted above, because of this situation, jobs in NPOs are seen as transitional by most young people who accept these jobs to gain experience to apply for better jobs. Therefore, it can be argued that NPOs make a minimal contribution to creating dignified and fulfilling jobs for youth in the country.

This study has also noted that existing studies have not given much attention to the quantitative and quality of jobs created by NPOs; hence, it recommends that this requires further research.

References

- Adou, D., & Kouakou, K.-J. (2017). L'humanitaire en Côte d'Ivoire: dynamiques et enjeux d'une transition. In: T. Fouquet & V. Troit (Eds.), *Trois Transition humanitaire en Côte d'Ivoire* (pp. 25-44). Karthala. <https://doi.org/10.3917/kart.fouqu.2017.01.0025>.
- African Development Bank (2022). Skills for Employability and Productivity in Africa (SEPA) Action Plan, 2022-2025. AfDB.
- African Development Bank (2020). *African Development Bank Regional Economic Outlook 2020: West Africa, harnessing the youth workforce could speed economic recovery in the post-COVID-19 era*. AfDB.
- Akindès, F. (2001). *Dynamique de la politique sociale en Côte d'Ivoire*. Institut de recherche des Nations Unies pour le développement social, Politique sociale et développement Document du programme no. 8 juillet 2001.
- Akpe, Y. H. (2014). L'évaluation de la qualité de la formation professionnelle dans les grandes écoles privées de Côte d'Ivoire. *Revue Universitaire des Sciences de l'Éducation*, 2(2), 98-118.
- Abidjan Press (2021). "Les Etats-Unis octroient plus de 270 millions de FCFA pour 750 jeunes femmes." Retrieved 17 February 2025, from <https://abidjanpress.com/les-etats-unis-octroient-plus-de-270-millions-de-fcfa-pour-750-jeunes-femmes/>
- Assué, Y. J.-A., & Gnepehi, D. G. G. (2023). Le Secteur Informel Comme Alternative au Sous-emploi des Jeunes dans la Sous-Préfecture de Toumodi. ESI Preprints, *European Scientific Journal*, 16, 402-419.
- ATT Quart Monde (2023). "La dignité en action: Travail décent et protection sociale". Retrieved 20 February 2025, from <https://www.atd-quartmonde.org/la-dignite-en-action-travail-decent-et-protection-sociale/>
- AVSI (2023). *Rapport annuel 2023 Côte d'Ivoire*. Retrieved 10 May 2025, from <https://back.avsi.org/uploads/AVSI-in-Cote-dIvoire-Rapport-Annuel-2023.pdf>.
- Bado, A. B. (2016). Building peace by supporting post-conflict electoral processes (Dissertation in Political Science, Université Laval, Quebec).
- Bado, A. B., & Agblonon, W. O. (2017). Cartographie de la contribution des organisations de la société civile à la gouvernance sectorielle en Côte d'Ivoire. CERAP.
- Bado, A. B. (2021). Evaluating practices of civil society organisations in the prevention of electoral violence in Côte d'Ivoire and Burkina Faso. In: T. K. Tiekou, A. Coffie, M. B. Setrana, & A. Taiwo (Eds.), *The politics of peacebuilding in Africa* (pp. 50-56). Routledge.
- Barlet, S., Biache, R., Diouf, M., Dumont, B., Gauron, A., Huguenin, V., & Migan, G. (2011). Regards croisés sur l'action des ONG en éducation au Sud. Table ronde. *Revue internationale d'éducation de Sèvres*, 58, 57-66.
- Biton, A. (2016). "Les activités génératrices de revenus dans les ONG : pratiques et enjeux." *Revue internationale de l'économie sociale*, n°340. Retrieved 5 April 2025, from <https://www.erudit.org/fr/revues/recma/2016-n340-recma02659/>.
- Blustein, D. L., & Allan, B. A. (2025). Dignity at work: A critical conceptual framework and research agenda. *Journal of Career Assessment*, 33(3), 489-509.
- Boone, C., Bado, A. B., Dion, A. M., & Irigo, Z. (2021). Push, pull and push-back to land certification: Regional dynamics in pilot certification projects in Côte d'Ivoire. *The Journal of Modern African Studies*, 59(3), 247-272.
- Business France (2024). "Le Marché de l'éducation et edtech en Côte-d'Ivoire." Côte d'Ivoire: La communauté EdTech locale. Retrieved 21 March 2025, from <https://www.teamfrance-export.fr/fiche-marche/tech-et-services/education-et-edtech/CI>.
- CARE (n.d.). *Microsavings through village savings and loan associations*. Retrieved 11 January 2024, from <https://www.care.org/our-work/education-and-work/microsavings/>
- Diallo, A. (2018). "Les jeunes et l'auto-emploi en Afrique de l'Ouest: l'expérience des ONG," *Revue Tiers Monde*, 235, Avril.
- Epagneul, M.-F., & Nicole, M. (2000). Explorer le rôle des associations dans l'insertion et la création d'emplois en milieu rural. *Économie Rurale*, 259 (1), 16-32. <https://doi.org/10.3406/ecoru.2000.5204>
- Epic-Africa. (2019). *The landscape of African civil society organizations (CSOs)*. PhiLab. Retrieved 12 June 2025, from <https://philab.uqam.ca/blogue-accueil/le-paysage-des-organisations-de-la-societe-civile-osc-africaines/>.
- Gilbert, P. (2018). *Dignity at work*. Retrieved 12 June 2025, from <https://philpapers.org/archive/GILDAW-2.pdf>
- Goin Bi, Z. T. (2019). De la privatisation à la marchandisation de l'éducation en Côte d'Ivoire, *Revue internationale d'éducation de Sèvres*, 82, 85-92.
- INS, DGE et Agence Emploi Jeunes (2020, Novembre). "Enquête nationale sur l'emploi en Côte d'Ivoire. ENE 2019," Rapport Final, chrome-extension://efaidnbnmnibpcjpcglclefindmkaj/https://projetrgeecicluster3.anstat.ci/assets/projet/File_projet1719988312.pdf
- ILO (n.d.). *Recommendation 204 concerning the transition from the informal to the formal economy*. Retrieved 12 March 2025, from <https://www.ilo.org/resource/other/ilc/104/recommendation-no-204-concerning-transition-informal-formal-economy>

- Koffi, N.-M., Diarra-Nama, A.-J., Angbo-Effi, K.-O., Chanfreau, B., Saracino-Tagliante, J. & Le Bras, M. (2003). Pourquoi un diplôme de gestion de projets de santé en Côte d'Ivoire? *Santé Publique*, 15(1), 79–88.
- Koffi, L. B. (2022). Lucarne sur des organisations traditionnelles en lien avec l'économie sociale et solidaire en Côte d'Ivoire. *Revue Ivoirienne Des Sciences Historiques (RISH), Revue Électronique d'Histoire, d'Art Et d'Archéologie*, ISSN 2520-9310, Daloa, Université Jean Lorougnon Guédé (Côte d'Ivoire), 11, 89–101.
- Koffi, K. A., Zadi, Z.E., & Kouassi, K. (2019). Les mutuelles de développement et les activités économiques dans les villages communaux de Bocanda. *La revue des Sciences Sociales Kafoual*, 2, 180–194.
- Kouakou, J. K. (2019). The contribution of international NGOs to the job market in Côte d'Ivoire (Master thesis, Hautes Etudes Commerciales (HEC) Abidjan). Retrieved 27 December 2023, from https://www.memoireonline.com/06/23/14176/m_La-contribution-des-ONG-internationales-au-marche-de-emploi-en-Cte-divoire4.html.
- Lanoue, É. (2004). Les écoles catholiques et la construction des "identités scolaires" en Côte d'Ivoire. *Cahiers de la recherche sur l'éducation et les savoirs*, 3, 75–91.
- Marvel, R., & Cox, A. (2017). Fulfilling work: What do older workers value about work and why? (Centre for Ageing Better). Retrieved 14 June 2025, from <https://ageing-better.org.uk/sites/default/files/2017-12/What-do-older-workers-value.pdf>
- Mastercard Foundation (2025). *Young Africa Works Uganda: Partnerships, progress, and impact*. Retrieved 5 July 2025, from <https://cdn.buttercms.com/9sZuBvbT3q2rnui1rTxK>
- OECD (2019). *OECD Development Co-operation Peer Reviews: Côte d'Ivoire 2019*. OECD Publishing. <https://doi.org/10.1787/9789264314435-en>.
- OCS [Observatoire de la Solidarité et de la Cohésion Sociale] (2016). *Rapport analytique du niveau de la solidarité et de la cohésion sociale en Côte d'Ivoire*. Ministère de la Solidarité, de la Cohésion Sociale et de l'Indemnisation des Victimes.
- Poirier, M. (2022). Les enjeux stratégiques de l'immigration clandestine en Méditerranée. *Confluences Méditerranée*, 120(1), 81–93.
- Republique de Côte d'Ivoire (2024). Ordonnance n° 2024-368 du 12 juin 2024 relative à l'organisation de la société civile. *Journal officiel de la République de Côte d'Ivoire*, 12, 238–252.
- Radio France Internationale (2025, February). Côte d'Ivoire: des ONG déjà à l'arrêt après le gel des aides américaines au développement. <https://www.rfi.fr/fr/afrique/20250210-c%C3%B4te-d-ivoire-des-ong-d%C3%A9j%C3%A0-%C3%A0-l-arr%C3%AAt-apr%C3%A8s-le-gel-des-aides-am%C3%A9ricaines-au-d%C3%A9veloppement>
- SOS Villages d'Enfants Côte d'Ivoire (2023). *Employabilité des jeunes – Programmes YouthCan!*. Retrieved 20 February 2025, from sos-ci.org.
- UNDP (2022). Rapport national sur le développement humain – Côte d'Ivoire 2022: Emploi et transformation structurelle de l'économie ivoirienne. Programme des Nations Unies pour le développement. Rapport Annuel. Retrieved 16 March 2025, from <https://www.undp.org/fr/cote-divoire/publications/rapport-national-sur-le-developpement-humain-2022>
- UNDP (2021). Côte d'Ivoire's unwavering commitment to deliver on the SDGs: How UNDP supports through more effective partnerships. UNDP Côte d'Ivoire. Retrieved 12 May 2025, from <https://www.undp.org>.
- UNECA (2011). *Les Strategies de promotion de l'auto-emploi des jeunes en Afrique de l'Ouest*. Rapport, 91p.
- UNESCO (2021). Centre d'incubation Impact'Lab UNESCO. Retrieved 16 March 2025, from <https://impactlab-cilis.org/about/>
- UNICEF (2022). Analyse de la situation de l'écosystème jeunesse en Côte d'Ivoire. Retrieved 13 August 2024, from <https://www.unicef.org/cotedivoire/media/4161/file/Analyse%20de%20situation%20de%20l%E2%80%99%C3%A9cosyst%C3%A8me%20jeunesse%20en%20C%C3%B4te%20d%E2%80%99Ivoire.pdf>.
- United Nations (n.d.). *Civil society*. Retrieved 28 December 2023, from <https://www.ohchr.org/fr/resources/civil-society#:~:text=Les%20acteurs%20de%20la%20soci%C3%A9t%C3%A9,aupr%C3%A8s%20de%20groupes%20victimes%20de>.
- Zran, T. A. (2019). Les ONG et la reconstruction du système de santé publique au nord de la Côte d'Ivoire: stratégies de repositionnement et de collaboration. *Les Papiers de la Fondation*. Retrieved 4 June 2025, from <https://hal.science/hal-04031643v1>.

Contact:

Centre on African Philanthropy & Social Investment (CAPSI)

2 St David's Place, Parktown,
Johannesburg, South Africa, 2193

P.O. Box 98, Wits, Johannesburg,
South Africa

admin@capsi.co.za

www.capsi.co.za