

# **Agrifood systems innovations and employment creation**

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In 2022-2023, we reviewed 290 documents after a two-step search:

- A Search of conference journal articles, working papers, reviews, reports, and book chapters from 2000-23, was conducted using the keywords (“value chains” OR “agriculture” OR “farm” OR “non-farm” OR “food systems” OR “rural”) AND (“labor” OR “labour” OR “work” OR “job” OR “occupation” OR “employment” OR “working conditions” OR “social protection”).
- This search listed 167,182 documents as of March 31, 2023.
- The most cited documents from that list (300 entries) were identified and then reviewed for their relevance to our study. **139** texts were selected.
- Of these 139 papers, 21 were read but not used as they were not relevant to this review, and 118 were included in this review.
- An additional **151** documents were added as the analysis progressed, based on references in one or more of the texts in the original list, as were some articles recommended by experts with whom the team interacted.

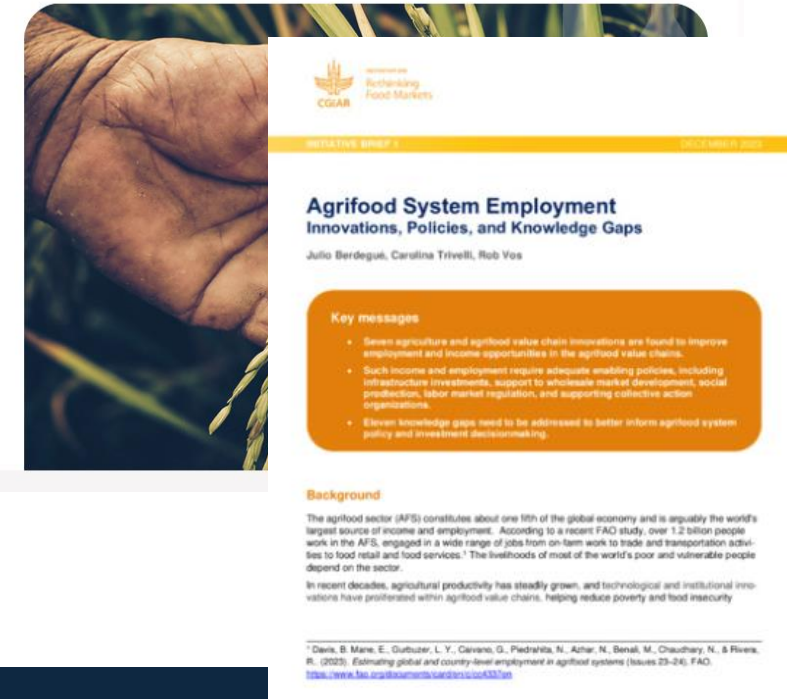
# Creating more and better employment in agrifood systems



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# Employment in AFS throuout the reviewed literature

The structural transformation revisited

Employment in agrifood systems

Rural employment diversification

The “hidden middle”

Intensification, automation, and digitalization

Contract farming

Working conditions and social protection

Female employment, gender and AVC










Youth

# Reviewed publications












Color	Number of papers
Red	0 to 9
Yellow	10 to 19
Light Green	20 to 29
Green	30+

Drivers/Effects	Quantity of jobs	Labor productivity	Income and/or wage:	Diversification	Social protection	Working conditions	Others effects	Gender effects	Youth effects	Total by driver
Legal and regulatory changes	14	3	8	0	3	7	3	1	4	30
Technological innovations in primary production	23	30	27	2	1	2	6	5	11	60
Organizational changes in primary production	18	9	16	2	0	3	4	2	10	36
Technological innovations upstream or downstream	9	6	4	0	0	1	2	3	9	20
Private institutional changes	12	4	21	2	6	17	7	16	6	46
Changes in the structure and organization of the value chain	40	17	43	28	4	11	3	23	14	89
Changes in rural-urban linkages	9	6	6	3	0	0	2	4	10	25
Investments in public goods and services	3	7	4	0	0	0	2	1	8	28
Other changes in governance	5	6	4	2	2	8	3	4	4	22
Others drivers	16	13	13	13	10	4	4	25	14	73
<b>Total by effect</b>	109	72	122	47	21	43	32	71	33	

# Innovations, policies and investments

Innovations	Employment effects	Inclusion effect
<b>Mechanization</b>	Mostly  (scale effect >? substitution effect)	
<b>Digital innovations</b> (on and off farm)	Mostly 	Mostly  (depending on connectivity and digital capability gaps)
<b>Food standards</b> that include labor provisions	Mixed results	Mixed results
<b>Modern contract farming and VC contracting</b>	Mostly 	Mixed results
<b>Small-scale irrigation</b>	Mostly 	Mostly 
<b>Agroecology</b>	Mostly 	Mostly 
<b>Flexible labor contracts</b>	Mostly 	Mixed results

# Innovations, policies and investments

Policies and investments	Employment effects	Inclusion effect
<b>Investments in infrastructure that “pull” rural employment and facilitate income diversification</b> (public and private)	Mostly 	Mostly 
<b>Modernization of wholesale markets</b>	Mostly 	
<b>Social protection linked with agricultural development interventions</b>	Mostly 	Mostly 
<b>Expanded social protection (with economic inclusion)</b>	Mostly 	Mostly 
<b>Labor market regulation</b>	Mostly 	Mostly  (restricted to formal workers)
<b>Collective action organizations</b>	Mostly 	Mostly  (youth tends to be excluded)