

# GenX

## How to support Generational Exchange and Farm Succession in Agriculture

### Background

If agriculture is to offer a future for both the old and the young generation, better framework conditions and advisory services must be created for those affected. Successful farm succession helps preserving the assets of farming families, give the young generation a chance to use their energy and become successful entrepreneurs, and to find solutions for the economic survival of the older generation. Successful succession will boost entrepreneurial agriculture, increase the value of the farm and create employment. In addition, by taking over a farm youth do not rely on inheritance and gain timely access to productive land which is one of the main obstacles for youth to set foot in agriculture.

### General Ideas

**Objective:** GenX aims for farmers of the young and older generation in Africa to successfully shape the transfer of their farming businesses from one generation to the next, or to find innovative forms of co-management. GenX pursues this aim through innovative awareness-raising, support, coaching and advice.

Where farmers successfully hand over, take over or co-manage their farm, this may lead to:

- More young farmers in Africa gain access to land.
- More young farmers successfully manage farms, either together with the older generation, or after a planned takeover process, be it within families or across family ties, making them less reliant on inheritance.
- Young and older farmers have a secure livelihood.
- More and diverse prospects for rural youth are created.
- African farmers' organizations and other organizations successfully advise and accompany farmers in this great challenge of farm succession and offer their members and constituencies added value.
- There are examples of successful land and farm succession in the local community.

**Target & target group:** The beneficiaries of the GenX Process are (small- and medium-scale) farmers of different generations with the potential to transfer, take over or jointly manage land and/or farms. These are individuals, families of all types and sizes (including polygamous), married couples, siblings, and other relatives. The GenX Process can also be used to support unrelated individuals and families.

**Implementing Organizations:** The GenX Process is ideally offered as a regular service by an organization that has access to and is trusted by the older and younger generation of farmers. Ideally it offers the service to its members or a wider constituency in need of this type of support. For successful service delivery, the organization needs to be well-informed, have access to relevant skills and knowledge, and contacts to legal and business experts and governmental institutions. The GenX Process can become a business model for a sustainable advisory service.



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# Structure of the GenX Process

The GenX Process combines a series of Consultation Workshops and Coaching Phases. GenX is flexible and can be adapted to specific context and needs. The process should be conducted over a period of 6 – 8 months from inception to evaluation. Ideally, 15 – 20 participants join the process. There must be a balanced mix of old and young farmers, farm owners and farm successors.

## GenX Process



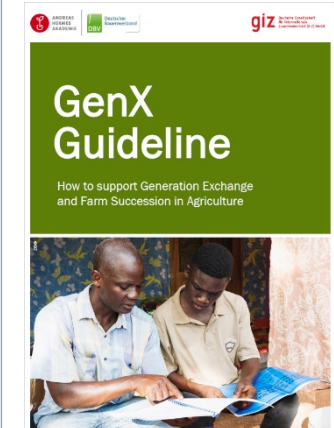
## Consultation Workshops

The Consultation Workshops are designed as a concerted series of interactive knowledge and soft skills modules. Three main thematic fields were identified, in which capacity is vital for a successful farm succession:


1. Communication, including social aspects in the family and beyond,
2. Law, including a wide range of legal aspects, and
3. the farm as a Business, looking at entrepreneurial aspects of the farm.

Each thematic field is covered in the GenX Support Process by one or several modules. The knowledge modules are partly generic (e.g., accounting), and partly tailored to the context of the specific country (e.g., inheritance law).

The specific modules require adaptation if GenX is implemented for the first time introduced in a country. The GenX guideline provides practical step-by-step information on the process.



For further details, please refer to the [GenX Guideline](#) with its annexes.



### Development of GenX – Pilot Project in Uganda

The GenX Process was developed in cooperation between the Andreas Hermes Akademie (AHA), the GIZ Global Project *Employment in rural areas with a focus on youth* and the Young Farmers' Organization of Uganda (UNYFA) in 2020. Starting mid-2021 UNYFA plans to roll out GenX as a regular advisory service.

During the pilot project in Uganda, 15 farmers (successors and owners) were accompanied. Since then, the participants moved on with their own farm succession processes. One coffee farmer, for example, used the newly developed network and the help of a lawyer and registered ownership of his land. Another drafted his will, using the GenX recommendations.

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