

# SENSITISATION WORKSHOP ON HARNESSING THE DEMOGRAPHIC DIVIDEND FOR SUSTAINABLE GROWTH OF ADAMAWA STATE

COMMUNIQUE

10TH DECEMBER 2025

Adamawa State Planning Commission in collaboration with United Nations Population Fund (UNFPA) and Health Policy Training and Research Programme (HPTRP) of the University of Ibadan organised a four-day Sensitisation and Capacity Building Workshop on Demographic Dividend in Adamawa State on the theme "Developing Potential for Harnessing Demographic Dividend in Adamawa State" from December 8th to 10th, 2025, at Club House Hall, AUN Hotel, Yola. Over fifty (50) Directors and directing staff from ... MDAs in the State attended the workshop.

The workshop demonstrated the concept of, and rationale for Demographic Dividend (DD) as the accelerated economic growth that can occur when a country's population structure shifts, resulting in a large working-age population relative to the number of non-working dependents (children and the elderly). It also highlighted the first (Population Concentrated at Working age) and second (Population Concentrated at Older working age and elderly) types of demographic dividend. It further clarified key concepts including Demographic Transition and the four-stage processes of shifting from high mortality and high fertility rates to low mortality and low fertility rates. The workshop also highlighted the "Window" of Opportunity as a temporary period - the demographic bonus - where the number of productive working-age people (typically defined as 15-64 years) is significantly larger than the dependent population (0-14 and 65+), which opens when the ratio of approximately 1.7 working-age individuals for every 1 dependent, is reached.

The workshop further examined the four critical mechanisms of the Dividend for country/state to make strategic investments: 1) Increased Labor Supply including high rate of female labour force participation, 2) Increased Savings, 3) Human Capital Development (education, health, and nutrition), and 4) Economic Growth and Domestic Demand. The workshop's focus reflects the critical nature of this window, addressing how Nigeria, and specifically Adamawa State, can structure its policies (roadmaps, programming, and local population dynamics) to ensure that the huge youth population becomes an asset rather than a burden. Participants were informed that the Demographic Dividend is not guaranteed; but it requires effective and sustained policies in education, health, and economic governance. If the working-age population remains unemployed or lacks the necessary skills, the demographic "gift" can turn into a demographic "bomb" (social and economic instability).

The Group Work Session designed for local stakeholders to analyse the state's situation across these pillars and develop tangible DD Programming for Adamawa State was held in four groups. The exercise revealed the dear need for DD programme in the State.

## **Implementing the Demographic Dividend Programming in Adamawa State**

Harnessing the demographic dividend requires moving beyond ad-hoc interventions

to a structured, phased programming approach. Effective DD programming however, requires integrated, cross-sectoral investments, as outlined in the African Union's and Nigeria's Roadmaps for the Demographic Dividend, with adaptation for Adamawa's context. The national framework, successfully implemented in several states, involves five sequential phases with specific outputs and stakeholders: 1) **Advocacy and Sensitisation**, 2) **Roadmap Preparation**, 3) **Integration of DD Roadmap**, 4) **Gap Analysis and Estimation of DD Profile**, and 5) **Monitoring and Evaluation Framework**. Adamawa must now embark on the strategic journey with clear roles and deliverables. Table 1 outlines Adamawa's strategic pathway through the complete DD programming cycle.

**Table 1: Adamawa State Demographic Dividend Programming Framework (2026-2027)**

Programming Phase	Key Objectives & Deliverables	Timeframe	Primary Responsible Stakeholders
1. Advocacy & Sensitisation	<ul style="list-style-type: none"> <li>- Formal dissemination of workshop outcomes</li> <li>- Targeted DD awareness campaigns</li> <li>- High-level political declaration</li> <li>- Media engagement strategy launched</li> </ul>	Q1 2026	Ministry of Information, CSOs, Media, Traditional Institutions, Workshop Facilitators
2. Roadmap Preparation	<ul style="list-style-type: none"> <li>- Investment options and activities across four pillars identified and prioritized</li> <li>- Roadmap Matrix developed &amp; validated</li> </ul>	Q1-Q2 2026	Planning Commission (Lead), HPTRP/UNFPA (Technical), All Line MDAs, CSOs, Academia
3. Integration Into Plans & Budgets	<ul style="list-style-type: none"> <li>- DD priorities integrated into State Development Plan</li> <li>- 2027 Budget Call Circular reflects DD tagging requirements</li> <li>- Initial DD budget mapping exercise completed</li> <li>- Legislative briefing on DD-responsive budgeting conducted</li> </ul>	Q3-Q4 2026	Planning Commission & Ministry of Finance, State House of Assembly, Budget Office
4. Gap Analysis & Profile Estimation	<ul style="list-style-type: none"> <li>- DD Profile study commissioned &amp; completed</li> <li>- Lifecycle deficit/surplus quantified using NTA methodology</li> <li>- State-specific dividend window precisely calculated</li> <li>- Investment gaps across sectors identified &amp; costed</li> </ul>	Q4 2026 – Q2 2027	DD Technical Secretariat, Adamawa Bureau of Statistics, HPTRP/UNFPA, Development Partners
5. Monitoring, Evaluation & Observatory	<ul style="list-style-type: none"> <li>- DD Observatory established</li> <li>- DD Monitoring Index (DDMI) dashboard operational</li> <li>- First annual DD progress report published</li> </ul>	Q3-Q4 2027	Adamawa Bureau of Statistics, DD Steering Committee, CSOs, Media, Academic Institutions

Source: Authors' Compilation

### Critical success factors for implementation

1. **Political champion:** The Governor's visible leadership as DD champion is non-negotiable for cross-ministerial cooperation.
2. **Budgetary commitment:** A minimum annual percentage increase in health and education budgets, specifically targeting adolescent and youth

- programming.
3. **Data revolution:** Investment in the Adamawa Bureau of Statistics to produce regular, household survey as well as LGA-disaggregated data on employment, education, and health outcomes.
  4. **Youth inclusion:** Formal mechanisms for youth participation in all phases of DD programming design and monitoring.

The Demographic Dividend agenda represents Adamawa's most significant opportunity for sustainable transformation. Its success depends not on any single entity but on the concerted efforts of all stakeholders playing complementary roles.

### Stakeholder-Specific Contributions

- **State Government:** Must provide the decisive political leadership, policy direction, and public resource allocation to anchor this agenda. The Executive and Legislature must work in unison to pass DD-responsive appropriations and oversight mechanisms.
- **Development Partners and UN Agencies:** Should offer critical technical assistance, facilitate North-South learning exchanges with other DD states, and provide catalytic funding for evidence generation and pilot programs, particularly in hard-to-reach LGAs.
- **Civil Society and Academia:** Are essential for grassroots advocacy, independent monitoring, community mobilization, and generating context-specific research to inform policy adjustments.
- **Traditional and Religious Institutions:** Play a crucial role in shifting social norms around child marriage, girl-child education, and family planning, particularly in rural communities.
- **Private Sector:** Must be engaged as core partners in job creation, apprenticeship programmes, skills development, and supporting youth entrepreneurship through accessible financing and market linkages.

### Immediate Next Steps

1. **Governor's Directive:** Issue an executive communication mandating the commencement of the DD programming implementation in the State.
2. **Stakeholder Convening:** Host a one-day working session with all key actors to cascade and finalize the Phase 1 (Advocacy and Sensitization) at the grassroots.
3. **Resource Mobilization:** The Planning Commission and Ministry of Finance, in consultation with development partners, should identify and secure initial funding for the DD implementation.
4. **Communication Launch:** Develop and roll out a unified public message on Adamawa Demographic Dividend Journey across traditional and digital media platforms.

### Conclusion

Harnessing the dividend is the most important economic project of the current generation. It is not just preparing a future for the youth; but preparing the youth for the future. Adamawa cannot afford to be a passive observer of its demographic

transition. By adopting this structured, phased approach and working together across all sectors with unprecedented coordination, the State can deliberately choose the path of dividend over disaster. This is not merely an economic planning exercise, it is an investment in peace, stability, and the dignity of every Adamawa citizen. This demographic potential must be collectively transformed into a lasting legacy of inclusive prosperity, and the clock is ticking on the demographic window; the State must act with wisdom, courage, and unity when it mattered most.

**Signed**