

**CAUSES OF UNEMPLOYMENT AMONG YOUTH IN UGANDA: A CASE STUDY
OF MPUMUDDE SUB COUNTY MPUMUDDE SUB COUNTY, LYANTONDE
DISTRICT.**

BY

KIRABO GRACE

BSE/45389/143/DU

**A RESEARCH REPORT SUBMITTED TO THE COLLEGE OF EDUCATION,
OPEN, DISTANCE AND E-LEARNING IN PARTIAL FULFILMENT OF
THE REQUIREMENTS FOR THE AWARD OF THE BACHELOR'S
DEGREE IN SCIENCE EDUCATION OF
KAMPALA INTERNATIONAL
UNIVERSITY**

JUNE, 2017

Declaration

I, **Kirabo Grace**, hereby declare that the work presented in this research report is based on my own research, except where otherwise acknowledged and has never been submitted to any University or any Institution of higher learning for a Degree or Diploma.

Researcher's Signature.....:.....

Date: 22nd/08...../2017

KIRABO GRACE

BSE/45389/143/DU

Approval

This is to certify that this research report has been done under my supervision and submitted to the College of Education, Open, Distance and E-Learning of Kampala International University-Kampala, Uganda with my approval for examination.

Supervisor's Name : Mrs. Nakawungu Faridah

Signature : 

Date : 

Dedication

I dedicate this research report to my dear parents Mr. Kabukale Steven and Mrs. Arinaitwe Jeninah who worked hard to support me up on this research report and my studies in general, may the Almighty God bless them abundantly.

Acknowledgement

I thank the Almighty God for making it possible for me to complete this piece of work. Special thanks to Him for the knowledge, wisdom, courage and determination he has granted me.

I am particularly indebted to my supervisor Mrs. Nakawungu Faridah for her timeless guidance and correction in the conduct of this research report. She really inspired, motivated and assisted me during the process of this work.

Further thanks to the management of Mpumudde Sub County, Lyantonde District for their support in providing me with the data and to the authors whom I have used their references in coming up with this report. Also to respondents who sacrificed their time in giving me relevant information that backed my research.

I am greatly indebted to my friends such as Rev. Christopher Ssegirinya, Dr.Tindyebwa Wilberforce, Nuwamanya Judith and Muhanguzi Fred for their support, care and courage during my study. I am so grateful my dear parents. May God Bless them abundantly.

TABLE OF CONTENTS

Declaration.....	i
Approval	ii
List of Acronyms	x
CHAPTER ONE	1
INTRODUCTION	1
1.0 Introduction.....	1
1.1 Background of the study	1
1.2 Problem statement.....	2
1.3 Purpose of the study.....	3
1.4 Research objectives.....	3
1.5 Research questions.....	3
1.6 Scope of the study	4
1.6.1 Geographical scope.....	4
1.6.2 Subject scope	4
1.6.3 Time scope	4
1.7 Significance of the study.....	4
1.8 Conceptual framework.....	5
CHAPTER TWO	6
LITERATURE REVIEW	6
2.0 Introduction.....	6
2.1 Concept of unemployment.....	6
2.2 Reasons for youth unemployment in Uganda.....	7
2.2.1 Systemic/Economic reasons for youth unemployment.....	7
2.2.1.1 Rural-urban migration.....	7
2.2.1.2 Skill mismatch between the education system and employers' expectations.....	7

2.2.1.3 Lack of entrepreneurship and management skills.....	8
2.2.1.4 Limited access to financial capital.....	8
2.2.1.5 Inadequate job matching.....	9
2.2.1.6 Low level of aggregate demand for labour in the economy	10
2.2.2 Social/cultural reasons	10
2.2.2.1 Demographic development and population growth.....	10
2.2.2.2 Lack of parental guidance and career guidance at school.....	11
2.2.2.3 Corruption, nepotism and tribalism	11
2.2.3 Personal/individual reasons	13
2.2.3.1 Negative attitude of youth.....	13
2.3 Impact of youth unemployment.....	14
2.4 Ways of solving youth unemployment	15
CHAPTER THREE	17
METHODOLOGY	17
3.0 Introduction.....	17
3.1 Research Design.....	17
3.2 Target Population.....	17
3.3 Sample Size.....	17
3.4. Sampling techniques	18
3.5. Data sources	18
3.5.1 Primary data	18
3.5.2 Secondary data	18
3.6 Data collection Instruments	19
3.6.1 Questionnaires.....	19
3.6.2 Observation.....	19
3.6.3 Interviews.....	19
3.7. Data analysis and presentation.....	19

3.7.1 Data processing	19
3.7.1.1 Data Editing	20
3.7.1.2 Data Coding	20
3.7.2 Data Presentation	20
3.7.3 Data analysis	20
3.8 Validity and Reliability of the Study	20
3.9 Ethical values	20
3.10 Limitations of the Study.....	21
CHAPTER FOUR.....	22
PRESENTATION, INTERPRETATION AND ANALYSIS OF FINDINGS.....	22
4.0 Introduction.....	22
4.1 Biographical data of respondents.....	22
4.1.1 Age groups of respondents.....	22
4.1.2 Gender of respondents	23
4.1.3 Level of education of respondents	23
4.1.4 Marital status.....	24
4.2 Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.	24
4.3 Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.	29
4.4 Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda	31
CHAPTER FIVE	33
SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS.....	33
5.0 Introduction.....	33
5.1 Summary of findings.....	33
5.1.1 Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.	33

5.1.2 Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda	36
5.1.3 Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda	37
5.2 Conclusions of the study	38
5.3 Recommendations.....	39
5.4 Areas for future research.....	40
REFERENCES	40
APPENDICES	46
APPENDIX A:SELF ADMINISTERED QUESTIONNAIRE	46
APPENDIX B:INTERVIEW GUIDE	50
APPENDIX C:TIME FRAME	51
APPENDIX D:ACTUAL STUDY BUDGET	52

List of tables

Table 4.1: Age groups of respondents	22
Table 4.2: Gender of respondents	23
Table 4.3: Level of education of respondents	23
Table 4.4: Marital status of respondents	24
Table 4.6: Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.	24
Table 4.7: Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.	29
Table 4.8: Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda	31

List of Acronyms

AEO	African Economic Outlook
AIDS	Acquired Immune Deficiency Syndrome
E	East
EAC	East African Community
eg.	for example given
FF	Fontes Foundation
GDP	Gross Domestic Product
HR	Human Resource
i.e.	that is
ICT	Information and Communication Technology
ILO	International Labour Organization
IYF	International Youth Foundation
NGO	Non-Governmental Organization
ON	Omidyar Network
PRB	Population Reference Bureau
S	South
UBOS	Uganda Bureau of Statistics
UNCDF	United National Capital Development Fund
UYONET	Uganda Youth Network
WEF	World Economic Forum
YAI	Youth Action International
YBU	YouthBuild Uganda

Abstract

The study was set to investigate *Causes of Unemployment Among Youth in Mpumudde Sub County, Lyantonde District Uganda*. The study was based on the following three objectives; to examine the reasons of unemployment among youth; to examine the impact of unemployment among youth and to determine the ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda. A sample of 80 respondents both females and male youth of Mpumudde Sub County, Lyantonde District were selected for the study. The study employed a cross-sectional research design and methodology used was both qualitative and quantitative. Questionnaires and documentary review were the major tools of data collection.

In regard to reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda; it was found out by majority of respondents, 50% strongly disagreed that youth in the district do not know where to find a job, majority 47.50% agreed that youth dislike certain jobs, majority 61.25% strongly agreed that education of youth in the district is too theoretical, majority 58.75% agreed that youth have negative attitude towards work, majority 41.25% agreed that employers employ relatives who are less qualified than others, majority 36.25% and 46.25% respectively agreed or strongly agreed that there is too much corruption. In regard to impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda; it was revealed by the majority of respondents, 42.5% agreed that being unemployed for a longer time leads to a lack of work experience and skills, majority 57.5% agreed that unemployment among youth leads to reduced earnings, majority 45% of respondents strongly agreed that unemployment among youth leads to crime and violence amongst youth, majority 52.5% strongly agreed that unemployment among youth leads to commercial sex work, majority 50% strongly agreed that unemployment among youth leads to the spread of HIV/AIDS. In regard to ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda; it was revealed by the majority, 43.75% strongly agreed that government should create more industries, majority 33.75% strongly agreed respectively that education system to be changed from theoretical to more practical, majority 43.75% strongly agreed that youth should get a chance to get some experience in entrepreneurship, majority 37.5% of respondents strongly agreed that government should give training to youth and encourage them to work for their own businesses. It was recommended that; ILO member states should place much emphasis on developing skills, government and other stakeholders should put up a strong accountability mechanism, education system has to be changed from theoretical to more practical.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter described background of the research study. It explored the problem statement, purpose of the study, research objectives of the study, research questions of the study, scope of the study, significance of the study and conceptual framework.

1.1 Background of the study

In most African countries, including the Uganda, unemployment levels have continued to increase and have remained at extremely high levels (World Bank, 2015) despite considerable efforts to educate both children and adults. Globally youth unemployment was estimated at 12.6 per cent in 2013, and this has been pointed as a “crisis”. As many as 73 million young people are estimated to be unemployed in 2013 at the same time, informal employment among young people remains pervasive and transitions to decent work are slow and difficult. The economic and social costs of unemployment, long-term unemployment, discouragement and widespread low-quality jobs for young people continue to rise and undermine economies’ growth potential. Skills mismatch is adding to the youth employment crisis. Skills mismatch on youth labour markets has become a persistent and growing trend. Over education and over-skills coexist with under education and under-skills, and increasingly with skills obsolescence brought about by long-term unemployment. Such a mismatch makes solutions to the youth employment crisis more difficult to find and more time consuming to implement (ILO, 2013).

Unemployment affects youth to a greater extent than adults; regional youth unemployment rate in Sub-Saharan Africa is lower than in most other regions and it is significantly higher than the adult unemployment rate. Youth unemployment rates much higher than the regional average are found in South Africa, where over half of young people in the labour force were unemployed in the first three quarters of 2012 (ILO, 2012 and 2013). According to a survey carried out by ActionAid and the Uganda National NGO Forum, unemployment rate among young people in Uganda is 61. 6 percent in 2012 (ActionAid, 2012). According to the World Bank, the Ugandan unemployment rate was more or less stable at around 4% over the last four years, which would put Uganda on a similar level with countries like Switzerland or Austria (World Bank, 2015). The unemployment rate measured by the Ugandan Bureau of Statistics (UBOS) in 2010 comes to a similar number (4.2%) and the “Global Employment

Trends 2014” of the International Labour Organization (ILO) comes up with an even lower number (3.9%) for 2013 (ILO, 2014).

According to UNECA (2010), “youth” are defined as people between 15 and 39 years of age. However, Ghana, Tanzania and South Africa define the youth population as those between 15 and 35 years of age; Nigeria and Swaziland define it as those between 12 and 30 years; and Botswana and Mauritius define it as those between 14 and 25 years. In Uganda, the International Youth Foundation defines “youth” as all persons between 15-29 years old (International Youth Foundation [IYF], 2016).

In Uganda youth unemployment rates stand in sharp contrast to surveys that have been carried out over the last couple of years regarding youth unemployment. A survey carried out in 2012 by ActionAid, the Development and Research Training and Uganda National NGO forum showed that 61.6% of the 1100 asked youth in 11 districts of the country answered that they are unemployed (ActionAid, 2012). UBOS (2013), pointed out that youth unemployment rate of 2013 was 18% for youth aged 15-24 and 16% for youth aged 24-30.

Given the fact that most youth in Mpumudde Sub County, Lyantonde District is falling into the youth bracket between 15-29, most youth have skills and qualifications required but they are unemployed. These have been found occupying urban areas of Mpumudde Sub County, Lyantonde District most involved in prostitution activities, stealing, betting, playing cards on a daily basis (Kakooza, 2015). Therefore, it is due to this high rate of unemployment in Uganda that has prompted the researcher to carry a study on causes of unemployment among youth in the local districts of Uganda.

1.2 Problem statement

The Republic of Uganda has one of the fastest growing populations in the world. The high population growth rate as well as the high fertility rate led to today’s situation where more than 50% of the population is below the age of 18.

As a consequence of this high population growth, youth unemployment has risen sharply over the last couple of years. According to a survey carried out by ActionAid and the Uganda National NGO Forum, the unemployment rate among young people in Uganda is 61.6 percent in 2012 (ActionAid, 2012). Given the fact that more than 50% of the population is below 18, the amount of unemployed people in Uganda is enormous. This can and will most likely have destabilizing and disturbing effects on the economy as well as the society at large

of the country in the foreseeable future, as the youth is very often at the source of revolutions and political turmoil, of which the Arab Spring is just one example (ILO, 2013).

But the high growth rate of the Ugandan population is not the only possible reason for the increased number of youth being unemployed. General poverty, an outdated education system and corruption are only some of the reasons that are often mentioned in connection with youth unemployment in Africa, and more specifically in Uganda (ActionAid, 2012). Though, youth livelihood fund that were rendered to youth of Mpumudde Sub County, Lyantonde District, it has been embezzled and despicably insufficient an issue that had continuously increased unemployment among youth of Mpumudde Sub County, Lyantonde District (Kakooza, 2015). Therefore, this enormous problem can be a threat to the political and economic stability of the whole country.

1.3 Purpose of the study

The study examined the causes of unemployment among youth in Uganda taking Mpumudde Sub County, Lyantonde District as a case study.

1.4 Research objectives

- i. Examine the reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.
- ii. Examine the impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.
- iii. Determine the ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda.

1.5 Research questions

- i. What are the reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda?
- ii. What is the impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda?
- iii. How can can youth unemployment be solved in Mpumudde Sub County, Lyantonde District, Uganda?

1.6 Scope of the study

1.6.1 Geographical scope

The study was based in Lyantonde district, Mpumudde Sub County, Uganda. Lyantonde district is located in southern Central Uganda. Lyantonde District is bordered by Sembabule District to the north and northeast, Lwengo District to the east, Rakai District to the south, and Kiruhura District to the west. The coordinates of the district are: 00 25S, 31 10E.

1.6.2 Subject scope

The study concentrated on the reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda; impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda and the ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda.

1.6.3 Time scope

The study traced the phenomenon of youth unemployment in Uganda from 2010-2015 since unemployed youth rate increased in that period, and was conducted in 3 months that is from March to June 2017 within which one month was spent on proposal writing and two months on data analysis, report writing and presentation.

1.7 Significance of the study

The study is to provide valuable information to governments and other policy makers to focus on youth employment and empowerment as a means of poverty reductions in line with the government's long term development plan as captioned in the vision 2040 document.

This study may make a significant contribution to various attempts by government, NGO's and other stakeholders including the local districts in finding lasting solutions to the problems facing the unemployed youth.

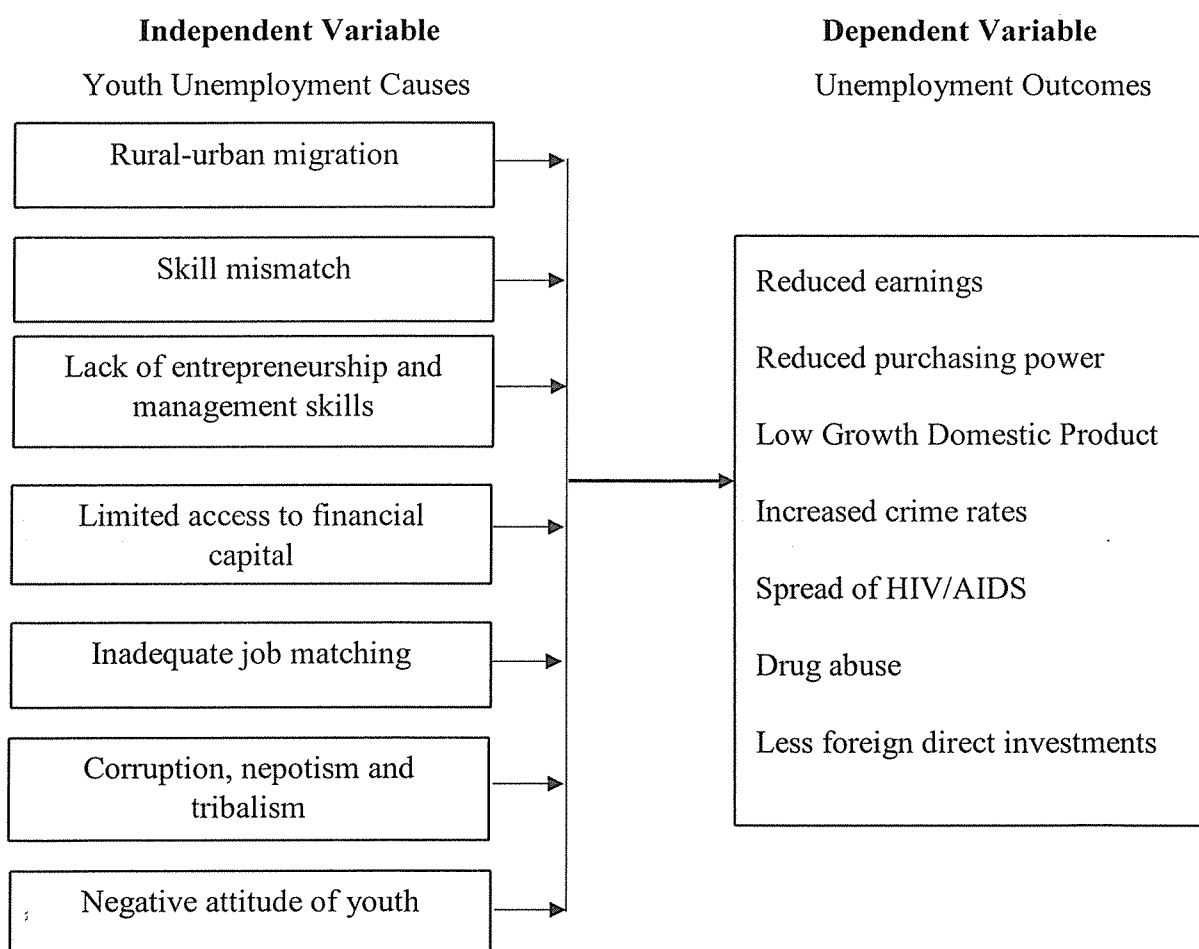
The responses this research generates are intended to encourage the local districts to roll out interventions that may help the youth to set up their own businesses and manage them effectively. This may create more jobs and help to improve the economy and reduce rural-urban drift.

This study may also add to the lot of concerns being raised on youth unemployment, map out the unique nature of the problem as it pertains in the study area and arouse further discussion on the subject.

The study findings may also be of practical significance to both academicians and general practitioners by providing a better insight into the understanding of the causes of unemployment among youth in local districts.

The findings may also add on the knowledge and act as a ground for further research in the same area.

1.8 Conceptual framework



Source: Adapted from Fontes Foundation (2014)

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter focused on views of previous authors which among others covered the concept of unemployment, reasons for youth unemployment in Uganda, negative impacts of youth unemployment and ways of solving youth unemployment in Uganda.

2.1 Concept of unemployment

Unemployment is defined as a situation where someone of working age is not able to get a job but would like to be in full time employment. O'Higgins (1997) define unemployment as a multidimensional concept which involves economic, politic and social dimensions. It is a difficult concept to define and measure since it depends on the economy of the areas, social settings, and culture and education system. According to the International Labour Organization (ILO, 2013), unemployment refers to those people who have not worked more than one hour during the short reference period but who are available for and actively seeking work. According to McGurK, S. (2014), defined unemployment as the number of people in a country who are willing and able to work but are unable to find jobs.

According to Amofo (2011), the definition of unemployment has since 1954 been periodically revised, its basic criteria however, remain intact, i.e. a person is to be considered unemployed if he/she, during a reference period, simultaneously satisfies being: a) "without work" b) "currently available for work", and c) "seeking work". International Labour Organisation (ILO, cited by Oben-Tarkornoo, 2009) defines unemployment as the numbers of the economically active population who are without work but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work. According to these definitions, the term does not refer to people who are not seeking work because of age, illness or a mental or physical handicap, nor does it refer to people who are attending school or keeping house. Such people are classified as out of the labour force rather than unemployed. Lipsy (1989) shares a similar view that lazy people, the underage, the retired and the physically challenged who by virtue of their conditions are not seeking jobs cannot be classified as unemployed.

2.2 Reasons for youth unemployment in Uganda

Reasons for youth unemployment are related to the political and economic realities in the country, while others are rooted in the social and cultural circumstances in Uganda or have to be analysed on the individual level.

2.2.1 Systemic/Economic reasons for youth unemployment

2.2.1.1 Rural-urban migration

Rural-urban migration is an often mentioned cause for unemployment and youth unemployment in particular. Most developing countries are facing rapid urbanization over the last 30-40 years with the trend continuing into this direction. While only 6.7% of the Ugandan population was living in urban areas in 1980, there were already 14.8% in 2010 (Mukwaya et al, 2011). The growth rate of urban areas was almost twice as high over the last 20 years than the growth rate of rural areas. If one takes into account the agglomeration of urban areas, e.g. areas that are semi-urban and that are located at the outskirts of urban centres like Kampala, the urban population increased from 22.4% in 2002 to 29.3% in 2010. Given the fact that this trend seems to continue, it can be assumed that around one third of today's population in Uganda is living in an urban area (Mukwaya et al., 2011).

The major reason for this ongoing rural-urban migration are economic motivations. People living on the country side are trying to escape the lower standard of living in rural areas to find employment and a better life in urban centres. This then leads to an over-supply of labour on the job market in urban areas, as the economy cannot absorb all the new job seekers that are leaving rural areas and are trying to find employment in the urban areas.

This is especially relevant and problematic for youth, as youth migration is three times as high as other migration in Africa according to the UN (Chigunta, 2002). The consequences of rural-urban migration are also more serious for youth as through the over-supply of labour, employers are in the position to become more selective when hiring people, therefore employing more experienced people first, which are normally not the youth. The result is that a lot of youth remains unemployed and is stuck in an urban area as they lack the economic resources to go back home or if they are too ashamed to go back because they failed in their endeavour.

2.2.1.2 Skill mismatch between the education system and employers' expectations

The mismatch between the type of education provided at schools and the requirements of the labour market is a reason that has been both mentioned by the academic literature

(Chigunta2002, Haile 2003, ILO 2012, Kellow 2010). It has been stated that the Ugandan (or more general the “African”) school system is far too theoretical and is not preparing the students in an adequate way to find a job after graduation as they lack employable skills, even though the job falls into their field of studies (ILO 2012). According to Haile (2003), he observed in his research, a lot of the unemployed youth in urban areas went through the best education system that a country like Uganda can provide which is a sign that the education and skills provided at school is not relevant enough for employers Haile (2003). Kellow (2010) comes to a similar conclusion as he shows that an increase in education (e.g. high school or higher) comes with higher unemployment rates for this youth. As Peter (2013) points it out appropriately, high schools and universities are like “exam factories, concentrating their energies on securing passes at A grade in exams and have given too little attention to the labour market requirements” (Peter, 2013).

2.2.1.3 Lack of entrepreneurship and management skills

A lot of small businesses have started up just recently and this shows that there is definitely a spirit of entrepreneurship amongst the people in the neighbourhood of the youth centre as well as that the market is quite dynamic (Fontes Foundation [FF], 2011). This finding gets supported by International Entrepreneurship, which states that the percentage of individuals ages 18 to 64, which are active in either starting up or managing a new enterprise is 29.3% (International Entrepreneurship, 2015), which is a considerably high number. While the entrepreneurship spirit is present in Uganda, the capability and skills of the youth to be successful entrepreneurs are lacking though. According to the Omidyar Network’s “Accelerating Entrepreneurship in Africa” report from 2013, the overwhelming majority of entrepreneurs in Africa thinks that there is an inadequate focus within schools and tertiary institutions on the practical skills required to start, manage or work in entrepreneurial ventures (Omidyar Network [ON], 2013). On the one hand, there is a lack of a culture of innovation in most schools and universities, which expresses itself in the lack of entrepreneurship centres as well as specialised courses in entrepreneurship or innovation and technology. Therefore, students feel inadequately prepared for opening up their own businesses and prefer to work in employment. Another problem is the lack of business culture amongst entrepreneurs (Omidyar Network [ON], 2013).

2.2.1.4 Limited access to financial capital

The very limited access to financial capital is another reason for unemployment and in particular youth unemployment that gets mentioned often in the literature. Both the

International Labour Organization (ILO) on an international level and the Uganda Youth Network (UYONET) on a national level recognise that the lack of capital is an important explanation for youth unemployment (ILO, 2012; Uganda Youth Network [UYONET], 2010).

According to the UN Capital Development Fund (UNCDF), the youth is mainly facing three barriers when trying to access and use formal financial services in developing countries: Restrictions in the legal and regulatory environment, inappropriate and inaccessible financial products offered by financial service providers (FSPs) and poor financial capabilities of the youth (UN Capital Development Fund [UNCDF], 2012). Restrictions in the legal and regulatory environment include the requirement of a minimum age to open an own bank account or to get access to loans as well as the requirement of identification documents. In cases where adolescents are allowed to have their own bank account, they need the legal authorization from their parents or guardian to open it and to withdraw money, which takes away flexibility and independence from the youth and expose them to the threat of getting money taken away from those adults. Some FSPs might even increase the requirements on a voluntary basis as youth is considered a high risk group of customers (UNCDF, 2012).

In Uganda, where the legal age for bank accounts is 18 and younger clients need the authorization of their legal guardian. Another major problem is that the biggest part of the population in the country does not have a valid identification document like a national ID, a driving license or a birth certificate. Because of this, a lot of people especially youth as they are often lacking the money to get such documents have no chance to get financial capital for their studies or to open up their business (UNCDF, 2012).

2.2.1.5 Inadequate job matching

According to reports of ILO, inadequate job matching i.e. information gap between youth and employers is indeed a problem that unemployed youth is facing, especially the disadvantaged one (ILO, 2012). There is a lack of information flow between the job seekers and hiring employers in a lot of African countries (African Economic Outlook, 2012). This is especially apparent for youth with little education as they seem to know less about where to look for jobs and therefore need more help finding one. This again causes a challenge as it has been shown that job search assistance works mainly for individuals with sufficient education and better labour market prospects (African Economic Outlook [AEO], 2012). Another barrier that the youth is facing in this regard is that a lot of job seekers are unable to communicate or signal their level of skills to a potential employer (ILO, 2012). A possible explanation for this

is the poor qualification framework existing in a lot of African countries which leads to the outcome that employers are not able to read and understand diplomas and certificates. Those findings match the current situation of youth in Uganda, especially the disadvantaged ones coming from a poor background who have weaker access to job networks and social capital (ILO, 2012).

2.2.1.6 Low level of aggregate demand for labour in the economy

As a lot of scholars and international organizations are claiming (e.g. Chigunta 2002, ILO 2012, Haile 2003, Kellow 2010), it is not enough to just look at the supply side of labour (employees that are offering their work force) when discussing unemployment, but also at the demand side of labour (employers looking for work force for their economic activities). Especially in phases of economic downturn or slow economic growth, the demand for labour is reduced as the economic performance is slowing down, accompanied by low levels of private sector investment, insufficient trade dynamism and less start up activity (ILO, 2012). But the situation gets particularly difficult for youth, as they are often found at the end of the “job queue”: Employers are discriminating against the inexperienced youth in the face of relatively abundant adult labour, so that it is especially difficult for youth to find a job in such times (Haile, 2003).

2.2.2 Social/cultural reasons

2.2.2.1 Demographic development and population growth

The high population growth is very often considered a major factor for youth unemployment on the macro level of African countries (e.g. Kellow, 2010, Young Leaders Think Tank, 2010, East African Community, 2015, WEF, 2013, Haile, 2003). The population in Sub-Saharan Africa is growing massively due to the very high fertility rates. It has been shown that Uganda is one of the fastest growing and most fertile countries in the world, which means that this problem especially affects this country (Haile, 2003).

The trend into this direction will most likely continue during the next 3-4 decades according to today's predictions. According to the “World's Population Data Sheet 2013” from USAID's Population Reference Bureau, Uganda will face a population of 114 million people in 2050 (Population Reference Bureau [PRB], 2013). This means that more and more youth will flow into the Ugandan labour market, either looking for employment or trying to become self-employed.

This does not have to be something negative per se, as a growing population is an important factor for economic growth and development according to classic economic theories (Ali et al. 2013). But the growing population and as a result of it, the growing percentage of people in a population looking for a job has to be absorbed by the economy of the country, meaning that the economy has to grow fast enough to create enough jobs for all those new job seekers. But whenever the rate of population growth (supply of labour) exceeds that of economic growth (demand for labour), the unemployment rates will increase (Nnadozie, 2003).

2.2.2.2 Lack of parental guidance and career guidance at school

The lack of parental guidance (both in relation to a youth's career but also in general) has been mentioned as important reason for youth unemployment as a lot of Ugandan parents produce too many children so that they cannot properly take care of them, especially when it comes to paying the fees for education (Fontes Foundation, 2014). In Ugandan children do not get the chance to develop and practise the abilities where there are good at. Certain activities (like playing music instruments and dancing) are considered a waste of time in the eyes of the family and would have never been allowed to focus on educational and professional training (Fontes Foundation, 2014). As the parents are paying for the education of their children, they decide what is best for them and send them to study law or ICT as they think that this is more promising to make a living according to their knowledge, regardless of the interests of their children (Fontes Foundation, 2014).

According to Wadesango et al, (2011), concluded that a lot of parents or guardians do not show responsibility towards their children. The parents also do not seem to care where their kids are spending their time and (almost more importantly) with whom. The youth also has a lack of role models as their parents are very often misbehaving and fighting with each other and also do not interfere when their children are behaving in a bad way by fighting with other children or even being involved in criminal activities like theft (Wadesango et al., 2011). Parents also think more and more that it is the educator's duty alone to discipline their children and to educate them properly.

2.2.2.3 Corruption, nepotism and tribalism

In Uganda, it is all about connections when applying for a job. What is deterring if you get a job are not your qualifications or your degrees and certificates but if you know the person which is in charge of the recruitment process (Fontes Foundation, 2012). This has the effect that very often, unqualified people end up getting a job, even though there would have been a candidate which is more suitable. There seemed to be a high level of frustration with such

practices among youth. Youth without those important social connections will get discouraged after too many negative experiences to apply for further jobs as they get the impression that all employers are the same (International Youth Foundation, 2011).

Also according to International Youth Foundation (2011), there is much tribalism, especially in government jobs. International Youth Foundation, (2011) claim that being affiliated with a certain tribe determines if you get a job in the government administration or not. According to Transparency International (2015), Uganda is ranked 142 out of 175 countries among the corrupt countries in the world. Uganda steadily dropped further down over the last couple of years from rank 127 in 2010 to where it is today. In the Global Corruption Barometer 2013, 55% of the Ugandans asked replied that corruption has increased a lot over the past two years.

The reoccurring top level corruption scandals like the one at the office of the prime minister in 2012, where 10 million Euros destined for a development program were diverted to private accounts, was another sign that corruption is highly present in Uganda (Transparency International (2014). This incident also had serious financial consequences for the government's development programs, as several big donor countries (amongst others the UK, Denmark, Ireland and Norway) had suspended their development aid payments to Uganda completely because of this incident (Al Jazeera, 2012). Even though a big chunk of this money is not ending up at the youth anyway because of corruption, state-financed youth development programs in Uganda are experiencing a lack of funds, and the youth on the ground is finally suffering the consequences in the end.

Regarding tribalism, The Independent, a Ugandan newspaper, made a survey of the 425 top government appointments in the Ugandan government (e.g. ministers, permanent secretaries, presidential advisors as well as the top leadership of the police, the army and the prison authority) and found evidence for the ongoing tribalism under the Museveni government. Out of the 425 positions, 181 are held by people from Western Uganda, Museveni's place of origin. 107 positions are held by people from the Central region (which are mainly Baganda, the biggest tribe in Uganda), leaving only 68 positions for the North and 69 positions for the East (The Independent, 2014). The survey revealed that the people from the West are not only the head of those institutions, but that they also have the largest share of the top jobs in all the surveyed entities. The president, who is in charge of those appointments, justify this by claiming that people from the West have supported him most in his bush war struggles in the 70's and 80's, which sounds like a justification for tribalism that should not count anymore

after 30 years (The Independent, 2014). These allegations get reinforced by Roger Tangri and Andrew Mwenda in their case study of corruption in Uganda by claiming that the president is upholding his political power through the allocation of public positions and resources to keep leaders and state officials together, personally appointing family members and tribesmen for public office and shielding his supporters against the persecution of corruption (Tangri&Mwenda, 2013).

According to Osalor (2011), though nepotism is not a direct reason for youth unemployment, it rather leads to a suboptimal and inefficient allocation of jobs in the end. He added that somebody gets employed, even though the person was not the most suitable for the position. Thus nepotism has an indirect effect on youth unemployment as it discourages a lot of youth to look for jobs, therefore keeping them unemployed. Corruption also leads to a misallocation of entrepreneurial talent into activities that carry individual benefit, but has destructive or unproductive consequences for society at large (Osalor, 2011).

2.2.3 Personal/individual reasons

2.2.3.1 Negative attitude of youth

Very often youth have a negative attitude towards work, which expresses itself in general laziness (to find a job and to work), a lack of motivation to work, a lack of ambition and self-drive to achieve something and the lack of a clear vision for life (YAI, 2011 and YBU, 2014). According to (YAI, 2011 and YBU, 2014), youth become too picky regarding certain jobs. They all want to work in offices to avoid hard physical labour. youth are looking for quick money without making an effort which is why they are turning towards sports betting, which is a huge social problem in Uganda (YAI, 2011 and YBU, 2014). Therefore, a lot of youth in Uganda and also in Africa, still have the mentality “of being given instead of working for themselves and earning a living which had always resulted into the hand that begs!” (YAI, 2011 and YBU, 2014).

According to FF (2011), concluded that there was a strong trend among employers that the youth today are lazy and not willing to work hard. They lack a vision, motivation and interest in life, and all they think about is money (FF, 2011). Being a professional employee or doing a good job is not motivation enough for the youth, they lack an intrinsic motivation, and the employers have to find other ways (mostly monetary one's) to motivate their young staff (FF, 2011).

According to Fred Muwema, a popular and successful lawyer in Kampala, Uganda, is not only accusing the youth of this negative behaviour, but the overall population of Uganda. He claims that “unfortunately, this negative attitude is deeply ingrained in our socio-cultural mind-set” (Daily Monitor, 2011). According to him, a positive attitude towards work is as important for productivity as other economic factors like capital, raw materials or technical capabilities. Merely equipping youth with technical business skills and capital will not create jobs for the youth unless they gain a proper attitude towards the efficient management of time, resources, expectations and failure (Daily Monitor, 2011).

2.3 Impact of youth unemployment

According to Sarah Ayres (2013), youth unemployment creates negative long term effects for both the individual youth as well as for a country as a whole. Being unemployed for a longer time at a young age leads to a lack of work experience and skills gathering during this time, which will lead to reduced earnings over the whole career of a person. Those reduced earnings lead to reduced purchasing power of those youth during all their lives, which again has a negative impact on the overall economy and aggravates the problem of youth unemployment even further as the economic growth of a country is reduced (Ayres, 2013). Especially in Uganda’s case (large number of youth and large youth unemployment), this could have strong negative effects on the economic development of the country in the short, middle and long run. According to Ayres (2013), youth unemployment also creates additional costs for the government as it has to deal with consequences of youth unemployment like increased crime rates or increased welfare payments. Even though Ayres’ study has been made for the US, its findings are also valid for a country like Uganda.

Another very relevant negative consequence of youth unemployment is its effect on political stability. In their quantitative research, Azeng and Yogo come to the conclusion that youth unemployment has a significant negative effect on the political stability in countries, especially developing countries (Azeng&Yogo, 2013). This is especially true in countries with a high youth unemployment rate like Uganda.

The East African Community mentions a number of negative effects of youth unemployment in its report “Meeting youth unemployment head on”. Crime and violence amongst youth, commercial sex work and as a result of that, the spread of HIV/AIDS, drug abuse and civil disorder are direct consequences of the youth unemployment all over Sub-Saharan Africa according to the EAC (East African Community [EAC], 2015). Those illicit activities bring considerable economic and social costs (e.g. increased health costs, increased costs for

security and increased level of insecurity, less Foreign Direct Investments (FDI's), waste of productive human resources, etc.) upon a country on all levels, including individuals, families, the government and society at large.

2.4 Ways of solving youth unemployment

Conclusions by the World Economic Forum [WEF] (2013) revealed that to fight youth unemployment, ILO member states should place prime emphasis on the generation of employment, in particular to meet the challenges of creating sufficient jobs in developing countries such that by the year 2040 and thereby achieve full employment. It was noted that social policies should be designed to increase welfare of people especially youth and women since they constitute the bottom ladder in many developing countries in respect to employment, poverty, education, training and status and the conference recommended that special emphasis should be placed on developing skills education development and employment of youths and women and on integrating them into the economic and civic life of that country. The conference specifically recommended that there is need for abolition of every kind of discrimination as regards the right to work, employment, vocational training and guidance, promotion of employment and access to skilled jobs.

According to Ssenkumba (2010) the action to combat youth unemployment is to establish youth clubs all over the country as a means which the state has to adopt in the drive against youth unemployment. The intention of these clubs is to provide education and social services and aim at discouraging visiting unsuitable places and hanging on streets. Ssenkumba (2010) explained that these clubs do not offer professional training but can produce alternative solutions to the youth with no specific skills. In the end, the members in these clubs would return to their villages or outskirts of towns where it is hoped with financial assistance from state institutions, they would become good peasants, stock farmers or craftsmen or even grow into business owners.

Sharon Nakandha (2011) suggests that in Uganda, we need a comprehensive solution to unemployment. She appreciates government's efforts in dealing with the problem of youth unemployment like introduction of the Youth Entrepreneurship Venture Capital Fund (YEVCF) and assistance to Enterprise Uganda to run a Youth Entrepreneurial Training Programmes (YETP) among the youth. Sharon stressed that indeed these are necessary projects since the 2008 World Bank Report revealed that Uganda is among the countries with the youngest population and a high rate of youth unemployment rate of 83 percent. However, Sharon Nakandha (2011) is critical of the manner in which government throws money in this

project without a comprehensive evaluation system. She advised that Ministry of Finance and other stakeholders should put up a strong accountability mechanism to ensure that the funds allocated to reducing youth unemployment in the country actually serve this purpose. According to Sharon Nakandha (2011), stressed that Government has in the past tried to come up with progressive plans and programmes but many have collapsed due to mismanagement by certain individuals who in most cases go unpunished, and these youth unemployment schemes should not be politicized as has been the case with some government programmes.

According to Maria Kiwanuka, (2011), the Finance minister stressed that in a bid to reduce youth unemployment, her ministry will work with the Ministry of Education will review the education curriculum and include entrepreneurship and basic business management skills in the early years of education. She explained that in the budget for financial year 2011/2012, a Youth job scheme had been introduced and allocated funding totalling to 44billion shilling where according to her 22billion will be channelled through the YEVCf to support the youth who are starting or expanding their enterprises, 3.5billion to equipping the youths with business management skills to get jobs or create their own businesses, that shilling 1billion is meant to equip youths with skills through non-vocational training and 17billion to offering work spaces in markets for youths to engage in manufacturing and processing.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter described the procedures that were followed in conducting the study. These included research design, target population, sample size, sample techniques, data sources, data collection procedure, data presentation and analysis, validity and reliability and ethical values.

3.1 Research Design

The researcher used a cross-sectional research design so as to collect qualitative data about the variable under study. The study also employed exploratory design using both qualitative and quantitative tools. The qualitative tool was used to give insight vividly on institutional characteristics, opinions, beliefs, feelings and perceptions of respondents on the topic of interest. The quantitative research technique was basically used because of the desire to solicit and present data numerically.

3.2 Target Population

The population of the study involved a total of 100 youth. This study concentrated on those youths between 15 to 29 years who have not worked more than one hour during the short reference period but who are available for and actively seeking work in Mpumudde Sub County, Lyantonde District as defined by the International Youth Foundation [IYF] (IYF, 2016).

3.3 Sample Size

The researcher used Slovene's formula in determining the minimum sample size. According to this formula, the sample size was obtained using $n = \frac{N}{1 + Ne^2}$

Where, N is the target population, n is the sample size and e is the level of statistical significance and in this study is 0.05.

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{100}{1 + 100(0.05)^2}$$

$$n = \frac{100}{1.25}$$

$$n = 80$$

Therefore, 80 respondents were selected for the study.

3.4. Sampling techniques

The researcher used purposive sampling to get the required information from those youths between 15 to 29 years who have not worked more than one hour during the short reference period but who are available for and actively seeking work in Mpumudde Sub County, Lyantonde District. Purposive sampling technique is a sampling technique where the elements in the sample will be selected from the population because they conform to a certain characteristic that the researcher is looking for. This will be based on the researcher's judgment in as far as the purpose for which the information is sought. The researcher used purposive research design because it's a more representative sampling technique of typical conditions in the survey. The researcher employed purposive sampling technique when selecting the participants from a variety of participants.

3.5. Data sources

The researcher employed both primary and secondary data sources.

3.5.1 Primary data

Primary data is data gathered for the first time by the researcher; or is originated and is collected specifically for the problem under investigation. According to Roston (2001), primary data is that kind of data that has been gathered for the first time, it has never been reported anywhere. Primary data for this study was collected using questionnaires. The primary data was sourced from youth of Mpumudde Sub County, Lyantonde District.

3.5.2 Secondary data

Secondary data is data taken by the researcher from secondary sources, internal or external. Roston (2001) defines secondary data as that kind of data that is available, already reported by some other scholars. Secondary sources are "books and articles in which other researchers report the results of their research based on (their) primary data or sources." This data was collected from existing literature of authors that have written about the variables. Secondary data for this study was from policy documents, abstracts of various scholars and archived reports.

3.6 Data collection Instruments

3.6.1 Questionnaires

These are self-administered questions that are both structured and semi structured formalized questions used in the survey to collect information which is later analysed to provide results necessary for solving a given research problem. The researcher used self-administered questionnaires. These allowed respondents to choose from alternatives that were provided by the researcher.

3.6.2 Observation

This is a systematic viewing coupled with consideration of the seen phenomenon as they occur in nature with regard to cause and effect mutual relationship. The researcher used this instrument to observe the attitudes of respondents towards the topic being researched on.

3.6.3 Interviews

The researcher used formal interviewing as a method of data collection and the interviewees were offered a chance to explore topics in depth and allow interaction between the researcher and the respondents such that any misunderstanding of the questions and answers provided was easily corrected. The researcher interviewed those youths between 15 to 29 years who have not worked more than one hour during the short reference period but who are available for and actively seeking work in Mpumudde Sub County, Lyantonde District using the interview guide. This was used to tap the vital information that was not collected using the questionnaires from those youths between 15 to 29 years who have not worked more than one hour during the short reference period but who are available for and actively seeking work in Mpumudde Sub County, Lyantonde District.

3.7. Data analysis and presentation

3.7.1 Data processing

Data was collected by use of data collection tools and was edited to ensure accuracy, consistence and completeness. After collection of data, it was coded, tabulated with figures and percentages for better and easy analysis of the causes of unemployment among youth in local district of Lyantonde. Coding and abbreviations were used during data processing to avoid monotony of words.

3.7.1.1 Data Editing

The collected data was edited for accuracy, completeness. Editing was done to find out how well the answered questionnaires were done in line with consideration paid to questions and responses from interview guide answered by the study respondents.

3.7.1.2 Data Coding

The edited data was coded. Coding involved assigning numbers to similar questions from which answers were given unique looks to make the work easier. In this case computer packages were used to analyse the coded data.

3.7.2 Data Presentation

After editing, the results were tabulated in terms of frequency, percentages and cumulative percentages for interpretation.

3.7.3 Data analysis

Data collected from the field from the respondents was analyzed using a Statistical Package for Social Sciences (SPSS), which helped to show data in percentages as well as absolute terms for ease of comparison of causes of unemployment among those youths between 15 to 29 years who have not worked more than one hour during the short reference period but who are available for and actively seeking work in Mpumudde Sub County, Lyantonde District. The responses were got by use of questionnaires then were compared and analyzed together. Qualitatively, data was analyzed and presented in themes of the research objectives using Microsoft Word and Excel computer packages to produce quantitative information in form of percentages and tables. This ensured completeness and correctness in achieving the set purpose and objectives.

3.8 Validity and Reliability of the Study

The validity of the results obtained from a sample focuses on the extent to which they satisfy their ultimate purpose. The content validity was ensured by submitting the research designed questionnaire to an expert in my field to judge whether the instrument was valid or invalid. The data obtained from the respondents was doubly checked to ensure its accuracy and were processed for analysis. The data was edited, coded for completeness and processed using the Statistical Package for Social Scientists (SPSS) version 17 for the purpose of summarizing it.

3.9 Ethical values

Before commencing the research, an introductory letter from the College of Education, Open and Distance E-Learning, Kampala International University was sought and the purpose of

the study was explained to the authorities to avoid inconveniences and misunderstandings about the purpose. The information collected was kept highly confidential.

3.10 Limitations of the Study

There are various limitations to this study that threaten the research validity. To address this, issue the researcher will claim an allowance of 5% margin of error at 0.05 level of significance. Measures are also indicated in order to minimize, if not to eradicate the threats to validity of the research findings of the study.

There will be attrition/mortality in that not all questionnaires may be returned completely answered yet some may even fail to be retrieved back due to circumstances on the part of the respondents such as travels, sickness, hospitalization and refusal/withdrawal to participate. In this case, the researcher will receive more respondents by exceeding the minimum sample size. The respondents will also be reminded not to leave any item in the questionnaires unanswered and will be closely followed up as to the date of retrieval.

The research instruments on the study are not standardized. Therefore, there will be validity and reliability test done to produce a credible measurement of the research variables of the study.

During the administration of the questionnaires, the research assistant can bring about inconsistency in terms of time of administration, understanding of the items in the questionnaires and explanations given to the respondents. Therefore, to minimize this threat, the research assistant will be oriented and briefed on procedures to be done in data collection.

CHAPTER FOUR

PRESENTATION, INTERPRETATION AND ANALYSIS OF FINDINGS

4.0 Introduction

Under this chapter the researcher presented, interpreted and analysed the findings. The researcher followed the objectives of the study to help in making a thorough analysis. The researcher used tables to present and analyse the findings.

4.1 Biographical data of respondents

The biographical data of both female and male youth of Mpumudde Sub County, Lyantonde District were considered to be significant in terms of evaluating causes of unemployment among youth in the local districts of Uganda. The biographical data consisted of age, gender, marital status and educational level.

4.1.1 Age groups of respondents

Table 4.1: Age groups of respondents

Age	Frequency	Percent
Under 20	10	12.86
21 – 30	24	30.00
31 – 40	24	30.00
41 – 50	15	18.57
51 – 60	6	7.14
61 and Above	1	1.43
Total	80	100.00

Source: Primary Data, 2017

During the field study, it was found out that the biggest percentage of respondents were in age bracket of 21–30 and 31-40 years as shown by 30.00%, 18.57% were of 41–50 years, 12.86% were of less than 20 years, 7.14 % were of 51–60 years and 1.43% was of 61 and above years. This implies that respondents in age bracket of 31-40 & 21–30 years actively participated in the study. This implies that these groups have relevant ideas on answering the questionnaire presented to them well.

4.1.2 Gender of respondents

Table 4.2: Gender of respondents

Gender	Frequency	Percent
Male	69	85.71
Female	11	14.29
Total	80	100.00

Source: Primary Data, 2017

During the field study, it was found out that the biggest percentage of respondents were males as shown by 85.71% whereas 14.29% of respondents were females, implying that males were the ones who actively participated in the study.

4.1.3 Level of education of respondents

Table 4.3: Level of education of respondents

Level of Education	Frequency	Percent
Below Certificate	3	3.75
Certificate	33	41.25
Diploma	37	46.25
Degree	5	6.25
Post-Graduate	2	2.50
Total	80	100.00

Source: Primary Data, 2017

The biggest percentage of respondents was diploma holders as it was revealed by 46.25% of the respondents. This was followed by 41.25% of respondents who were certificate holders, then 6.25% of the respondents were degree holders, 3.75% of respondents were below certificate holders and 2.50% of respondents were post-graduate holders.

4.1.4 Marital status

Table 4.4: Marital status of respondents

Marital Status	Frequency	Percent
Single	38	47.14
Married	27	34.29
Divorced	15	18.57
Total	80	100.00

Source: Primary Data, 2017

From table 4.4, it can be seen that 47.14% of respondents were single followed by 34.29% of respondents who were married whereas 18.57% of respondents had divorced. Therefore, it was indicated that respondents who were single actively participated in the study.

The next section, that is, the quantitative analysis of the data will provide greater insight into the responses to the questionnaires administered to respondents.

4.2 Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

The study objective one was set to determine reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

Table 4.6: Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Total
Youth in Mpumudde Sub County, Lyantonde District do not know where to find a job	Freq	40	33	7	0	0	80
	%	50	41.25	8.75	0	0	100
Youth in Mpumudde Sub County, Lyantonde District dislike of certain obs	Freq	0	6	6	38	30	80
	%	0	7.5	7.5	47.5	37.5	100
Education of youth in Mpumudde Sub County, Lyantonde District is too	Freq	0	0	5	26	49	80
	%	0	0	6.25	32.5	61.25	100

theoretical							
Youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work	Freq	0	0	7	47	26	80
	%	0	0	8.75	58.75	32.5	100
Employers employ relatives who are less qualified than others	Freq	6	7	17	33	17	80
	%	7.5	8.75	21.25	41.25	21.25	100
Youth do not have the appropriate qualifications and skills required by most employers.	Freq	2	4	9	31	34	80
	%	2.5	5	11.25	38.75	42.5	100
There is too much corruption in Uganda that is promised funds to develop the youth do not reach	Freq	1	2	11	29	37	80
	%	1.25	2.5	13.75	36.25	46.25	100
Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents	Freq	0	3	10	41	26	80
	%	0	3.75	12.5	51.25	32.5	100
A lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth	Freq	0	2	7	24	47	80
	%	0	2.5	8.75	30	58.75	100
In Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs.	Freq	2	7	9	45	17	80
	%	2.5	8.75	11.25	56.25	21.25	100
Youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers	Freq	10	6	3	35	26	80
	%	12.5	7.5	3.75	43.75	32.5	100
Poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District	Freq	6	7	17	33	17	80
	%	7.5	8.75	21.25	41.25	21.25	100

Youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers	Freq	5	2	9	30	34	80
	%	6.25	2.5	11.25	37.5	42.5	100
Youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure	Freq	3	2	11	29	35	80
	%	3.75	2.5	13.75	36.25	43.75	100
The economy of Uganda is not performing well towards youth employment	Freq	10	2	10	31	27	80
	%	12.5	2.5	12.5	38.75	33.75	100
Most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol	Freq	6	7	8	24	35	80
	%	7.5	8.75	10	30	43.75	100

Source: Primary Data, 2017

From table 4.6, it was found out that the majority of the respondents, that is, 50.00% in this study strongly disagreed that youth in Mpumudde Sub County, Lyantonde District do not know where to find a job. 41.25% of respondents disagreed with this view and 8.75% of respondents were not sure whereas 0% number of respondents neither agreed nor strongly agreed, implying that the youth in Mpumudde Sub County, Lyantonde District know where to find a job.

The findings illustrated in table 4.6 indicate that the majority of the respondents, that is, 47.50% agreed that youth in Mpumudde Sub County, Lyantonde District dislike of certain jobs. 37.50% of the respondents strongly agreed while 7.50% of respondents were not sure and none of respondents strongly disagreed, implying that youth in Mpumudde Sub County, Lyantonde District dislike of certain jobs.

From table 4.6, the majority of the respondents, that is, 61.25% in this study strongly agreed that the education of youth in Mpumudde Sub County, Lyantonde District is too theoretical. This was followed by 32.50% of respondents who agreed, 6.25% were not sure and none of respondents strongly disagreed or disagreed, implying that the education of youth in Mpumudde Sub County, Lyantonde District is too theoretical.

According to table 4.6, 58.75% of respondents agreed that youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work. While 32.50% of respondents

strongly agreed and 8.75%, 0% and 0% number of respondents were not sure, disagreeing and strongly disagreeing with this opinion respectively, implying that youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work.

As can be seen in table 4.6, 41.25% of respondents agreed that employers employ relatives who are less qualified than others. 21.25% of respondents strongly agreed and the same percentage were for respondents who were not sure. 8.75% and 7.50% of respondents disagreed and strongly disagreed with this statement respectively. This implies that employers employ relatives who are less qualified than others.

From table 4.6, it can be seen that 42.50% strongly agreed that youth do not have the appropriate qualifications and skills required by most employers. While 38.75% of the respondents agreed to this opinion. 11.25% of respondents were not sure, 5.0% disagreed and 2.50% of respondents strongly agreed. This implies that youth do not have the appropriate qualifications and skills required by most employers.

The results displayed in table 4.6 indicate that the majority of the respondents, that is, 36.25% and 46.25%, in this study, respectively agreed or strongly agreed that there is too much corruption in Uganda that is promised funds to develop the youth do not reach. 13.75% were not sure and 2.5% disagreed with this whereas 1.25% strongly disagreed, implying that there is too much corruption in Uganda that is promised funds to develop the youth do not reach.

According to table 4.6, 51.25% and 32.5% of the respondents in this study respectively agreed and strongly agreed that Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents. 12.50% of respondents were not sure and 3.75% disagreed. None of respondents strongly disagreed. This implies that Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents.

Table 4.6 indicate that 58.75% of respondents strongly agreed that a lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth while 30.00% of respondents agreed. 8.75% of respondents were not sure and 2.5% disagreed with this. none of respondents strongly disagreed. this implies that a lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth.

As illustrated in table 4.6, 56.25% of respondents agreed that in Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs. This was so high as compared to 21.25%, 11.25%, 8.75% and 2.5% of respondents who strongly agreed, not sure, disagreed

and strongly disagreed with this respectively. This implies that in Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs.

According to table 4.6, 43.75% of respondents agreed that youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers. While 32.5% of respondents strongly agreed and 3.75%, 7.5% and 12.5% of respondents were not sure, disagreeing and strongly disagreeing with this opinion respectively, implying that youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers.

As can be seen in table 4.6, 41.25% of respondents agreed that poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District. 21.25% of respondents strongly agreed and the same percentage were for respondents who were not sure. 8.75% and 7.5% of respondents disagreed and strongly disagreed with this statement respectively. This implies that poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District.

From table 4.6, it can be seen that 42.5% strongly agreed that youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers. Whereas 37.5% agreed and 11.25% of respondents were not sure, 2.5% disagreed and 6.25% of respondents strongly disagreed. This implies that youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers.

The results displayed in table 4.6 indicate that the majority of the respondents, that is, 36.25% and 43.75%, in this study, respectively agreed or strongly agreed that youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure. 13.75% were not sure and 2.5% disagreed with this whereas 3.75% strongly disagreed, implying that youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure.

According to table 4.6, 38.75% and 33.75% of the respondents in this study respectively agreed and strongly agreed that the economy of Uganda is not performing well towards youth employment. 12.5% of respondents were not sure and 2.5% disagreed. 12.5% of respondents strongly disagreed. This implies that the economy of Uganda is not performing well towards youth employment.

Table 4.6 indicates that 43.75% of respondents strongly agreed that most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol. While 30% of respondents agreed. Whereas 10%, 8.57% and 7.5% of respondents were not sure, disagreed and strongly

disagreed with this respectively. this implies that most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol.

4.3 Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

Table 4.7: Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Total
Being unemployed for a longer time at a young age leads to a lack of work experience and skills	Freq	3	8	16	34	19	80
	%	3.75	10	20	42.5	23.75	100
Unemployment among youth leads to reduced earnings over the whole career of a person.	Freq	3	5	15	46	11	80
	%	3.75	6.25	18.75	57.5	13.75	100
Youth unemployment affects the economic development of the country	Freq	7	6	13	41	13	80
	%	8.75	7.5	16.25	51.25	16.25	100
Youth unemployment creates additional costs for the government	Freq	0	9	2	15	54	80
	%	0	11.25	2.5	18.75	67.5	100
Unemployment among youth leads to creation of crime rates	Freq	5	13	7	33	22	80
	%	6.25	16.25	8.75	41.25	27.5	100
Youth unemployment affects political stability of a country	Freq	0	10	2	27	41	80
	%	0	12.5	2.5	33.75	51.25	100
Unemployment among youth leads to crime and violence amongst youth	Freq	0	18	1	25	36	80
	%	0	22.5	1.25	31.25	45	100
Unemployment among youth leads to commercial sex work	Freq	0	6	3	29	42	80
	%	0	7.5	3.75	36.25	52.5	100
Unemployment among youth leads to the spread of HIV/AIDS	Freq	3	5	0	32	40	80
	%	3.75	6.25	0	40	50	100
Unemployment among youth leads to drug abuse and civil disorder	Freq	3	3	0	23	51	80
	%	3.75	3.75	0	28.75	63.75	100

Source: Primary Data, 2017

From table 4.7, it can be seen that 42.5% of respondents agreed that being unemployed for a longer time at a young age leads to a lack of work experience and skills. 23.75% of respondents strongly agreed while 20% of respondents were not sure, 10% disagreed and 3.75% of respondents strongly disagreed with this view implying that being unemployed for a longer time at a young age leads to a lack of work experience and skills.

From Table 4.7, majority of respondents indicated by 57.5% agreed that unemployment among youth leads to reduced earnings over the whole career of a person. This was compared with 13.75% of respondents who strongly agreed, 18.57% were not sure, 6.25% disagreed and 3.75% strongly disagreed with this view. This implies that unemployment among youth leads to reduced earnings over the whole career of a person.

In table 4.7, 51.25% of respondents agreed that youth unemployment affects the economic development of the country. 16.25% of respondents both strongly agreed and were not sure while 8.75% of respondents strongly disagreed. Only 7.5% disagreed with this view. Thus, this implies that youth unemployment affects the economic development of the country.

As can be observed from table 4.7, 67.5% of respondents strongly agreed that youth unemployment creates additional costs for the government. 18.75% of respondents agreed but 11.25% of respondents disagreed whereas 2.5% of respondents were not sure. This implies that youth unemployment creates additional costs for the government.

From table 4.7, it was found out that 41.25% of respondents agreed that unemployment among youth leads to creation of crime rates. Whereas 27.5% of respondents strongly agreed, 16.25% disagreed with this view. 8.57% were not sure and only 6.25% of respondents strongly disagreed. Thus this implies that unemployment among youth leads to creation of crime rates.

From table 4.7, it can be observed that 51.25% of respondents strongly agreed that youth unemployment affects political stability of a country. Also this was complimented by 33.75% of respondents who agreed with this view. Only 12.5% of respondents disagreed, implying that youth unemployment affects political stability of a country.

In table 4.7, it is clear that 45% of respondents strongly agreed that unemployment among youth leads to crime and violence amongst youth. Also 31.25% agreed with this view though 22.5% of respondents disagreed. This strongly showed that unemployment among youth leads to crime and violence amongst youth.

In table 4.7, it is clear that 52.5% of respondents strongly agreed that unemployment among youth leads to commercial sex work. Furthermore, this was supplemented by 36.25% of respondents who agreed with the same view implying that, unemployment among youth leads to commercial sex work.

In table 4.7, it is clear that 50% of respondents strongly agreed that unemployment among youth leads to the spread of HIV/AIDS. A view that was supplemented by 40% of respondents agreeing with the same though 6.25% disagreed, 3.75% of respondents strongly disagreed, implying that unemployment among youth leads to the spread of HIV/AIDS.

From table 4.7, it can be seen that 63.75% of the respondents strongly agreed that unemployment among youth leads to drug abuse and civil disorder. This was also supplemented by 28.75% of the respondents who agreed implying that unemployment among youth leads to drug abuse and civil disorder.

4.4 Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde

District, Uganda

Table 4.8: Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde

District, Uganda

		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	Total
The government should create more industries	Freq	3	2	11	29	35	80
	%	3.75	2.5	13.75	36.25	43.75	100
Education system to be changed from theoretical to more practical	Freq	10	2	10	31	27	80
	%	12.5	2.5	12.5	38.75	33.75	100
Youth should get a chance to get some experience in entrepreneurship	Freq	6	7	8	24	35	80
	%	7.5	8.75	10	30	43.75	100
Government should give training to youth and encourage them to work for their own businesses to become successful	Freq	8	7	11	24	30	80
	%	10	8.75	13.75	30	37.5	100
Parents should teach their children how to work and how to do business	Freq	3	8	16	34	19	80
	%	3.75	10	20	42.5	23.75	100
Government should make it easier to allocate jobs outside of Uganda	Freq	3	5	15	46	11	80
	%	3.75	6.25	18.75	57.5	13.75	100

Source: Primary Data, 2017

The results displayed in table 4.8 indicate that the majority of the respondents, that is, 36.25% and 43.75%, in this study, respectively agreed or strongly agreed that the government should create more industries. 13.75% were not sure and 2.5% disagreed with this whereas 3.75% strongly disagreed, implying that the government should create more industries.

According to table 4.8, 38.75% and 33.75% of respondents agreed and strongly agreed respectively that education system to be changed from theoretical to more practical. 12.5% of respondents were not sure and 2.5% disagreed. 12.5% of respondents strongly disagreed. This implies that education system to be changed from theoretical to more practical.

Table 4.8 indicate that 43.75% of respondents strongly agreed that youth should get a chance to get some experience in entrepreneurship. While 30% of respondents agreed. Whereas 10%, 8.57% and 7.5% of respondents were not sure, disagreed and strongly disagreed with this respectively. This implies that youth should get a chance to get some experience in entrepreneurship.

As illustrated in table 4.8, 37.5% of respondents strongly agreed that government should give training to youth and encourage them to work for their own businesses to become successful. This was so high as compared to 30%, 13.75%, 8.75% and 10% of respondents who strongly agreed, not sure, disagreed and strongly disagreed with this respectively. This implies that government should give training to youth and encourage them to work for their own businesses to become successful.

From table 4.8, it can be seen that 42.5% of respondents agreed that parents should teach their children how to work and how to do business. 23.75% of respondents strongly agreed while 20% of respondents were not sure, 10% disagreed and 3.75% of respondents strongly disagreed with this view implying that parents should teach their children how to work and how to do business.

From Table 4.8, majority of respondents indicated by 57.5% agreed that government should make it easier to allocate jobs outside of Uganda. This was compared with 13.75% of respondents who strongly agreed, 18.57% were not sure, 6.25% disagreed and 3.75% strongly disagreed with this view. This implies that government should make it easier to allocate jobs outside of Uganda.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

Under this chapter the researcher discussed and gave conclusion to the major findings of the study, in light of the objectives and research questions. The researcher also presented some recommendations for causes of unemployment among youth in Uganda. The recommendations will suggest some areas that need further study.

5.1 Summary of findings

5.1.1 Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda

It was found out that youth in Mpumudde Sub County, Lyantonde District know where to find a job. This was indicated by the majority, 50% who strongly disagreed that youth in Mpumudde Sub County, Lyantonde District do not know where to find a job. Furthermore, 41.25% of respondents disagreed with this view. This was in accordance with the view of African Economic Outlook (2012) who stressed that there is a lack of information flow between the job seekers and hiring employers in a lot of African countries. African Economic Outlook (2012) further stressed that is especially apparent for youth with little education as they seem to know less about where to look for jobs and therefore need more help finding one.

It was further revealed that youth in Mpumudde Sub County, Lyantonde District dislike of certain jobs. This was indicated by the majority 47.50% who agreed that youth in Mpumudde Sub County, Lyantonde District dislike of certain jobs. This was more explained by YAI (201) and YBU (2014), who contend that youth become too picky regarding certain jobs. They all want to work in offices to avoid hard physical labour. youth are looking for quick money without making an effort which is why they are turning towards sports betting, which is a huge social problem in Uganda.

It was revealed that education of youth in Mpumudde Sub County, Lyantonde District is too theoretical. This was indicated by the majority 61.25% who strongly agreed that the Education of youth in Mpumudde Sub County, Lyantonde District is too theoretical. This well complimented by ILO (2012) who contend that in Ugandan (or more general the “African”) school system is far too theoretical and is not preparing the students in an adequate way to

find a job after graduation as they lack employable skills, even though the job falls into their field of studies.

It was revealed that youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work. This was indicated by the majority 58.75% of respondents agreed that youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work. This was well brought out by YAI (2011) and YBU (2014) who stressed that very often youth have a negative attitude towards work, which expresses itself in general laziness (to find a job and to work), a lack of motivation to work, a lack of ambition and self-drive to achieve something and the lack of a clear vision for life.

It was revealed that employers employ relatives who are less qualified than others. This was indicated by the majority 41.25% of respondents agreed that employers employ relatives who are less qualified than others. This was in accordance with Osalor (2011), who posited that somebody gets employed, even though the person was not the most suitable for the position due to nepotism. Thus nepotism has an indirect effect on youth unemployment as it discourages a lot of youth to look for jobs, therefore keeping them unemployed.

It was revealed that youth do not have the appropriate qualifications and skills required by most employers. This was indicated by the majority 42.50% who strongly agreed that youth do not have the appropriate qualifications and skills required by most employers. It was further revealed that there is too much corruption in Uganda that is promised funds to develop the youth do not reach. This was indicated by the majority 36.25% and 46.25%, who respectively agreed or strongly agreed that there is too much corruption in Uganda that is promised funds to develop the youth do not reach. This was well brought out by Transparency International (2014) was another sign that corruption is highly present in Uganda. This incident also had serious financial consequences for the government's development programs, as several big donor countries (amongst others the UK, Denmark, Ireland and Norway) had suspended their development aid payments to Uganda completely because of this incident (Al Jazeera, 2012).

It was revealed that Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents. This was indicated by the majority 51.25% and 32.5% of the respondents who respectively agreed and strongly agreed that Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents. This complimented by Fontes Foundation (2014) who posited that lack of parental guidance (both in relation to a youth's career but also

in general) has been mentioned as important reason for youth unemployment as a lot of Ugandan parents produce too many children so that they cannot properly take care of them, especially when it comes to paying the fees for education.

It was revealed that a lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth. This was indicated by the majority 58.75% of respondents who strongly agreed that a lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth. Further, it was revealed that in Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs. This was indicated by the majority in Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs. In addition, it was revealed that youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers. This was indicated by the majority 43.75% of respondents agreed that youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers.

It was revealed that poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District. This was indicated by the majority 41.25% of respondents agreed that poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District. This was in line with ILO (2012) who contend that those findings match the current situation of youth in Uganda, especially the disadvantaged ones coming from a poor background who have weaker access to job networks and social capital.

It was revealed that youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers. This was indicated by the majority 42.5% strongly agreed that youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers. In addition, it was revealed that youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure. This was indicated by the majority 36.25% and 43.75%, in this study, respectively agreed or strongly agreed that youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure. This is due to tribalism whereby youth without important social connections will get discouraged after too many negative experiences to apply for further jobs as they get the impression that all employers are the same (International Youth Foundation, 2011).

It was revealed that the economy of Uganda is not performing well towards youth employment. This was indicated by the majority 38.75% and 33.75% of the respondents who

respectively agreed and strongly agreed that the economy of Uganda is not performing well towards youth employment. This compared well with Ali et al., (2013) who argued that the growing percentage of people in a population looking for a job has to be absorbed by the economy of the country, meaning that the economy has to grow fast enough to create enough jobs for all those new job seekers.

Furthermore, it was revealed that most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol. This was indicated by the majority 43.75% of respondents strongly agreed that most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol.

5.1.2 Impact of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda

It was revealed that being unemployed for a longer time at a young age leads to a lack of work experience and skills. This was indicated by the majority 42.5% of respondents agreed that being unemployed for a longer time at a young age leads to a lack of work experience and skills. This was in accordance with Sarah Ayres (2013), youth unemployment creates negative long term effects for both the individual youth as well as for a country as a whole because being unemployed for a longer time at a young age leads to a lack of work experience and skills gathering during this time.

It was revealed that unemployment among youth leads to reduced earnings over the whole career of a person. This was indicated by the majority 57.5% agreed that unemployment among youth leads to reduced earnings over the whole career of a person. In addition to the above, also it was further supported by Sarah Ayres (2013) being unemployed for a longer time at a young age leads to a lack of work experience and skills gathering during this time which will lead to reduced earnings over the whole career of a person.

It was revealed that youth unemployment affects the economic development of the country. This was indicated by the majority youth unemployment affects the economic development of the country. This was well tackled by Ayres (2013) who posited that in Uganda, large number of youth and large youth unemployment have strong negative effects on the economic development of the country in the short, middle and long run.

It was revealed that youth unemployment creates additional costs for the government. This was indicated by the majority 67.5% of respondents strongly agreed that youth unemployment creates additional costs for the government. In addition to this it was revealed that unemployment among youth leads to creation of crime rates. This was indicated by the

majority unemployment among youth leads to creation of crime rates. All these views were in accordance to Ayres (2013) who posited that youth unemployment also creates additional costs for the government as it has to deal with consequences of youth unemployment like increased crime rates or increased welfare payments.

It was revealed that youth unemployment affects political stability of a country. This was indicated by the majority 51.25% of respondents strongly agreed that youth unemployment affects political stability of a country. This was in line with Azeng&Yogo (2013) who concluded that youth unemployment has a significant negative effect on the political stability in countries, especially developing countries.

It was revealed that unemployment among youth leads to crime and violence amongst youth. This was indicated by the majority 45% of respondents strongly agreed that unemployment among youth leads to crime and violence amongst youth. Also it was revealed that Unemployment among youth leads to commercial sex work. This was indicated by the majority 52.5% of respondents strongly agreed that unemployment among youth leads to commercial sex work.

Furthermore, it was revealed that unemployment among youth leads to the spread of HIV/AIDS. This was indicated by the majority 50% of respondents strongly agreed that unemployment among youth leads to the spread of HIV/AIDS. It was further revealed that unemployment among youth leads to drug abuse and civil disorder. This was indicated by the majority 63.75% of the respondents strongly agreed that unemployment among youth leads to drug abuse and civil disorder. These views were supplemented by East African Community (2015) who posited that a number of negative effects of youth unemployment include Crime and violence amongst youth, commercial sex work and as a result of that, the spread of HIV/AIDS, drug abuse and civil disorder are direct consequences of the youth unemployment all over Sub-Saharan Africa.

5.1.3 Ways of solving youth unemployment in Mpumudde Sub County, Lyantonde District, Uganda

It was revealed that the government should create more industries. This was indicated by the majority, 36.25% and 43.75%, who respectively agreed or strongly agreed that the government should create more industries. It was further revealed that education system to be changed from theoretical to more practical. This was indicated by the majority 38.75% and 33.75% of respondents who agreed and strongly agreed respectively that education system to

be changed from theoretical to more practical. This was in line with the view of Maria Kiwanuka (2011), who stressed that in a bid to reduce youth unemployment, Ministry of Education will review the education curriculum and include entrepreneurship and basic business management skills in the early years of education.

It was revealed that youth should get a chance to get some experience in entrepreneurship. This was indicated by the majority 43.75% of respondents strongly agreed that youth should get a chance to get some experience in entrepreneurship. This was in accordance with Sharon Nakandha (2011) who suggested that Uganda need a comprehensive solution to unemployment. She appreciates government's efforts in dealing with the problem of youth unemployment like introduction of the Youth Entrepreneurship Venture Capital Fund (YEVCF) and assistance to run a Youth Entrepreneurial Training Programmes (YETP) among the youth.

It was revealed that government should give training to youth and encourage them to work for their own businesses to become successful. This was indicated by the majority 37.5% of respondents strongly agreed that government should give training to youth and encourage them to work for their own businesses to become successful. This was in line with World Employment Forum (2013) who recommended that special emphasis should be placed on developing skills, education development and employment of youths by integrating them into the economic and civic life of that country particularly Uganda.

It was revealed that parents should teach their children how to work and how to do business. This was indicated by the majority 42.5% of respondents agreed that parents should teach their children how to work and how to do business. In addition, it was revealed that government should make it easier to allocate jobs outside of Uganda. This was indicated by the majority 57.5% agreed that government should make it easier to allocate jobs outside of Uganda.

5.2 Conclusions of the study

The main purpose of the research was to establish the causes of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda and the results showed that unemployment among youth in Mpumudde Sub County, Lyantonde District is as a result of rural-urban migration, skill mismatch between the education system and employers' expectations; lack of entrepreneurship and management skills; limited access to financial capital; inadequate job matching; demographic development and population growth; lack of

parental guidance and career guidance at school; corruption, nepotism and tribalism and negative attitude of youth. In other words, people living on the country side are trying to escape the lower standard of living in rural areas to find employment and a better life in urban centres. This then leads to an over-supply of labour on the job market in urban areas. Also the mismatch between the type of education provided at schools and the requirements of the labour market leads to unemployment. In addition, majority of entrepreneurs in Africa thinks that there is an inadequate focus within schools and tertiary institutions on the practical skills required to start, manage or work in entrepreneurial ventures, an issue that have increased unemployment. Also there is a lack of information flow between the job seekers and hiring employers in a lot of African countries. Furthermore, the lack of parental guidance (both in relation to a youth's career but also in general) has led to youth unemployment. Also corruption is highly present in Uganda and this incident also had serious financial consequences for the government's development programs particularly for youth and finally youth have a negative attitude towards work which expresses itself in general laziness. Therefore, all the above have been found to cause unemployment among youth in Uganda.

5.3 Recommendations

Different reasons of unemployment seem to affect different districts in Uganda and it is therefore recommended to consider the following;

ILO member states should place much emphasis on developing skills, education development and employment of youths and women and on integrating them into the economic and civic life of that country

Government and other stakeholders should put up a strong accountability mechanism to ensure that the funds allocated to reducing youth unemployment in the country actually serve this purpose.

Youth unemployment schemes should not be politicized with some government programmes

The government should encourage youth not to get involved in certain habits like gambling in Uganda.

The education system has to be changed from theoretical to more practical.

The government should make it easier to allocate jobs outside of Uganda.

5.4 Areas for future research

This study has proven that unemployment affects youth due to different reasons. Therefore, it is suggested that future research be carried out on the impact of youth unemployment and economic growth and effect of youth unemployment and poverty reduction.

REFERENCES

ActionAid (Ed.). (2012). *Lost opportunity? Gaps in Youth Policy and Programming in Uganda*. Kampala, Uganda.

African Economic Outlook (2012). Promoting Youth Employment: Labour market information and matching a problem for disadvantaged youth. Retrieved January 30, 2015, from http://www.africaneconomicout-look.org/theme/youth_employment/labour-market-information-and-matching-%E2%80%93-a-problem-for-disadvantaged-youth/

Al Jazeera. (2012). UK suspends Uganda aid over corruption. Retrieved January 30, 2015, from <http://www.aljazeera.com/news/africa/2012/11/20121117155051480786.html>

Ali, S., Ali, A. & Amin, A. (2013). The Impact of Population Growth on Economic Development in Pakistan. *Middle-East Journal of Scientific Research*, 18(4), pp. 483-491.

Amofo, (2011). *Graduate Unemployment in Ghana: The myth* [Online] Available at: www.ghanweb.com/GhanahomePage/blogs/blog.article.php?blog=2335ID=1000005813. [accessed 23rd May, 2012].

Azeng, T.F. & Yogo, T.U. (2013). Youth Unemployment and Political Instability in Selected Developing Countries. *Working Paper Series African Development Bank*, 171(1). Tunis, Tunisia

Chigunta, F. (2002). The Socio-Economic Situation of Youth in Africa: Problems, Prospects and Options. Retrieved January 29, 2015, from <http://webcache.googleusercontent.com/search?q=cache:4Lm26tR4KsJ:yesweb.org/gkr/res/bg.af-rica.reg.doc+&cd=1&hl=de&ct=clnk>

DG Murray Trust [DGMT]. (2015). Addressing the issues of unemployment and poor career guidance. Retrieved January 30, 2015, from <http://www.dgmt-community.co.za/organisations/beautiful-gate-south-africa/learning-briefs/addressing-issues-unemployment-and-poor>

East African Community [EAC]. (2015). Meeting Youth Unemployment Head On. Retrieved January 29, 2015, from

http://www.eac.int/gender/index.php?option=com_docman&task=doc_download&gid=110&Itemid=131

Fontes Foundation [FF]. (2011). *Fontes Foundation general brochure*. Kampala, Uganda.

Fontes Foundation [FF]. (2011). *Youth Project 2011–Assessment study and proposed project design*. Kampala, Uganda.

Fontes Foundation [FF]. (2012). *Potentiam Youth Development Centre concept note*. Kampala, Uganda.

Fontes Foundation [FF]. (2014). *Fontes Foundation [brochure]*. Kampala, Uganda.

Fontes Foundation [FF]. (2014). *Fontes Foundation Newsletter February 2014*. Kampala, Uganda.

Fontes Foundation [FF]. (2014). *Potentiam Youth Development Centre–Annual Report 2012–2013*. Kampala, Uganda.

Free Dictionary (n.d) *Seasonal Unemployment* [online] Available at: <http://financial-dictionary>.

Haile, G. (2003). *The incident of youth unemployment in urban Ethiopia*. Paper presented at the 2nd EAF International Symposium on Contemporary Development Issues in Ethiopia, Addis Ababa.

ILO (2013). *Employment trends for youth: A generation at risk/ International labor office* Geneva. Ito.

ILO (2013). *Employment trends for youth: A generation at risk/ International labor office* Geneva. Ito.

International Entrepreneurship. (2015). Uganda. Retrieved January 30, 2015, from <http://www.internationalentrepreneurship.com/africa/uganda/>

International Labour Organization (ILO), 2012. *An Analytical Study of the LabourMarket for Global Employment Trends for the Youth*.

International Labour Organization [ILO]. (2012). *Working with Youth: addressing the youth employment challenge – Highlights of the national and regional events with young people*. Geneva: International Labour Office.

International Labour Organization [ILO]. (2014). Global Employment Trends 2014: supporting data sets – Unemployment rate by sex and age group, globally and by region and country. Retrieved January 29, 2015, from http://www.ilo.org/global/research/global-reports/global-employment-trends/2014/WCMS_234879/lang--en/index.htm

International Youth Foundation [IYF]. (2016). *YouthMap Uganda – Navigating Challenges. Charting Hope. A Cross Sector Situational Analysis of Youth in Uganda*. Kampala, Uganda.

James Kakooza, (2015). MP wants youth livelihood fund scrapped, Lyantonde youth employment, Kampala, Uganda.

Kellow, N. (2010). *Enabling the Private Sector to Contribute to the Reduction of Urban Youth Unemployment in Ethiopia*. Addis Ababa: Addis Ababa Chamber of Commerce and Sectorial Associations.

Lipsy, R.G., (1989). *An Introduction to Economics*, London, ELDS.

Maria Kiwanuka (2011): MOFPED: *New Vision: Vision Group Publication: Kampala Uganda*.

McGurK, S. (2014). Youth employment in sub-Saharan Africa (YESSA): international conference done at Pullman hotel, September 24 - 25, 2012, Dakar Senegal, organized by the International Development and Research Center (IDRC) and the Think Tank Initiative.

Ministry of Gender, Labour and Social Development. (2001). *The National Youth Policy – A Vision for Youth in the 21st Century*. Kampala, Uganda.

Mukwaya, P., Bamutaze, Y., Mugarura, S. & Benson, T. (2011, May). *Rural-Urban Transformation in Uganda*. Paper presented at the joint IFPRI and University of Ghana conference on Understanding Economic Transformation in Sub-Saharan Africa, Accra.

NCWD (2012). Helping youth build work skills for job success: tips for parents and families.

Nnadozie, E. (2003). *African Economic Development*. San Diego: Academic Press.

ObenTorkonoo, E; 2009 [2477092/*Graduate-employment Situation-Ghana-and-proposed-!*] (accessed 6th May, 2012).

O'Higgins, N. (1997). The challenge of youth unemployment. Employment and Training Papers, No. 7, Employment and Training Department (Geneva, ILO); also published in International Social Security Review (Geneva), Vol. 50, No. 4, pp. 63-93.

Omidyar Network [ON]. (2013). *Accelerating Entrepreneurship in Africa – Understanding Africa's Challenges to Creating Opportunity-driven Entrepreneurship*. Washington, USA.

Osolor, P. (2011). *The Entrepreneurial Revolution: A solution for poverty eradication*. Posag International, London, USA.

Peter, S. (2013, April). *Nature of Urban Youth Unemployment in Tanzania: Challenges and Consequences*. Paper presented at the REPOA's 19th Annual Research Workshop, Dar es Salaam.

Poku, N.K. & Mdee, A. (2011). *Politics in Africa: A New Introduction*. Zed Books, London/New York, USA.

Population Reference Bureau [PRB]. (2013). *World Population Data Sheet*. Washington D.C, USA.

Sharon Nakandha (2011): *Dairy Monitor June 28th 2011: Monitor Publications Kampala Uganda*.

Ssenkumba Paul (2010): Causes, effects and solutions to unemployment and its relationship with crime among youth in Kisenyi. Makerere University, Kampala, Uganda.

Tangri, R. & Mwenda, A. (2013). *Routledge Studies in African Politics and International Relations: Politics of Elite Corruption in Africa: Uganda in Comparative African Perspective*. London: Routledge.

The Independent. (2014). The monster of tribalism. Retrieved January 30, 2015, from <http://www.independent.co.ug/cover-story/9283-the-monster-of-tribalism>

Transparency International. (2013). Global Corruption Barometer – Uganda. Retrieved January 30, 2015, from <http://www.transparency.org/gcb2013/country/?country=uganda>

Transparency International. (2014). *Corruption Perceptions Index 2014*. Berlin, Switzerland.

Udoh, N.A. &Sanni, K.B. (2012). Parental Background Variables and the Career Choice of Secondary School Students in Uyo Local Government Area, Nigeria. *Mediterranean Journal of Social Sciences*, 3(1), pp. 497-504.

Uganda Bureau of Statistics [UBOS]. (2013). *Uganda National Household Survey 2012/2013*. Kampala, Uganda.

Uganda Youth Network [UYONET]. (2010). *National Youth Manifesto 2011 – 2016*. Kampala, Uganda.

UNECA's Report 2010, [online] available at www.uneca.org/ayr2010 Africa Youth Report 2010-final.pdf (accessed 10th October, 2012).

United Nations Capital Development Fund [UNCDF]. (2012). *Insights from UNCDF's Youth-start Programme – Policy Opportunities and Constraints to Access Youth Financial Services*. New York, USA.

Wadesango, N., Chabaya, O., Rembe, S. &Muhuro, P. (2011). Poverty as a Source of Behavioural Problems that Affect the Realization of the Right to Basic Education among Children: A Case Study of Schools in the Eastern Cape – South Africa. *Journal of Social Science*, 27(3), pp. 149-156.

World Bank. (2015). Data – Population growth (annual %). Retrieved January 29, 2015, from http://data.worldbank.org/indicator/SP.POP.GROW?order=wbapi_data_value_2013+wbapi_data_value+wbapi_data_value-last&sort=d

World Bank. (2015). Data, Unemployment, total (% of total labour force). Retrieved January 29, 2015, from <http://data.worldbank.org/indicator/SL.UEM.TOTL.ZS/countries>

World Bank. (2015). Data–Population, total. Retrieved January 29, 2015, from <http://data.worldbank.org/indicator/SP.POP.TOTL>

World Economic Forum [WEF]. (2013). Global Agenda Councils – Youth Unemployment Visualization 2013. Retrieved January 30, 2015, from <http://www.weforum.org/community/global-agenda-councils/youth-unemployment-visualization-2013>

Young Leaders Think Tank for Policy Alternatives. (2014). A Paper on the Challenges of Youth (Un) Employment in Uganda. Retrieved January 30, 2015, from http://www.kas.de/wf/doc/kas_29017-1522-2-30.pdf?111020125911

Youth Action International [YAI]. (2011). *Mengo Youth Development Link Vocational Skills Training Programme in Kampala, Uganda*.

YouthBuild Uganda [YBU]. (2014). *YouthBuild Uganda Concept Note: External Discussion Draft*. Kampala, Uganda.

APPENDICES

APPENDIX A

SELF ADMINISTERED QUESTIONNAIRE

Dear Respondents;

I Kirabo Grace, a student of Kampala international University of Education, Open, Distance and E-Learning finalizing my Degree in Bachelor's Degree in Science Education. As part of my requirement for the Degree award, I have to present a research report. The study is on Causes of Unemployment Among Youth in Uganda: A Case Study of Mpumudde Sub County, Lyantonde District.

I am now on my field part of collecting information for my research report and you are being requested to respond to the various questions in the questionnaire attached. This interview will be treated with the strictest confidentiality. It would therefore be greatly appreciated if you would answer all questions in a fair and open manner. The information gathered from this questionnaire will be used purely for research purposes. Thank you for taking the time and effort to complete this questionnaire. Your cooperation is greatly appreciated. Your participation is voluntary and you may withdraw from the survey at any stage. I shall be grateful for your cooperation in this regard.

Thank you.

Kirabo Grace (*Candidate*)

SECTION A: BIOGRAPHICAL DATA

Please place a tick (✓) in the block that applies to you.

1. AGE

Under 20 ☐

21-30 ☐

31-40 ☐

41-50 ☐

51-60 ☐

61 and Above ☐

2. GENDER

Male ☐

Female ☐

3. MARITAL STATUS

Single ☐

Married ☐

Divorced ☐

4. HIGHEST EDUCATION LEVEL

Below Certificate ☐

Certificate ☐

Diploma ☐ Degree ☐

Post-Graduate Qualification ☐

Other (Specify).....

5. Did you do practical subjects

Yes ☐ No ☐

6. I prefer job employment that is

Formal ☐ Informal ☐

Please indicate the extent to which you disagree or agree with each of the following statements. Please indicate your preference by marking with a tick (✓) in the appropriate block provided.

- | | | |
|---|-------------------|----|
| 1 | Strongly Disagree | SD |
| 2 | Disagree | D |
| 3 | Not Sure | N |
| 4 | Agree | A |
| 5 | Strongly Agree | SA |

SECTION B: Reasons of unemployment among youth in Mpumudde Sub County, Lyantonde District, Uganda.

Nº	QUESTION	SD	D	NS	A	SA
1.	Youth in Mpumudde Sub County, Lyantonde District do not know where to find a job					
2.	Youth in Mpumudde Sub County, Lyantonde District dislike of certain jobs					
3.	Education of youth in Mpumudde Sub County, Lyantonde District is too theoretical					
4.	Youth in Mpumudde Sub County, Lyantonde District have negative attitude towards work					
5.	Employers employ relatives who are less qualified than others					
6.	I do not have the appropriate qualifications and skills required by most employers					
7.	There is too strict parental control of children/wrong career guidance in Mpumudde Sub County, Lyantonde District					
8.	Female youth are scared away from working due to sexual					

	harassment in a lot of jobs					
9.	There is a growing population increase in Mpumudde Sub County, Lyantonde District					
10.	There is too much corruption in Uganda that is promised funds to develop the youth do not reach					
11.	Mpumudde Sub County, Lyantonde District has wrong parenting skills of youth's parents					
12.	A lot of jobs in Mpumudde Sub County, Lyantonde District pays little or no payment to youth					
13.	In Mpumudde Sub County, Lyantonde District, there is too much racism when giving jobs.					
14.	Youth in Mpumudde Sub County, Lyantonde District are unemployed due to unserious job offers					
15.	Poor background of a lot of youth makes it more difficult for youth to succeed in Mpumudde Sub County, Lyantonde District					
16.	Youth in Mpumudde Sub County, Lyantonde District has a bad reputation amongst employers					
17.	Youth in Mpumudde Sub County, Lyantonde District are influenced by negative group pressure					
18.	The economy of Uganda is not performing well towards youth employment					
19.	Most youth in Mpumudde Sub County, Lyantonde District take drugs and alcohol					

**SECTION C: Impact of unemployment among youth in Mpumudde Sub County,
Lyantonde District, Uganda**

N ^o	QUESTION	SD	D	NS	A	SA
1.	Being unemployed for a longer time at a young age leads to a lack of work experience and skills					
2.	Unemployment among youth leads to reduced earnings over the whole career of a person.					
3.	Youth unemployment affects the economic development of the country					
4.	Youth unemployment creates additional costs for the government					
5.	Unemployment among youth leads to creation of crime rates					
6.	Youth unemployment affects political stability of a country					
7.	Unemployment among youth leads to Crime and violence amongst youth					
8.	Unemployment among youth leads to commercial sex work					
9.	Unemployment among youth leads to the spread of HIV/AIDS					
10.	Unemployment among youth leads to drug abuse and civil disorder					

**SECTION D: Ways of solving youth unemployment in Mpumudde Sub County,
Lyantonde District, Uganda**

N ^o	QUESTION	SD	D	NS	A	SA
1.	The government should create more industries					
2.	Education system to be changed from theoretical to more practical					
3.	Youth should get a chance to get some experience in entrepreneurship					
4.	Government should give training to youth and encourage them to work for their own businesses to become successful					
5.	Parents should teach their children how to work and how to do business					
6.	Government should make it easier to allocate jobs outside of Uganda					

***“Thank you for taking the time and effort
to complete this questionnaire”***

APPENDIX C

TIME FRAME

Item/Time	March 2017	March 2017	April 2017	May 2017	June 2017
Data Collection					
Data Analysis					
Data Presentation					
Clear Report Writing/ Dissertation					

APPENDIX D

ACTUAL STUDY BUDGET

Item	Quality/Quantity	Unit Cost	Total Cost
Proposal Writing			
Stationary			
Ruled paper	2 reams	10,000=	20,000=
Note book	4	2,500=	10,000=
Printing	37 pages	500=	18,500=
Photocopying	20 pages	100=	2,000=
Pens	1 box	3,000=	3,000=
Box file	2	5,000=	10,000=
Clip board	2	3,500=	7,000=
Sub Total			70,500=
Data Collection			
Allowance	6 days	20,000=	120,000=
Sub Total			188,000=
Data Analysis			
Transcription allowance	6 days	20,000=	120,000=
Analysis allowance	6 days	20,000=	120,000=
Sub Total			240,000=
Report Writing			
Secretarial services			
Typing	64 pages	500 per page	32,000=
Printing	64 pages	100 per page	6,400=
Photocopying	50 pages	100 per page	5,000=
Binding	4 books	20,000= each	80,000=
Sub Total			123,400=