

ASSESS OF FACTORS AFFECTING AN EMPLOYMENT OF YOUTH IN OTUKE
DISTRICT.

BY

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A RESEARCH REPORT SUBMITTED TO THE FACULTY OF SOCIAL SCIENCES IN
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DECLARATION

I Obua Moses declare that this research report is my original work and has never been submitted to any University or Institutions of higher learning for any academic qualifications.

Signature:.....

Date:.....

OMOLLO GEOFREY

APPROVAL

This is to certify that this research report entitled” “**employment problems among the youths in Otuke district**” was carried out under my supervision and approval.

Signature:.....

Date:.....

Name: **MR. MIKE ODONGO**

SUPERVISOR

DEDICATION

I dedicate this work to my children, Wife Florence for their moral support and prayers during this period of study.

I love you all!

Geoffrey Omolo

.....

Date.....

ACKNOWLEDGEMENT

I am indebted to my supervisor Mr. Mike Odongo who provided me with guidance which enabled me to complete this study. I am indebted to my family for the patience and moral support they offered me during the three year study at KIU. Credit also goes my manager who gave me the opportunity to go through this study. I am also grateful to my lecturers and fellow colleagues of BPA for their academic support and encouragement. I will remember you for all that you have done for me.

Thank you very much.

TABLE OF CONTENTS

DECLARATION	i
APPROVAL	ii
DEDICATION	iii
I dedicate this work to my children, Wife Florence for their moral support and prayers during this period of study.	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
CHAPTER ONE	1
INTRODUCTION.....	1
1.0. Introduction	1
1.1. Background of the study.....	1
1.2. Problem Statement.	3
1.3. Purpose of the Study.....	4
1.4. Specific Objectives.	4
1.5. Research Questions.....	4
1.6. Scope of the Study.	4
1.7. Significance of the Study.....	5
1.7.1. The Government:	5
1.7.2. The Policy Makers:	5
1.7.3. Future researchers:.....	5
1.8. Limitation of the Study.....	6
1.9. Conceptual Frame Work.....	6
CHAPTER TWO	7
LITERATURE REVIEW	7
2.0. Introduction:	7
2.1.0. Theoretical review:	7
2.1.Theory and Evidence	7
2.1.2. The Minimum Wage (MW) Theory / Model (Youcef Ghalleb- 1998):.....	8
2.1.3. Human Capital Theory/Model (United Nation Economic for Africa-2005):	9
2.2.0 Actual Review of Related Literature:	10
2.2.1. Policies and Plans:	11

2.2.1.1. Uganda National Youth Policy (2001);-	11
CHAPTER THREE.....	20
RESEARCH METHODOLOGY	20
3.0 Introduction.....	20
3.1 Research design.....	20
3.2 Sample design	20
3.3 Sample population and size.....	21
Table 1. Showing sample population and size	21
3.4 Data sources.	22
3.4.2 Use of documents /Secondary source of data	22
3.5 Data collection methods and Instruments	22
3.7 Procedure of data collection.	23
3.8 Data Analysis	23
3.9 Validity and Reliability.....	23
CHAPTER FOUR.....	26
Presentation, Analysis & Discussion.....	26
4.0 Introduction:-.....	26
4.1 Back ground information.	26
4.2 Presentation.....	27
CHAPTER FIVE.....	37
SUMMARY CONCLUSION AND RECOMMENDATION	37
5.0 Introduction:.....	37
5.1 Summary:	37
5.2 Conclusion.....	37
5.3 Recommendations:	37

CHAPTER ONE

INTRODUCTION

1.0. Introduction

This chapter presents the background to the research, the problem statement, general objective, specific objectives, research questions, scope of the study, significance of the study, limitations and conceptual framework.

1.1. Background of the study.

The world-over, the youth are seen as invaluable asset that no country can afford to waste, they bring energy, talent and creativity to the world of work together with new skills that enable companies / departments to grow, innovate and prosper. But globally, the youths are faced with challenges in regards to access to labour markets, yet most contemporary youths are well educated and trained generation ever.

Jaun Somavia (2004) observed that in-terms of employment the expectations of the youth into the labour market rather than being viewed as a problem should be recognized as presenting an enormous opportunity and potential for economic and social development. However, creating quality jobs for young women and men entering the labour market is thus a critical development concern that needs to be dealt with in this century.

In Africa, the situation of the youth accessing labour market is far from satisfactory with many of these people failing to gain employment or ending up working in poor condition in the formal economy (United Nation Economic Commission for Africa – UNECA 2005). The un-employment rate among the youths in Sub-Sahara Africa stands at 21% following Middle East and North Africa. This is attributed to many factors ranging from

low economic growth, unfavourable policies, increasing population of the youth, shrinking public sector, poor health to lack of quality education and skill training.

In Uganda, the situation of the youth employment is alarming with un-employment rate of the youth standing at 4.2% (Uganda National Housing Survey report 2009/2010).

Uganda labour force market consist of persons aged 14 – 64 who are either employed in the paid employment, self-employed or unemployed – for instance according to the UBOS; population census 2002/2003 report, 70% of the working female youth (aged 14 – 30) were un-paid family workers compared to 27% of the male youth in the same age bracket; 20% of the youth (aged 14-30) were idle with female (27%) being idler that male counter-part (13%).

Yet the proportion of the youth population is increasing at a higher rate than the growth in the employment opportunities (UBOS 2002/2003 Report). The World Development report (2007) revealed that Uganda has a lot to do in the area of youth unemployment rate. During the launch of the World Development Report (WDR- 2007) – February 2007, President Museveni remarked that Uganda needs to create six million jobs over the next four years in order to absorb the youth coming into the labour market. But looking at the trend of events pertaining to the youth unemployment rate as at February 2012, the rate has increased and this is evidenced by the youth thronging in the bank to access the youth loan-funds introduced by the government of Uganda in a bid to promote self employment amongst the youth. Here the biggest question is why at this rate?

In Northern Uganda, it experienced the worst case scenario with most of the youth missing out in the labour force market amidst many programme interventions with others

specifically targeting the youth of the war affected northern Uganda. It's on the above background that the study is designed to help assess the factors that are hindering the youth of Northern Uganda with specific reference to the youth in Olilim sub-county – Otuke district from accessing employment.

1.2. Problem Statement.

The problem of unemployment is not a new phenomena in the contemporary society. The youth being the majority in the labor market is embarrassingly affected (Economic Research Report Bureathis scenu, 2007). This scenario is not uncommon in the little know new district in northern Uganda; Otuke district. This problem has grossly affected the productivity and livelihood in the area.

However , the government has come up with numerous programmes like Northern Uganda Social Action Fund (NUSAF), Peace Recovery and Development Programme (PRDP), SACCOS and Patriotism to help alleviate the situation of the youth of which Otuke – Olilim benefited from such programmes. In addition, other Non-Governmental Organisations (NGOs) have also implemented programmes directed towards empowering the youth to access gainful employment.

Much as these attempts are made to redeem the problems of youths, the; problem still persist. It is upon this backdrop that the researcher examines the effects of un employment of youth in otuke district.

1.3. Purpose of the Study.

The purpose of this study was to assess the factors that are responsible for the high level of unemployment among the youth in Otuke District.

1.4. Specific Objectives.

The objectives of this study are;-

- 1.4.1. To find out how levels of education affects employment of youths in otuke district..
- 1.4.2. To examine the extent to experience affects employment of youths in Otuke district.
- 1.4.3. To assess how locality of an area affect employment of youths in Otuke district.
- 1.4.4. To assess the extent to which job opportunities affect the employment of youths in Otuke district.

1.5. Research Questions.

- 1.5.1. How do levels of education affect employment of youths inn Otuke district?
- 1.5.2. To what extent does experience affect youth's employment in Otuke district?
- 1.5.3. How does location of an area affect the employment of youths in Otuke district?
- 1.5.4. To what extent do job opportunities affect the employment of youths in Otuke district?

1.6. Scope of the Study.

The study was conducted from otuke district focused on olilim sub county. Otuke is a new district curved from Lira district located in northern Uganda. It's bordered by Agago

district in the north, Abim District from the east, Alabtong and Katakwi from the south and south-west.

The study covered the period between 2010 – 2011; this period is chosen because it reflects the time when Otuke was granted a district status with the major aims of taking services nearer to the people, creating job opportunities for the people including the youth, and to improve on the living condition and wellbeing of the people. unfortunately this is not forthcoming, that is why the researcher examines the factors affecting youth employment in otuke district.

1.7. Significance of the Study.

1.7.1. The Government:

The findings of the research will enable both the district and the sub-county local governments of Otuke / Olilim to come up with appropriate programmes and strategies that will improve the wellbeing of the youth and make them self reliance.

1.7.2. The Policy Makers:

The outcome of this study will provide the policy makers with information for that they can use to formulate suitable policies or redesign appropriate policies and programmes based on local needs.

1.7.3. Future researchers:

The information from this research finding will be used by fellow researchers to champion further research on matters related to youth employment in this country.

1.8. Limitation of the Study.

- 1.8.1. The research will be very expensive as the mentality of the hand-outs is still fresh in the mind of the people who have been in the camps and most NGOs who go to conducting assessment gives allowances the people.
- 1.8.2. The willingness of the district and sub-county leaders to avail information on all government programmes that are funded to benefit the youth.

1.9. Conceptual Frame Work.

The conceptual frame work showing the relationship between factors affecting employment and the types of employment available in Olilim- Otuke district

Independent Variable

Factors affecting employment

- Education
- Skills / experience.
- Locality / remoteness.
- Availability of the job opportunity

Dependent Variables

Employment

Employment:

- Paid employment.
- Self employment.
- Un-employment.

CHAPTER TWO

LITERATURE REVIEW

2.0. Introduction:

This chapter reviewed the existing literatures on the state of youth employment. It focused on theoretical and actual review of related literatures.

2.1.0. Theoretical review:

The strength of the study will be based on the theoretical framework of interpretive perspective borrowed from Alvesson's (1996) situation approach. Traditional beliefs and norms as well as societal practices and values in relation to the phenomena will form the core principle of the study.

There are many theories / models advanced to explain the dynamics of the youth employment, youth unemployment in both paid and un-paid work even self employment. But for this research I am going to highlight three theories / models of the skill and youth unemployment theory, the minimum wage theory and the human capital theory.

2.1.Theory and Evidence

This theory states that the efficiency of skill succession within the organization promotes the employment of young workers. A simple theoretical model of the firm is developed to examine the basic determinants of youth hiring. It's found out that the efficiency of skill succession system does not have a significant impact on the probability of hiring workers but rather it has a positive effect on the hiring rate of the firms with positive hiring. Hence enhancing training efficiency could improve youth employment.

The model emphasizes that setting up a good environment for skill succession can stimulate the employment of youth workers.

The theory further postulate that workers participate in the labour market only for two periods. Hence the production technology of a firm is represented by a production function with two in-puts, that is, lower level jobs and upper level jobs. Workers are then hired by firms when they are youth – however not all workers are kept in the firm when they become old. It assumed that only those who were trained for upper level jobs stay in the firm in the second period. As such, the upper level jobs are then occupied by older workers while temporary workers are assigned to the lower level jobs. Since two jobs are complements, an increase in the number of senior workers stimulates the hiring of young workers. On the other hand, there exist both young and old workers in the lower level jobs which make both types substitutes. In this case therefore an increase in the number of old workers hampers the hiring of young workers.

2.1.2. The Minimum Wage (MW) Theory / Model (Youcef Ghalleb- 1998):

The Minimum Wage (MW) theory relates to economic model that tells us about the linkages between minimum wage and employment, it posits that;

- (i). Work is competitive as is described in the Supply and Demand model – labour market competition, here the labour-force is homogeneous. The demand for labour in the firm decreases the function of real wage. The fixation of the MW level above equilibrium level would lead to a drop-in the demand of labour, all things being equal. Therefore, the workers whose productivity is below the MW are exterminated from the labour market-

hence unemployment to the affected workers. The competitive model further asserts that when the MW increases, there is a rise in the labour-force as most workers will be attracted into the labour market by the higher wage prospect. Two scenarios here occurs; - if the employment remains stable, the rise in the supply of labour may lead to an increase of unemployment rate because there are no additional jobs to be offered to the new entrance. Secondly, if employment declines as a result of MW increase there will be an even higher increase of unemployment rate. Hence the above mentioned prediction of competitive model presupposes the existence of several aspects as; the labour-force might be substitutable, employer have little or no influence over setting wages and that all the employers to comply with the MW principles.

(ii). There is a link between MW and employment as is explained in the alternative model. Thought it states that it's not automatic it can either brings a positive result or a negative result since the correlation between MW increase and employment movement is not uniform as the standard model had predicted. However, the economic model (MW model) stresses that an increase in the MW that leads to an increase in wages that does not correspond to an increase in productivity would have the effect of reducing employment. This issue of productivity is key as the lower productivity of young workers determines their employment. This has led to the introduction of lower MW rate for younger workers in a number of countries.

2.1.3. Human Capital Theory/Model (United Nation Economic for Africa-2005):

Human capital is an economic term that encompasses the abilities, skills and knowledge embodied in a person. The term has been confined in economic field to mean the role of

human capital in determining wages in the labour market and more generally to its contribution to productivity and economic growth.

The theory as was postulated by Mincer (1958), Schultz (1961) and Becker (1964) posit the analysis of demand for education by individual and the supply of the skills gained in the labour market. The theory (Human Capital) also posits education as an investment which leads to higher wages as a result of increased level of productivity realized from the human capital accumulations. The theory emphasize on the proceeds / returns of education as incentive for the family (Private returns) and social benefits (impact on economic out put) for the public / social sector (social returns) – hence the public is encouraged to invest in formal education sector. Social returns to education can be higher than the private returns when externalities arise due to technological progress or other social benefits that are generated such as lower crime and better health (Krueger and Lindahl 2001).

According to human capital theory, the education acquired by a young person will be remunerated in-terms of earnings with higher wages reflecting higher productivity resulting from more advanced level of education. Education will also determine the ability to participate in the labour force not just the level of wages.

2.2.0 Actual Review of Related Literature:

Several documents / literatures have highlighted the salient factors affecting the youth employment; in Uganda, the National Youth Policy (2001) summarized the major causes of the high youth unemployment rate as;- lack of employable skills amongst youth; lack of access to resources like land and capital; lack of focus by the existing programmes on

the formal and non-formal sector; over emphasizing on experience, lack of apprenticeship schemes; negative attitudes by the youth towards work especially in agriculture; lack of a comprehensive employment policy and negative cultural attitudes such as gender discrimination, et cetera.

Above all, the unemployment in Uganda and Africa at large is attributed to slow economic growth and small formal labour market, high population growth rate, lack of sufficient experience and skills, lack of decent work, rigid educational system, rural urban migration, limited social network and youth limited support system¹.

Henceforth, this section will focus mainly on a closure look / analysis / reviews of the available literatures especially on;- policies and plans, programmes, legal provisions, education and training system – that all aims at breaking the deadlock of youth unemployment.

2.2.1. Policies and Plans:

2.2.1.1. Uganda National Youth Policy (2001):-

The National Youth Policy (NYP) passed by Parliament of the Republic of Uganda in 2001 aims at providing an operational framework for all actors with a set of realistic guidelines from which action programmes and services can be developed to facilitate meaningful involvement of youth in the National Development efforts and to respond to their various needs. The policy is designed under the pretext of “programmes for the youth and with youth”. The operationalisation and functionality of the policy is placed in the armband of (MoGLSD) Ministry of Gender, Labour and Social Development.

One of the principles underlying the NYP is the promotion of principles of equity in opportunities and in distribution of programmes, services and resources. The policy seeks to promote equal socio-economic and employment opportunities in line with the youth ability, potential and needs. The policy also advocates for the creation of socio-cultural, economic and political environment that will empower the youth to be partners in development. Hence the policy calls upon the youth to contribute towards the socio-economic development of the country by taking up initiatives at all levels to get involved in gainful employment; and taking advantage of the available education plus training opportunities

The NYP reorganizes the right of the youth to seek meaningful employment without discrimination, this is to avert and regulate the marginalization of the youth by various employers with government inclusive as they (youth) lacked relevant long-term experience that such organizations requires. However, the policy is silent on the means in which government will employ to ensure that this right is not infringed upon by the various stakeholders in the employment sector

The policy set 8 strategies / priority areas in the enhancement of youth employment among which are; education both formal and non-formal, supporting vocational training and the establishment of apprenticeship to enable the youth acquire a range of skills and essential tools; and formulations and implementation of an appropriate employment policy that addresses and responds to the needs / concerns of the youth.

Finally the policy provides a unique opportunity for improving the quality of life of all youth but with special focus on vulnerable youth such as the female youth, youth with

disabilities, youth in situation of armed conflict, school dropout and youth out of school, the illiterate youth et cetera. This calls for special attention when seeking employment.

2.2.1.2. The National Employment Policy (2011);

Uganda enacted an employment policy with the aim of fostering freedom equality, security and human dignity in accessing employment. The policy was launched on May, 1 2011 at the International Labour Day celebration. With the enactment of this policy, the Government of Uganda assured the people of Uganda that this policy will protect the right and promotion of working condition of workers. The policy also provide for the development of the minimum wage that is, salary below which the workers in particular sector should be paid.

In his speech the President of the Republic of Uganda Yoweri Museveni during the launch noted that the employment policy addresses critical challenges the country such as the attainment of full employment couple with decent work and equitable economic growth². He noted that fast growth in opportunities for employment in the private sector remains the most effective route to sustainable poverty eradication.

However, this policy is faced with two fundamental challenges, that is, disagreement in the in the retirement age and the rapid increase in the number of the youth in the job market with limited employment opportunities. These two challenges are set to cripple the implementation of the National Employment Policy of which the youth were the primary target

The policy is also widely criticized for its failure to set the minimum wage for workers across the country. As such, the absent of the minimum wage, many youth will be frustrated to join the work force; and even those who have joined are under-paid forcing them to contemplate to quit their job because they are incurring high cost of living as what they are paid of is not commensurate to their work and the high cost of living.

2.2.2. Employment environment:

Generally there is lack of enabling environment for paid employment creation in both private and public sector. All these sectors are characterized by inadequacies especially in employment opportunities, set standards/policies, education system that does not prepares the youth for job creation and entrepreneur opportunities. This poses a threat to the chances of youth getting employed. Uganda census population (UBOS 2002) shows that for all person aged 10 years and above constitute 42 % and 15% of the population were self- - majority of which while 39% were un-paid workers- majority of which are youth with 83%.

The inadequacies / lack of enabling / supportive environment of youth employment is caused by unjust and unfairness circumstances ushered in due to the government commitment in creating jobs for its citizen³. Although the government has tried to introduce various interventions to create employment fir youth, we still have more than approximately 400,000 young people entering the job market / labour force.

2.2.3. Mismatch in Education / Training system in Uganda:

The system of education in Uganda has a structure of 7 years of primary education, 6 years of secondary education (divided into 4 years of lower secondary and 2 years of upper secondary school), and 3 to 5 years of post-secondary education. The system has existed since the colonial time (early 1960s). The education system witnessed several reforms until the current time of Universal Primary and Secondary Education (UPE & USE). Much as the government intention was to give every Ugandan a chance to access education, the quality of such education leaves a lot to be desired.

Ugandan system of education particularly at secondary and post secondary level, has constantly been criticized by different stakeholders as it only concentrated on the theoretical rather than practical aspect – this has led to skill disparity as a result of the mismatch in the courses taught and the actual skills needed in the job market.

Universities and other institutions of learning do not put much attention in equipping graduates with vocational and entrepreneurial skills to match the current labour market demand but rather trains the graduate for job seekers in the public sector. Thousands and thousands of youth who qualifies every year came out with the hope of being absorbed in the labour market straight away (Oluka 2011).

A report of the Uganda Bureau of statistic (2009) on employment and earning indicates that within 4 weeks after graduation every year approximately 65% of the graduates looks for jobs, of this 62% use personal contacts, and 25% visits companies and 8% starts their own business. This is a clear indication that there are is a big mismatch as most of

the youth who qualifies yearns for lucrative office based jobs yet with limited skills and experience; and due to their inadequate skills, skill mismatch and thirst for salaried employment they (youth) ends up unemployed.

According to a report on graduate tracer and employer's expectation studies which keeps tabs on universities former students after they leave their studies presented by Uganda National Council of Higher Education (NCHE), 13% gets employed in the public sector and 31.7% gets jobs in the private sector - meaning that the majority are left jobless.

Phenny Birungi (2011) – the Assistant Executive Director NCHE observed that the problem of unemployment among graduate is due to lack of enough preparation for future challenges while at the university / institutions of learning. He recommends that the education system in Uganda needs to be restructured to produce graduates who meets the job market requirements. “Most universities train students to think, not to practice” says Birungi. Here the biggest concern is that most employers find it hard and difficult to foot extra cost to train graduates, yet they needs experience workers.

President Museveni in his speech during the International Labour Day 2009 noted that the 350,000 jobs that the government creates and the 15,000 jobs that resulted from lowering the retirement age would even not be enough for the youth. He urged the youth to study marketable courses like science, service industry and modernized farming- “I want you to show me one Doctor who is not employed” the president challenged the youth.

The high unemployment rate in Uganda is partly because of the mismatch of courses taught by the education institutions and the actual skills needed by the job market.

2.2.4. Programmes Designed to mitigate Youth Employment in Uganda:

Northern Uganda Social Action Fund (NUSAF) I & II programme was designed to target the vulnerable community / groups including youth. The youth component of NUSAF under the Youth Opportunity Project (YOP) aimed at alleviating the youth poverty level by supporting the self help projects. NUSAF I was designed as a loan scheme to the youth while NUSAF II is a grant scheme. Despite the beautiful programmes design, the youth still missed out during the implementation as they were subjected to rigorous vetting process marred by corruption and embezzlement – Richard M. Kavuma 2010.

In Apac, a report of an assessment conducted by Agency for Sustainable Development Initiative (ASDI)- 2007 indicates that implementation of NUSAF Project in the district was full of inefficiency, ineffectiveness and characterized by lack of accountability and non-existence of projects.

2.2.5. The Recent Development: 2011/2012 Uganda National Budget:

The government in 2010 initiated the “Job Stimulus Programme” aims at creating employment for the youth. In the 2011 / 2012 Uganda Annual budget, 44.5 billion has been allocated towards creating jobs for the youth within the financial year. During the budget speech (June 2011), the Minister for Finance – Hon. Maria Kiwanuka noted that

this fund is set aside to implement interventions to address current employment challenges.

Of the UGX 44.5 billion (USD 18.3 million) set aside for the Job Stimulus Programme, Finance Minister Maria Kiwanuka reportedly said that UGX 25 billion (USD 10.3 million) would be for the Youth Entrepreneurship Venture Capital Fund, which would lend to youth who are starting or expanding business enterprises. Also, UGX 3.5 billion (USD 1.4 million) has been earmarked to equip youths with business management skills to get jobs or grow their businesses. The expected number of youth to be reached has not been disclosed.

However, the way / strategy for the disbursement of this fund was heavily criticized by Members of Parliament (MPs) and members of the Youth Council. The MPs squeezed the KCCA Musisi on this fund. “We want Musisi to tell us, which criteria KCCA used to get the 16.5 billion for the youth of Kampala yet other youth from different parts of the country didn’t get the same amount” Kasese woman MP Winnie Kiiza said. “The youths in Kampala find the same challenges other youths upcountry like Kasese district find, why are Kampala youth treated in a special way?” She asked

The MPs argued that they got the information that Kampala youth receive the youth fund by cash without presenting requirements yet other youth have to meet many requirements before receiving the money. They demanded that the KCCA boss should explain why Kampala youth don’t get the money via banks.

On the 12th March 2012, the Parliamentary Committee sitting on Gender, Labour and Social Development asked the government to halt the disbursement of the money under the job stimulus programme until proper investigation was carried out to prove its valuable usage

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter explains the methods that were used to carry out the investigation, research design, sample population and size, the instruments of data collection, data analysis and procedure, data analysis, reliability and reliability and ethical consideration.

3.1 Research design

This study will use both qualitative and quantitative approaches. Quantitatively, the study will quantify data on the state of youth employment in Otuke District, specifically in Olilim Sub County. This design is seen to be crucial in analyzing statistical data obtained mainly through questionnaire. All numerical or statistical information shall be presented in figures in chapter four by means of graphs, charts and tables.

Qualitatively, the study will make use of non-statistical methods such as interviews that will record responses from the respondents that require non-numerical data. Here, the selected respondents will be engaged in face-to-face mutual conversation in which they will be free to express their opinions and concerns in relations to youth employment in Uganda and specifically in Olilim Sub County-Otuke district- Northern Uganda.

3.2 Sample design

The researcher will deliberately use a representative and meaningful sample population in this study. This means that the respondents will not be selected at random. The researcher will therefore use stratified sampling technique to select the respondents. This means identifying and placing the respondents into appropriate categories.

From each category, the researcher will use purposive sampling design so that he can get the most appropriate respondents from the stratified categories.

3.3 Sample population and size.

In this study, the researcher will use a sample population of 86 respondents from all the 6 parishes in Olilim Sub County- Otuke district, Northern Uganda.

The sample population will comprise of the following categories as in the table the tabular presentation below;

Table 1. Showing sample population and size

Respondent category	Number	sample
Key informants(CAO, DEO, LCV,MPS,	8	8
Youths	60	52
Local community	24	22
NGOS	4	4
Total		86

The above table represents the sample categories of the respondents in Olilim Sub County who shall participate in the study. Their inputs in this study are expected to contribute greatly towards achieving the objectives of this study.

3.4 Data sources.

The data for this study were collected from two sources; Primary source; involving interaction with the respondents and observation of the employment environment in which the youth operate and Secondary sources of data, mainly obtaining data for the study from the available literatures related to the employment opportunities for the youth, the challenges encountered by the youth in accessing employment opportunities among others.

3.4.1 Primary source of data.

Primary data is the original information collected from the field. The researcher collected this first hand data by means of questionnaires, interviews and focused group discussions (FGD). The analysis and conclusions were based on the primary/first hand data provided by the respondents.

3.4.2 Use of documents /Secondary source of data

Published information from the internet, text books, reports that highlight on the state of youth employment were equally used to complement and reinforce the primary data got directly from the field.

3.5 Data collection methods and Instruments

Data were collected using questionnaires that were designed to extract information concerning all aspects of the study. The questionnaires were filled in by the youths.

Interview

Extensive interviews were carried out with key respondents to supplement the data from questionnaires. This included CAO, LCV and district officials and MPs.

3.7 Procedure of data collection.

Upon submission of the approved proposal to the supervisor, an introduction letter from Kampala International University (KIU) was issued which was then given to CAO who in turn introduced the researcher to the field.

The researcher sought for permission to conduct the study from municipal and selected schools by use of a letter of introduction from Kampala International University and particularly from the department of social sciences.

3.8 Data Analysis

Data collected from the field were first edited, then coded and presented using tables, graphs, pie charts and percentages. In accordance with the research objectives, the findings were interpreted using reviewed literature so as to attach meaning to the data collected in order to make it as error free as possible.

3.9 Validity and Reliability

3.9.1 Validity

Validity and consistency of contents in the instruments were put into consideration right away from the stage of planning the instruments, through instrument design, up to the application of the instruments. In particular, the instruments were designed considering wording and type of questions meant to yield valid, consistent and reliable responses.

3.9.2 Reliability

Pre-testing was meant to show the level of acceptability of instruments used in research and any weaknesses or deficiencies of the instruments identified were corrected before the research was conducted like a problem in the questionnaire and the achievement test.

Key: A = Agree NS = Not Sure DA = Disagree.

EDUCATION LEVEL & SUPPLEMENT	A	N	DA
All youth in Otuke district are qualified for the Job			
Level of Education significantly affect job employment in Otuke District			
Most youths in Otuke are degree holders			
Youths in Otuke District have access to Education			
EXPERIENCE AND EMPLOYMENT			
Experience affect youth opportunities to access employment			
Most youths in Otuke district lacked experience of the Job.			
There are opportunities in Otuke district that youth can take acquire			
Experience is a necessary requirement to access the Job			
There are no adequate job in Otuke for the youths			
Employment in Otuke is based technical expertise			
LOCATION AND EMPLOYMENT			
Location of the place affect employment opportunities in Otuke			
Most youths prefer to work elsewhere than Otuke District.			
There is low level of development in Olilim Sub County which affects employment			
Olilim is strategically located in the heart of Otuke which provides opportunities for employment.			
OPPORTUNITIES & EMPLOYMENT.	A	N	DA
There is equal opportunities for employment of youths in Uganda / Otuke.			
Politics significantly affect the youth opportunity for employment			
Party politics does not affect youth opportunity for employment in Otuke.			
Most youths in Otuke are more focused on white color jobs only			
There are other income generating activities that the youths are Involved in - in Otuke.			
There are enough to technical & commercial opportunities to youths Otuke.			

INTERVIEW GUIDE.

- What in your view are the problems facing youths in this sub-county?
- There is a version that most youths in this district are Un-employed. Do you agree?
- Are youths in this sub-county are faced with equal opportunities for Job. What is your view about this?
- How does politics affect youth's opportunities for employment in Otuke?
- How do you handle employment of personnel in your district?
- How does experience affect employment of youths in your area?
- How do experience affect supplement in youths in your area?
- Does level of Education affect employment in your district?
- Does the district have adequate Jobs for the youth in this district?
- It is believed that Otuke is located in a remote area which affects employment opportunity. Comment on this.

CHAPTER FOUR.

Presentation, Analysis & Discussion.

4.0 Introduction:-

This chapter presents the data presentation, analysis of the information and interpretation

4.1 Back ground information.

The study revealed that more male were Interviewed than female. This is represented by 68% to 32%.

Table 4-representing data by sex.

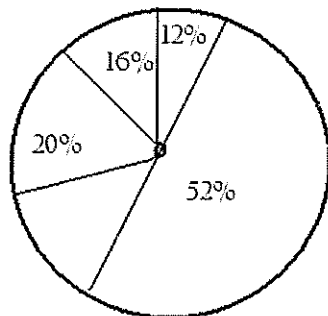
Female	68%
Male	32%

Educational Level:

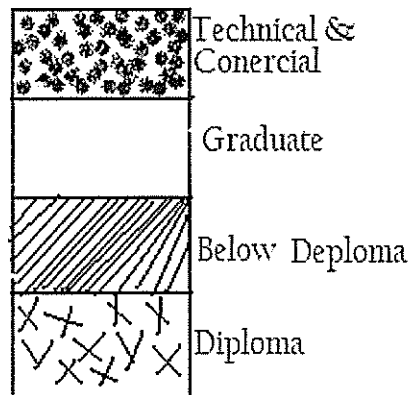
Most of the people Interviewed were below diploma holders. This is statically represented by.

g

Following level of Education in Otuke District.



Key



Marital States.

The study reveals that, 54% of the respondents Interested were named 35% Single, 5% divorced 6% are widows and widowers.

4.2 Presentation.

Table – Showing Education level.

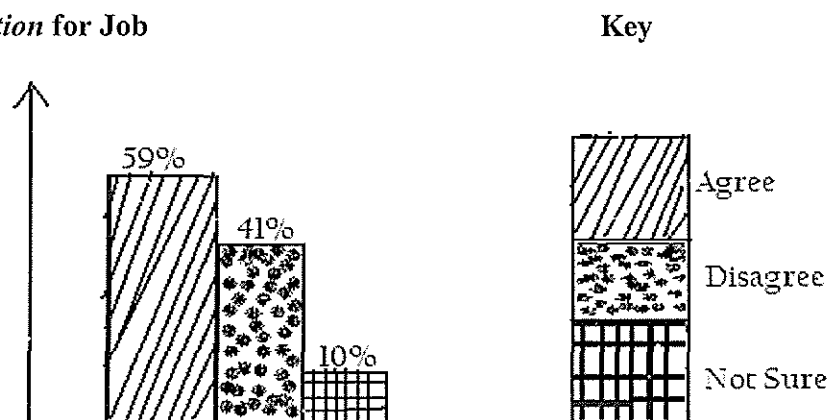
EDUCATION LEVEL AND EMPLOYMENT

4

	A	NS
Youths in Otuke are qualified for the job.	59	41
Level of Education affects youth employment	65	31
There are more degree holders for the Jobs in Otuke	30	62
There is a equal access to Education	52	41

When asked about youth qualification and education level, 59% of the respondents were on the view that youths in Otuke are not properly qualified for the Job due to low level of Education, 10% were not sure while 41% did not agree to the statement. This is graphically represented as below.

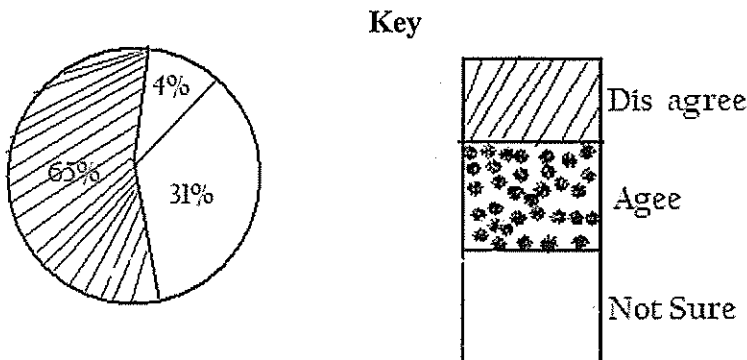
g showing qualification for Job



for the levels of Education, the study revealed that, level of Education significantly affects employment in Otuke District. This is represented by 65%, while 31% did not agree with the statements as 4% were Indifferent.

e Chart Showing how level of Education affects employment.

g



By implication therefore, level of education is a serious factor affecting the employment level of youths in Otuke District. This perhaps is attributed to the fact that there to inadequate access and poor participation by youths in educational process as was corrected by one respondent.

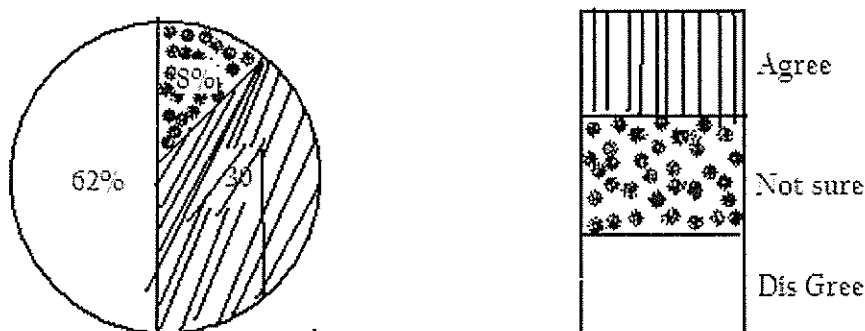
The question of education itself, the study observed that majority of the youths do not score highly 30% of them were of the view that there are degree holders (graduates) in Otuke, while 62% were not in agreement to the statement while 8% were not sure.

The study thun confirms their area (Olilim) do not have youths that can be adequately employed since majority of them were below diploma holders.

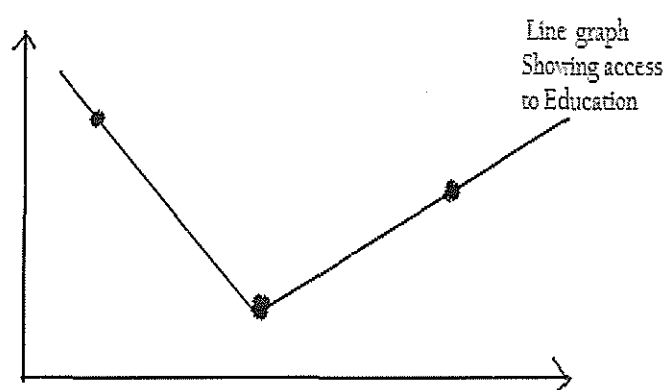
Table showing responses on education level

Agree	Dis agree	Not sure
30%	62%	8%

Graphically this is represented below.



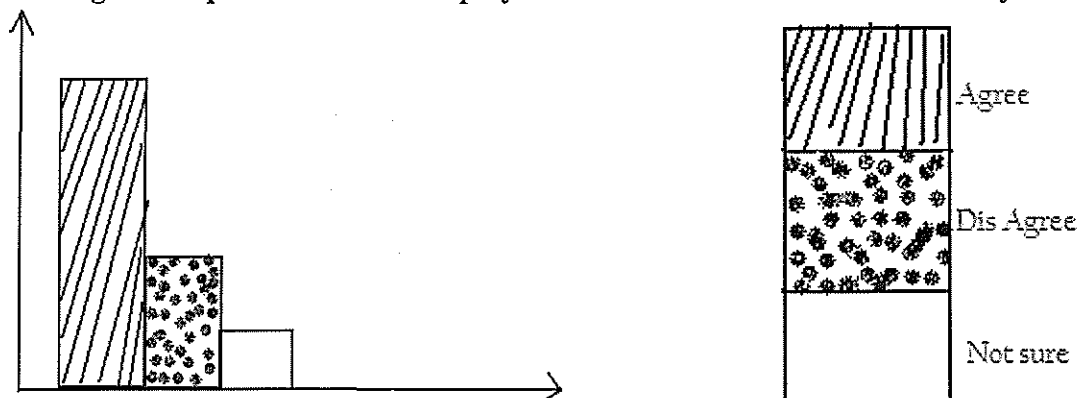
Concerning access to Education, it was observed that there is equally access to education in Otuke District the study shows that 52% of pupils in Otuke has access to education, 41% did not agree to the state rant, while, 9% were not Sure.



Experience & employment.	A	Not Agree	Dis agree
Experience affects employment of youths	68	09	23
Most youths in Otuke lacked experience	54	03	43
There are other opportunities that the youths take part to provide experience for them in Job work	48	11	41
Experience is not necessary required for Job.	50%	-	50%
There are no adequate Jobs in Otuke District	47	08	45
Employment in Otuke is based on technical competence.	52	10	38

The views of the youths were sought conceding experience, 68% of the responds agreed that experience as a term significantly affect their access to the Job. 23% of them however differed in the view, as 9% were indifferent.

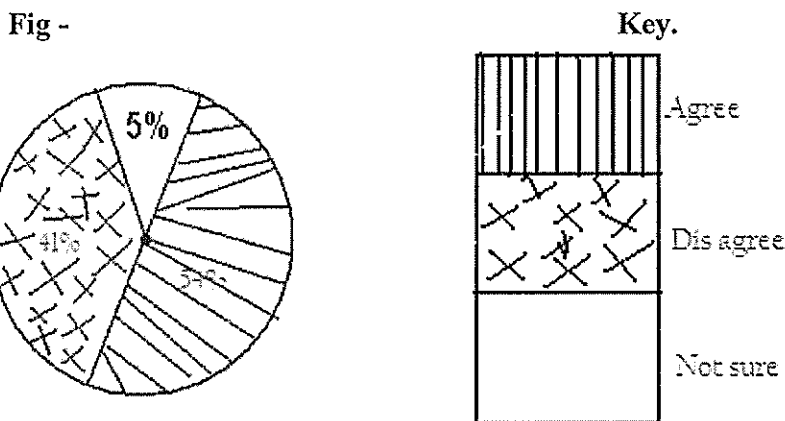
Graph showing how experience affects employment.



By implication therefore, experiences / lack of experience is a factor affecting employment of youths in Otuke.

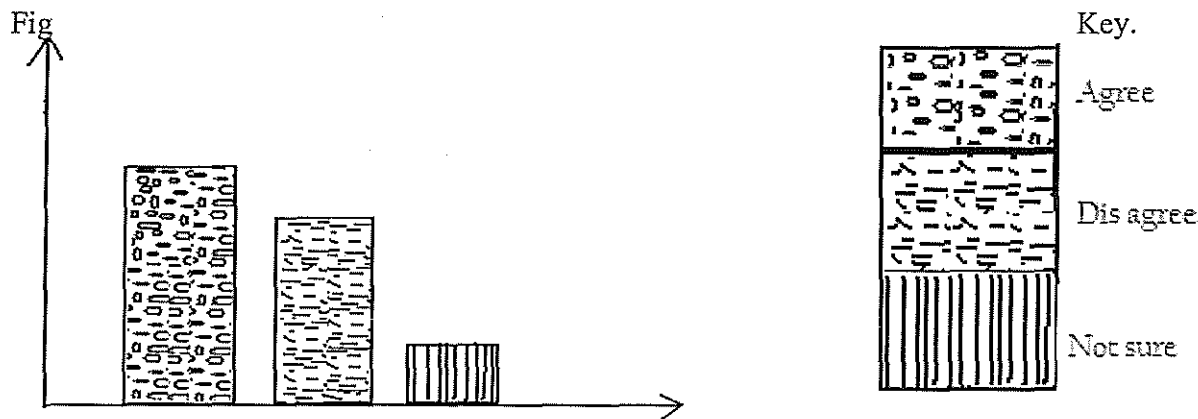
As for whether youths lacked experience or not in Otuke, The study revealed that youths in Otuke for sure lacked the required experience. This is more specially in the local government jobs. A big percentage of 54 % of respondents at least to this fact. 41% did not agree with this argument while 3% were not sure.

Pie – Chart representing views on experience.



In relation to the above, a question was raised as to whether there exist other opportunities in Otuke that the youth (on take advantage off, a large percentage of 48% agreed with the statement, 41% did not agree, while 11% could not show sides.

Bar – Graph showing the existence of other opportunities in Otuks.

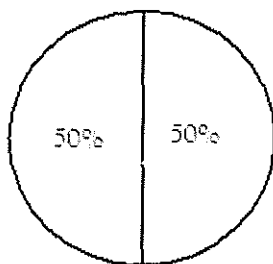


The study thus confirms that, much as the youths complaints of unemployment, there exists other opportunities that they can tap in order to provide for them the required experience or even a source of income.

When contacted about experience as necessary requirement to the Job, the result was a bit interesting as 50% of them agreed that experience is not needed at all in the acquisition of Jobs while the percentage of about (50%) also agreed that there is need for experience in the Job. This 50 – 50% representation seems to agree as at the same disagree with the idea of experience.

Pie – chart showing experience as a basic requirement for employment.

Fig:



When asked whether there is adequate Jobs in Otuks, 47% agreed with the assertion, 45% disagreed, while 8% were neutral.

ion & employment	A	NS	DA
on affects supplement opportunities			
youths prefers to work elsewhere than remote Otuke	48%	06%	46%
w level of development affect development	47%	6	47
is strategically located in great North Corridor with opportunity for yment	50	8	42

Location affects a district Seems to matter. 48% of the respondents when asked whether the location of Otuke district in the remote area affects employment of the youths seems to agree with the statement, 06% were not sure, while 46% did not agree.

Pie chart showing responses on location.

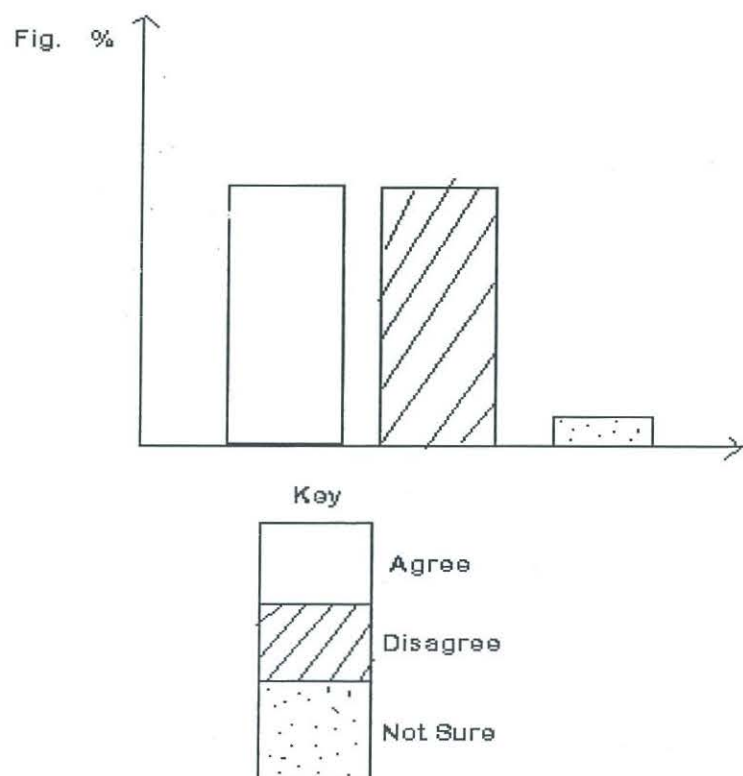
Fig:



In view of the above, Otuke being a new district does not offer a lot, besides being in a remote area.

When asked whether youths are willing to work in this remote and new district of Otuke the study revealed that, Youths employment in Otuke may or may not ne affected by remoteness to this place. 47% agreed that Youths can work anywhere provided there is work , while the same percentage (47%) were of the view that youth prefers white collar jobs and are Employed or searching for employment else where 6% however were neutral.

Fig showing response of Youths on loan reference.



This 47-47% responses seems to suggest that even if there were jobs, youths would still move out to get employment else where.

Table showing responses on opportunity for employment.

	Yes	No	Not sure
There is equal opportunity for employment of Youths in Otuke District.	49	47	4
Politics affect the Youth Opportunity for employment.	47	48	5
Party politics does not affect employment opportunities.	44	52	4
Youths in Otuke are more focused on white color-jobs.	45	46	9
There are opportunity for other income – generating activities like farming but have ignored.	53	40	7
There are enough technical and commercial opportunities for Youths.	40	10	50

The study revealed that there are equal opportunities for employment of Youth in Otuke. This represented by 49% while 47% of the respondents did agree about this statement 4% were not sure.

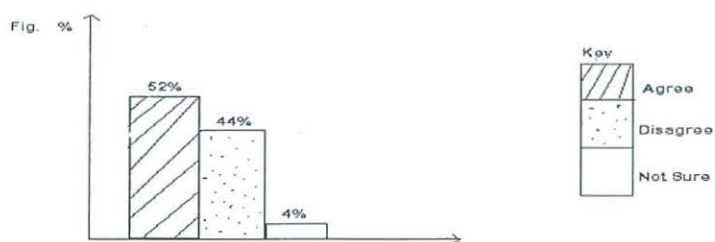
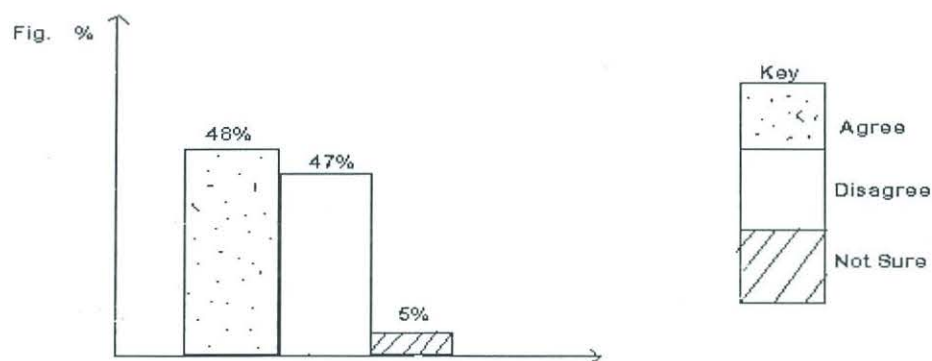
Table. Showing responses on equal opportunity for employment.

49%	47%	4%
Agree	Disagree	Not sure

When asked about politics, there seems no big problem with politics in this new district 48% agreed with this statement, 47% did not while 5% did not show any side.

However when asked about party politics, there was mixed reactions, where 52% said party differences is affecting employment, 44% did not support this statement as true, while 4% were not sure.

Graph showing whether politics affect employment or not



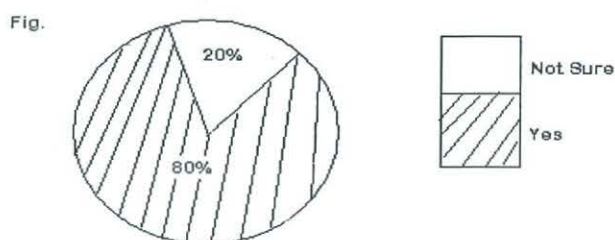
Graph showing responses on party politics.

When interviewed, the responses were not far from above, party politics seems to be a factor affecting employment. The key respondents noted that live are people who feel that they were

the ones who advocated and convinced the president to accord Otuke district status. These are the movement politicians. This kind of argument definitely affects even employment.

Other observers attached concern over the recent land wrangle were one mzee was leached to death as party politics. On the whole there are no proper jobs in this new district – accept that of local government.

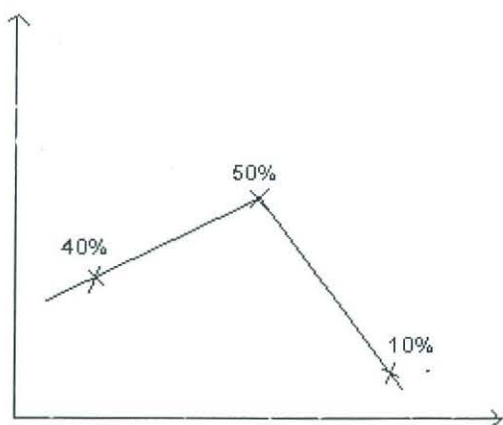
When asked whether, there exist opportunity for jobs in this district in the near future over 80% agreed to this fact while others were not sure.



The above fig suggests that Otuke has a lot of potentials to create more jobs for Youths. The Youths must be patient there exists good grounds for jobs for them in the near future-noted one elder.

Being a new district, there seems not to enough technical and commercial opportunities for Youth to explore. This is represented by 40% and 50% to those who disagree with the statement. The rest (10%) remains un concern.

Graph showing responses on technical.



CHAPTER FIVE

SUMMARY CONCLUSION AND RECOMMENDATION

5.0 Introduction:

This chapter examined the summary of the study, conclusive remarks and recommendation. This was handled thematically.

5.1 Summary:

The problem of youth un-employment in Otuke can not be sole blamed on government. The youths themselves have some share of blames. This stems from the fact that most youths thinks it the role of government to provide for them jobs. This is emphasized when we examined other avenues through which the youth can assess services for themselves.

Attention is also drawn to the fact Otuke has just been given a status of the district, although this should not be an excuse of not meeting the needs of the youths.

5.2 Conclusion

In conclusion therefore, there is dire need for the youths in Otuke to stay focus. The study tend to reveal that the problem of un employment is a world wide thing. It is upon this that the following recommendations are made:

5.3 Recommendations:

1. To involve the youths on income generating activities that will enhance their economic being and livelihood.
2. To sensitise the youing ones on the dangers of idleness and be assertive on issues that pertains them.
3. The government to pay attention to complains and plights of the youths as future leaders.
4. The government to re think and about their educational system which is more focused on white color jobs other than job creation. If attention could be put on technical and commercial education, this will increase the chances for youths to be more creative and skillful.
5. The youths to stop being dependent on government and parents all the time. They should take available opportunities and plunge themselves in to ventures that can build them.

6. Youths to use opportunities of government programmes of NAADs, youths fund and prosperity for all as a chance for growth.