

Urban Youth Unemployment in Eastern and Southern Africa

Features, Challenges, Consequences and Cutback Strategies

Editors

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Acronyms

| | |
|---------------|--|
| ACBF | African Capacity Building Fund |
| ADB | African Development Bank |
| ADF | Augmented Dickey-Fuller tests |
| ADI | Africa Development Indicators |
| ADLI | Agricultural Development-Led Industrialisation |
| AEO | African Economic Outlook |
| AIDS | Acquired Immune-Deficiency Syndrome |
| ANPPCAN | African Network for the Prevention and Protection against Child Abuse and Neglect |
| AU | African Union |
| AWS | Action Worksheet |
| AYC | African Youth Charter |
| B.A. | Bachelor of Arts degree |
| B.Ed. | Bachelor of Education |
| B.Sc. | Bachelor of Science degree |
| BEST | Business Enterprise Start up Tool (Uganda) |
| BIIC | Business Innovation and Incubation Centre (Chandaria, Kenya) |
| BoP | base of the economic pyramid |
| BRICS | Brazil, Russia, India, China |
| BTVET | Business Training and Vocational Education Training |
| BTVETA | Business, Technical, Vocational Education and Training Act (Uganda) |
| CA | characteristics approach (urban unemployment theory). |
| CEDAW | the UN Convention on the Elimination of All forms of Discrimination Against Women |
| CIRCLE | Climate Impact Research and Capacity Leadership project by African Academy of Sciences |
| CSA | Central Statistical Agency (Ethiopia) |
| CSOs | Civil Society Organisations |
| DBSA | Development Bank of South Africa |
| DFM | Drug Fight Malawi |
| Dr. | Doctor |
| DRC | Democratic Republic of Congo |
| ED | Executive Director |
| EMP | Employment |
| EPWP | Expanded Public Works Programme (South Africa) |
| EPZs | Export Promotion Zones (Mauritius). |
| <i>et al.</i> | and others |
| FC | Football Club |
| FDI | Foreign Direct Investment |
| FET | Further Education and Training (South Africa) |
| FFC | Financial and Fiscal Commission (South Africa) |
| FGD | Focus Group Discussion |

| | |
|--------------|--|
| FY | financial year |
| GAD | Gender and Development |
| GDP | Gross Domestic Product |
| GoM | Government of Malawi |
| GoU | Government of Uganda |
| GT | Grounded Theory |
| GTP | Growth and Transformation Plan |
| GVA | gross value added |
| HIV | Human Immunodeficiency Virus |
| <i>ibid.</i> | the same source |
| ICBE | Investment Climate and Business Environment |
| ICT | Information Communication Technology |
| IHDP | Integrated Housing Development Programme (Ethiopia) |
| IITA | International Institute for Tropical Agriculture |
| ILFS | Integrated Labour Force Survey (Tanzania) |
| ILO | International labour Organisation |
| IMF | (the) International Monetary Fund |
| IQR | Inter Quartile Range |
| KIDP | Kampala Industrial and Business Park |
| KNBS | Kenya National Bureau of Statistics |
| LICs | Low Income Countries |
| LSDY | Local Skills Development for the Youth |
| M.A. | Master of Art |
| M.Sc. | Master of Science |
| MDC | Movement for Democratic Change (Zimbabwe) |
| MDGs | Millennium Development Goals |
| MFIs | micro-finance institutions |
| MPFED | Ministry of Finance, Planning and Economic Development |
| MGDS | Malawi Growth and Development Strategy |
| MGI | McKinsey Global Institute |
| MGLSD | Ministry of Gender, Labour and Social Development |
| MICs | Middle Income Countries |
| MoARD | Ministry of Agriculture and Rural Development (Ethiopia) |
| MoE | Ministry of Education |
| MoFED | Ministry of Finance and Economic Development (Ethiopia) |
| MoLSA | Ministry of Labour and Social Affairs |
| MSCE | Malawi School Certificate of Education |
| MSEs | Micro- and Small Enterprises |
| MUDC | Ministry of Urban Development and Construction |
| MYFC | Makadara Youth Football Club (Kenya) |
| MYSC | Ministry of Youth, Sports and Culture (Ethiopia) |
| NAADS | National Agricultural Advisory Services |
| NAIRU | non-accelerating inflation rate |

| | |
|--------|--|
| NBS | National Bureau of Statistics (Tanzania) |
| NDP | National Development Plan (South Africa, Uganda) |
| NEF | National Empowerment Foundation (Mauritius) |
| NESP | National Economic Survival Programme (Tanzania) |
| NGO | Non-governmental organisation |
| NGP | New Growth Path (South Africa) |
| NHIF | the National Hospital Insurance Fund |
| NRM | National Resistance Movement |
| NSGRP | National Strategy for Growth and Reduction of Poverty (Tanzania) |
| NSSF | National Social Security Fund (Kenya) |
| NYCOM | National Youth Council of Malawi |
| NYDA | the National Youth Development Agency (South Africa) |
| NYEC | National Youth Executive Committee |
| NYP | National Youth Policy (Uganda) |
| OAU | Organisation of African Unity |
| OECD | Organisation for Economic Co-Operation and Development |
| OHS | Occupational Health and Safety |
| OLS | Ordinary Least Square |
| OPEC | Organisation of Petroleum Exporting Countries |
| OPM | Office of the Prime Minister |
| OSSREA | Organisation for Social Science Research in Eastern and Southern Africa |
| OYE | Opportunities for Youth Employment |
| PASDEP | Plan for Accelerated and Sustained Development to End Poverty (Ethiopia) |
| PASGR | Partnership for African Social and Governance Research |
| PEAP | Poverty Eradication Action Plan |
| Ph.D. | Doctor of Philosophy |
| PP | Philip-Perron tests |
| PPP | Public-Private Partnerships |
| PSFU | Private Sector Foundation Uganda |
| RoK | Republic of Kenya |
| SACCOs | Savings and Credit Cooperatives Organisation |
| SADC | Southern African Development Community |
| SAP | Structural Adjustment Programme |
| SEAL | Skills Empowerment for Alternative Livelihoods |
| SETAs | Sector Education and Training Authorities (South Africa) |
| SMA | Spatial Mismatch Approach (urban unemployment theory) |
| SMEs | Small and Medium Enterprises |
| SNV | Netherlands Development Organisation |

| | |
|------------|---|
| SPIREWORK | Social Protection Plan for Informal Economy and Rural Workers |
| SPSS | Statistical Package for the Social Sciences |
| StatSA | Statistics South Africa |
| STEP | Students Training on Entrepreneurial Promotion |
| TEVETA | Technical, Entrepreneurial and Vocational Education and Training Authority (Malawi) |
| TIVET | Technical, Industrial, Vocational and Entrepreneurial Training |
| TOT | Training of Trainers |
| TPB | Theory of Planned Behaviour |
| TSTE | Transitional Skills Training for Employment |
| TVET | Technical and Vocational Education |
| TVSD | Technical and vocational skills development |
| UK | United Kingdom |
| USA | United States of America |
| UAE | United Arab Emirates |
| UDHR | Universal Declaration of Human Rights |
| UIA | Uganda Investment Authority |
| UNCTAD | United Nations Conference on Trade and Development |
| UNDP | United Nations Development Programme |
| UNECA | United Nations Economic Commission for Africa |
| UNESC | United Nations Economic and Social Council |
| UNESCO | United Nations Educational Scientific and Cultural Organisation |
| UN-Habitat | United Nations Human Settlements Programme |
| UNHSP | United Nations Human Settlements Programme |
| UNHSP | United Nations Human Settlements Programme |
| UNIFEM | United Nations International Fund for Women |
| UPE | Universal Primary Education |
| UPPET | Universal Post-Primary Education and Training |
| URT | United Republic of Tanzania |
| USA | United States of America |
| USAID | United States Agency for International Development |
| UYDEL | Uganda Youth Development Link |
| VECM | Vector Error Correction Model |
| VET | Vocational Education and Training |
| WHO | World Health Organisation |
| WID | Women in Development |
| YEDEF | Malawi is Youth Enterprise Development Fund |
| YEN | Youth Employment Network (Uganda) |
| YJCI | Youth Job Creation Initiative (Malawi) |

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INTRODUCTION

Tackling Youth Unemployment in Eastern and Southern Africa: So Much Done and So Much to Do

Paschal B. Mihyo

1. The Plight behind the Flight of the Youth

As the noose of globalisation and trade liberalisation tightened its grip on weak economies of the South, Africa found itself forced to sell its commodities at lower prices and sacrifice the future by removing safety nets that once shielded its communities against vulnerability and income insecurity. The public sector which had assured many of secure employment, especially for the youth as they graduated from training and educational institutions was restructured throwing onto the street many workers that had, over years, called it home. Following the rules of first in last out, the young late entrants were the first to bear the brunt of corporate re-organisation while fresh graduates were barred from entry. Left desperate without much choice, many youths started drifting away from their homes and countries in search of new avenues for employment. Many have been taking risks. An Ethiopian youth who tried to migrate to Europe through Djibouti and Yemen but was arrested in Djibouti and sent back told me a horrifying story of the perilous journey to Djibouti. He said on the way they had to walk through the desert in the heat of Djibouti and the desert is infested with lots of snakes and scorpions. As they walk for days they run out of food and water. Some of them lose energy and become very weak. All the time vultures fly over them trying to spot those who are getting weaker. As they identify them they swoop down on them with force forcing them to fall several times until those who have lost strength cannot walk any more. Then the vultures land on them and start eating them while they are still alive. He says this happened to two of his colleagues who were not lucky to reach where they could be rescued by being arrested.

Similar stories can be seen on documentaries about youths from Malawi and Mozambique as they try to get into South Africa through Kruger's Park. On the way lions wait knowing their paths and several of them are killed by lions as they try to escape from poverty and unemployment in their home countries. Recently there have been undocumented but real stories of Ethiopians trying to reach South Africa through Kenya and Tanzania who die on the way when their traffickers abandon them in bushes pretending their vehicles have run out of fuel and asking them to wait in these dangerous spots. Some have died of suffocation in containers. The last known group was 42 who died in Tanzania in 2014 and many more disappear unreported. These are few examples of victims of poverty, exclusion and income insecurity. This is not to mention migrants from West

Africa who cross the dangerous and treacherous Sahara Desert, reach Morocco or Libya but end up drowning in the Mediterranean Sea. Those who are lucky manage to reach the European continent and subject themselves to the life of voluntary slavery. This book documents the nature and causes of the plight behind the flight of the youth from rural to urban areas, from some African countries to others and from the continent to other continents in an endless and perilous search for jobs and income security.

2. The Ten Major Findings Across the Book

Almost in all the chapters, it is clear that governments in Eastern and Southern Africa are firstly worried about the youth bulge and the youth unemployment surge but their policies have tended to be more diagnostic than prescriptive. They are very robust and loud about the problems youth face but very muted about how to resolve them. Secondly, there is a disconnect between macroeconomic policies that they have adopted over the last three decades and the twin objectives of employment creation and poverty reduction or eradication. This is exemplified by the reduction of investments in social services such as education, health, water and sanitation, environmental management and infrastructure which are the main generators of jobs while expecting that jobs will grow out of a shrinking public sector which has been replaced in many cases by a private sector that is focusing on extraction and investment in financial institutions whose capacity for employment creation is limited. Thirdly, reform programmes have led to economically inefficient and politically dangerous income inequalities catering for a happy few leaving little for the rest. Fourthly, employment and youth development strategies put in place by the majority of the governments in the region have been top down, devoid of consultation and involvement of the youth, the educational institutions, civil society organisations (CSOs) and the private sector. Fifthly, key players in skill development such as the private sector which has experience in on the job training, apprenticeship and learning by doing, have been left out of the design of curriculum and have not been consulted on the role they can play in skill formation for the youth as they prepare to enter the labour market or as they experience the world of work.

Sixthly, characteristics of the informal sector have been more assumed than understood. For example, it has been assumed to be a survival sector while in some cases earnings of workers in this sector are averagely twice as much as the minimum wage in some countries. In addition, workers in the informal sector have been kept out of trade unions because workers in the established sectors see them as a rival used by policy actors and the formal sector to keep the wages in the formal sectors low. At the same time and for the same reason, the formal sector and policy makers want it to remain insecure and unprotected and have, as a result, kept its workers out of social policy and social protection. Seventhly, strategies of the past public-sector-dominated employment policies in some countries or export-led policies in others, which helped to create jobs in these countries, ended up with

massive unemployment when the public sector was re-organised in some countries or export zones closed or trimmed down in others. These countries that had moved in different policy directions have had to devise new strategies to cope with resultant unemployment.

Eighthly, while the solution lies in increased manufacturing capacity, countries with stronger manufacturing capacity than others in the region such as South Africa, Mauritius and Kenya, have equally high rates of youth unemployment as those dependent on primary commodity exports and have lower manufacturing capacity. Ninthly, tertiary education graduate unemployment is a common problem in the countries studied. In some, it is easier for secondary school leavers to get employed than graduates from technical colleges or universities. Finally, in all the countries covered by the book, mismatch between jobs and skills is at the core of the youth unemployment problem. The dimensions differ from country to country but the verdict in all is clear: education providers are detached from the activities and needs of the enterprises in all sectors and those which have put in place entrepreneurship programmes have organised them in the same manner as they run courses that have failed to capture the spirit and actual needs in the real world of work.

3. A Glimpse at Country Perspectives

The book starts with a chapter by Mkhululi Ncube on 'Urban Youth Unemployment in South Africa' which indicates that South Africa with the strongest economy on the African continent with 35 per cent of its exports being capital goods, 25 per cent intermediate goods and 20 per cent consumer goods, has a higher rate of unemployment than the other Southern African Development Community (SADC) countries, most of whom except Mauritius depend on primary commodity exports. The lesson is clear: increasing manufacturing without strengthening other sectors of the economy and raising disadvantaged communities out of a subsistence economy is not enough to address the problems of unemployment. The chapter also indicates that South Africa with some of the best tertiary education institutions in Africa still faces a shortage of skilled labour for some of the industries. This may be an indicator that in rating the quality of tertiary institutions, very little attention is paid to the relevance of skills to industry and other sectors. The third observation from the chapter is that the labour market in South Africa is highly segmented including sub-segments within the informal sector but linkages between the large-scale enterprises and the small and micro enterprises, which are not developed well enough to contribute to employment creation and poverty alleviation. A fourth observation is that in South Africa, labour mobility is still constrained by geographical mismatches. Most of the poor job seekers live in disadvantaged communities and investors do not establish businesses near or around such areas. Some of these job seekers do not have enough money to afford travel costs to industrial areas or farms and some employers are still reluctant to take people from disadvantaged areas. The key lesson is

that constitutional provisions about equal rights and the right to work are important but the living conditions of those formerly discriminated have to be changed in order to enable them to enjoy those rights. In the same vein, the chapter documents data on racial and gender discrimination which, twenty years after the new dispensation, have refused to go away due to cultural practices and gender and racial stereotypes. The key lesson is that it is important to make everyone equal in law and in fact by removing impediments to the attainment of equality of opportunity.

The chapter on ‘Urban Youth Unemployment in Zimbabwe’ by Steven Jerie focuses on the city of Gweru— the third largest in Zimbabwe. It starts with the general problem of the limited number of labour studies in Zimbabwe which is rather paradoxical because, before the formation of the Movement for Democratic Change (MDC) — the largest opposition party, their main ally the Zimbabwe Trade Union Congress undertook a good number of labour studies. But it seems after the labour movement formed the backbone of the opposition many scholars have shied away from labour studies especially on unemployment that reached 80 per cent in urban areas at one stage. The chapter raises a few issues that challenge conventional thinking. The first one is that while in most of the other chapters the problem of youth unemployment is blamed on the way they are taught without being prepared for the world of work, the author argues that in Gweru many youths do not take education seriously because they do not see it being capable of preparing them to get jobs. This is mainly because there are many high school graduates without jobs. Related to that the author points out that local perceptions shape attitudes of the youth about appropriate skills in that while in other countries vocational training is flagged as the possible route to relevant skills if it is need-based, in Gweru adults and the youth attach low value to vocational training even if they do not have an idea of the content of its curriculum. The third finding out of mainstream thinking is that while elsewhere the feeling is that the supply of young workers is higher than demand for them, in Gweru there is lower demand for them than their supply. Fourth is the finding that the vocational education and training (VET) systems produce more unemployed graduates in Gweru than any other sub-sector of education. This is because of the irrelevance of the skills imparted by the VET institutions in Gweru which do not relate to the production and service occupations in that city. Finally, the author indicates that prolonged unemployment affects the level, availability and quality of services among the youth when they later get employed and this affects their capability to be employed for very long.

There are two chapters on Ethiopia in this book. The first one by Gezahegn Abebe on ‘Youth Unemployment in two Ethiopian Cities’ starts by saying the rate of urban youth unemployment in Ethiopia is among the highest in the world aggravated by rapid youth migration from rural to urban areas. The first important finding is that although the country has recorded one of the fastest and steady rates of growth for almost a decade, this high rate of growth has not been matched by an equally high rate of employment

creation. Secondly, although Ethiopia has retained a big public sector supported by a burgeoning private sector, the contribution of the public sector to employment has not increased. Thirdly, the Ethiopian government has increased the number of public universities and other tertiary education institutions over a period of twenty years. Instead of this expansion reducing the problem of skill shortage, it has aggravated the problem of graduate unemployment, forcing some graduates to engage in menial tasks and failing to use their skills. As in the case of Gweru in Zimbabwe, the author notes that in Ethiopia, youth and adults alike attach very little value to vocational training. The fourth finding is that high unemployment in Ethiopia encourages employers to keep wages low and this not only affects the quality of work but also it discourages some youths from taking up low paying jobs, thereby prolonging their job search. As is argued later in the chapter by Mihyo, the lesson is that there is need to prepare the youth for the labour market and the labour market for the youth. Finally, the author takes cognisance of the efforts made by the Ethiopian Government in helping the youth to form cooperatives and giving them assignments and contracts. However, he notes that these contracts are short-term or seasonal.

The second chapter on Ethiopia by Tefera Darge on 'The Role of the Informal Sector in Alleviating Youth Unemployment in Hawassa Town in Ethiopia' indicates that the sector employs about 38 per cent of the youth in Hawassa and it is dominated by young adults most of who are male. The first interesting finding is that most of the workers in this sector acquire skills through informal training and learning on the job within the sector itself. Secondly, although the monthly profits of the workers are very low, the average earnings of the informal sector workers are twice as much as the minimum wage and about 74 per cent of the workers have savings which may not be the case with minimum wage earners in the formal sectors. Thirdly, most of the informal sector workers interviewed were very positive that their lives and livelihoods had been transformed by their activities in the sector. And fourthly, the author noted that the more educated a worker was, the higher the income she or he gets. The Hawassa study gives more positive insights into what is normally considered a dead-end sector.

In spite of this encouraging view, however, the informal sector is fraught with hazards, challenges and risks that do not confront workers in other sectors. This can be seen in the Chapter on 'Unprotected Youths on Kenyan Roads: Quest for Occupational Health and Safety for *Boda Boda* Riders and *Matatu* Touts' by Truphena Mukuna and Boaz Maloba. The two authors address the risks and hazards involved in one of the most dangerous informal sector activities in Kenya: road transport provision through mini-buses known in Kenya as 'matatu' and speed motorbikes known as 'boda boda'. Apart from exposure to recurrent and daily accidents, traffic management challenges and various types of pollution, the authors point out that averagely about 3000 people die on Kenyan roads every year. The authors point out that in spite of the risks of accidents workers in this sub-

sector are not covered by formal occupational health and safety regulations or organisations. They note that Kenya has signed to many conventions of the International Labour Organisation (ILO) and policies on the African Union on social policy and occupational safety but it has not implemented them fully as it has left out workers of the informal sector who constitute 83.83 per cent of the workforce in Kenya. Explaining the plight of these workers further, the authors note a few weaknesses. Firstly, the informal sector workers lack bargaining status as they are not included or envisaged in the trade dispute legislation. Secondly, labour inspection regulations and processes cover mainly the formal sectors. Thirdly, the Kenyan Government spends an average of 2 per cent of its budget annually on social protection and 57 per cent of that goes to pensions of former civil servants. As a result, even workers in the formal sector do not get adequate coverage. The authors make a passionate case for inclusion of the informal sector workers in the mainstream of social protection through health insurance, a pension scheme, worker's compensation, collective bargaining and other measures that may ensure decent wages and a decent life for people in that sector most of whom are employed and paid through commissions by operators in the formal sector or public employees running small transport businesses.

The Chapter on 'Youth Unemployment in Malawi' by Mphatso J. B. Phiri starts by pointing out the problem of lack of reliable statistics on unemployment in Malawi which is not only confined to Malawi but is happening in most countries in the region. It also points out that Malawi does not have a functioning labour market information system and that exacerbates problems of unemployment in that country. It notes that the majority of the youth in urban areas work in the informal sector and live in slums. The major findings are first that the majority of unemployed youth interviewed were female and 64 per cent of the unemployed youth had no formal education, 14 per cent had primary education 13 per cent have junior secondary education and 9 per cent had the Malawi Certificate of Secondary Education. Secondly, land scarcity was on the rise as 55 per cent of smallholder farmers own less than one acre of arable land and land is being less and less able to support land-based livelihoods. Thirdly, in Malawi the public sector is still the largest employer. This implies that further reforms in the sector may lead to increase in unemployment if they involve lay-offs or a freeze on employment. Fourth, Malawi has not been able to attract foreign direct investment which could lead to new jobs because of excessive bureaucracy and lack of transparency. Fifth, most of the youth development projects are characterised by political interference and patronage and manipulated by political parties in their competition for power. This leads to favouritism, violation of procedures and deviation from objectives for which they were established. Finally the authors express a worry that unemployment in Malawi remains a threat to democracy as many unemployed youths get recruited by politicians to para-

military wings of their political parties which are used, from time to time, to harass and intimidate opponents, especially during elections.

The chapter on 'Youth Unemployment in Mauritius' by Verena Tandrayen Ragoobur and Harshana Kasseeah indicates that alongside the remarkable transformation of the country from a sugar plantation primary commodity dependent economy to a middle income country with manufacturing and strong export capacity, employment has been on the rise with a dramatic increase of female participation on the labour market. However, employment in the primary commodity sector has declined from 45.4 per cent in 1968 to 5.1 per cent in 2012 while the share of the secondary sector rose from 9 per cent to 30 per cent within the same period. This indicates that diversification and reduced dependence on one sector can help increase employment opportunities. The Chapter contains more interesting findings. First during the early seventies when other countries in the region were hooked to state planning and public sector dependence for employment, Mauritius embarked on export promotion zones (EPZs). They contributed highly to the rise in employment but the specialisation of the enterprises in these zones was textile manufacturing. When that sector was badly fractured by the end of the Multi-fibre Agreement under which the least developed countries were given preferential market access into OECD countries, employment in this sector took a nose dive. Secondly, since the 1990s, small establishments in Mauritius have been the drivers of job creation which in actual fact saved the economy from serious problems arising out of the decline in the EPZs. Thirdly, the EPZ enterprises had absorbed a good number of female workers. The decline of employment in these enterprises had a big negative impact on female employment. Fourth, the authors have noted that in Mauritius there is a problem of over-education. The government had adopted a one family one graduate policy which has produced more graduates than can be absorbed. As a result, secondary school leavers get jobs easier than tertiary education graduates. This is also compounded by societal attitudes to certain types of jobs which some youths regard as inferior after attaining higher levels of education.

The Chapter by Mohammed Elhaj Mustafa Ali on 'Determinants of Urban Youth Unemployment in Sudan: A Co-Integration and VECM Analysis' starts with worrying figures indicating that in Sudan 82 per cent of female and 62 per cent of male youths are unemployed and the population of people aged between 15 and 24 has been rising rapidly. He asserts that the oil boom and rapid economic growth have not had a significant impact on unemployment in the country as the rate of GDP growth has not been able to catch up with the rate of labour supply. He argues that the formal education system does not equip the youth with the requisite skills to enable them secure paying jobs. He also points out two more constraints. First that Sudanese culture encourages young people to expect to earn money without working hard or working at all and secondly that Sudanese society has created institutional barriers to women's participation in economic activities.

There are two chapters on Tanzania in this book. In the one by K.H. Majogoro and M.R. Mgabo on 'Self Employment Intention among the Youth: A Behavioural Tracing in Tanzania', the authors examine what motivates young people to start their own businesses. Contrary to findings in other studies in the same book, they found that family background matters. Most of their interviewees came from families in which at least one of the members was an entrepreneur. Therefore, they concluded that role models in families motivate younger members in those families to enter into business. Secondly, they found that formal training did not create enough capacity for business among the youth but most of them learnt on the job. Thirdly, marital status among women was a major factor in deciding whether or not to be self-employed or to look for a job in the formal sector. This was because some male spouses were against their spouses entering business or becoming independent. Fourth they found out that decisions to enter into business are taken at early stages in life. After a certain age, people find it difficult to start businesses.

The second chapter on 'Challenges of Youth Unemployment in Tanzania: Perspectives of Youth and Employers' by Elinami Veraeli Swai involved interviews with youth and employers on barriers to youth entry into the labour market. The interviews revealed that employers look at job experience, motivation and gender when recruiting and after that they look at hard work in decisions whether or not to retain recruits. Secondly, he found that the private sector had recruited more youth than the government in a year before the research because the private sector was growing while the public sector was stagnant. Thirdly, most employers he interviewed said they did not prefer young people because they lack motivation, are not reliable in the sense that they could leave any time, they have immature tendencies, they are always on the move, most of the time on the phone and some spend a lot of time searching for jobs or training opportunities. Some employers, however, had positive ideas about the youth and thought they are knowledgeable, they learn faster; they work differently and they are very resourceful. The interviewed youths thought corruption and old fashioned labour practices such as the 'first in last out' principle were barriers to their entry. They suggested that communities, parents, employers and policy makers needed sensitisation about the problems, challenges and potential of youths. They further suggested that curricular skills should be revised to ensure entrepreneurship and some vocational skills are mainstreamed at all levels of education.

4. Selected Interventions to Address Youth Unemployment

In all the chapters in this book, policies and programmes developed in various countries to curb youth unemployment are discussed. But, three chapters are specifically devoted to various efforts to do that. In 'Kicking My Way Out of Unemployment and Poverty: Youth Football Clubs and Changing Nairobi's Neighbourhoods', Saul Munoko shows how the formation of local football clubs in formerly dangerous neighbourhoods in

Nairobi has drawn youths away from gangs, crime and drug abuse and given them something to give them hope that they may end up as national or international footballers. He documents how clubs have managed to stimulate economic activities in such communities and how some of these clubs have managed to become strong competitors in national leagues thereby raising income for players and fame for their communities. In addition, the clubs have strengthened solidarity and cooperation within their communities.

In the chapter on ‘University-Based Business Incubation and Entrepreneurship Training as Interventions Towards Urban Youth Employment: The Case of Kenyatta University’, P.M. Wanderi, J. Kisato and G.W. Mwangi give insights into a joint project between Kenyatta University and a prominent business group owned by Chandaria in Kenya known as the Chandaria Business Innovation and Incubation Centre (BIIC) launched in 2011 and the Student Training Entrepreneurial Promotion (STEP) established in 2012. Both programmes seek to enable unemployed youths to start their own businesses and seem to be successful. The chapter points out a few things noteworthy. First although some of the trainees come from families with a business background, this has not influenced the majority of trainees to start their own businesses. Secondly, most of the trainees want to start businesses in food and beverages, fashion design, accessories and mobile phones because they believe there is a lot of demand for services in those areas. Thirdly, most of the trainees expected the programmes or government to help them secure seed capital to start their businesses. Fourthly, they concluded that the way the training was organised based on normal university training schedules was not appropriate for some trainees as they required flexible schedules to accommodate their normal businesses. As a result of the rigidity in the schedules, some trainees were dropping out. Fifthly, they noted that entrepreneurship cannot be learnt in one course over one period. There has to be a strategy that involves mentoring and follow up.

The chapter by K.S. Catherine on ‘Public and Private Intervention in Addressing Urban Female Youth Unemployment in Uganda’ notes that the informal sector in Uganda employs more youths than the formal sector does. The author commends the Government of Uganda for the legislative and policy frameworks it has put on the ground to address youth unemployment. She notes, however, that in spite of these efforts, youth unemployment in general and female youth unemployment in particular have been on the rise. She attributes this to a number of factors. First, youth involvement or engagement in the processes of youth policy formulation is not given a priority and as a result policies and programmes targeting youth do not address the actual problems and needs of the youth. Secondly, although the informal sector provides more jobs than the formal sector, it is not given the support it needs or deserves. Most of the programmes cannot achieve their goals because they have a top – bottom approach. Thirdly, programmes such as the Youth Venture Fund have tended to allocate more

funds to beginners who have no entrepreneurial experience as a result of which most businesses it has supported have failed. In addition, the fund excludes youth with 'O' level qualifications or no-education. Fourthly, some of the training activities aimed at strengthening entrepreneurship are too short, offer generic courses and do not address the fundamental weaknesses of the youth in managing businesses. Fifthly, lack of employment opportunities pushes boys and girls to join illegal armies and militias because being a soldier does not require previous experience, skills or seed capital and with guns youth gain power and control over resources.

The chapter on 'A Critical Assessment of Strategies to Curb Youth Unemployment in Uganda' by Ivan Ashaba and Mereshack Katusiimeh point out that youth unemployment in Uganda is above 80 per cent and the highest rates are in urban areas. The authors note that the government has launched a programme to help youths to secure jobs outside the country and this has enabled security and hotel companies to recruit young people for services abroad. About 40,000 youths had participated in this programme by 2013. Another programme was developed by the government under which foreign investors are given tax concessions if they invest over US\$100,000.00 (which local entrepreneurs believe is too low). About 62 projects were established under this programme and were expected to create over 6000 jobs by 2012. The authors also give details about a joint venture between a German development agency and several banks in Uganda under which a Joint Venture Capital Fund was set up to support youth to develop their own small and medium enterprises. In addition, they give account of several projects launched by international and local civil society organisations to train youth on employment and handle problems of adolescents. The authors note, however, that the success of these projects will depend on several factors. First, their relevance to the economy is crucial. Second, diligence and transparency in the management of the funds are required. Third, government interference and politicisation of projects and funds has to be removed. Fourth, the youth have to change their attitudes towards work as most of them expect to work less or not at all and earn lots of money. In that vein, they should be supported and encouraged to consider involvement in agriculture which some of them currently consider a dead-end activity.

In the last chapter, before the conclusion titled 'Challenging the Challenger: Tackling Youth Unemployment by Changing the Players, the Game and the Rules of the Game', the author suggests that youth engagement and involvement in policy and curriculum development is crucial to make policies and skills relevant to the needs of the youth. Community and enterprise involvement in youth policy and skill development is also recommended. The authors advise educational institutions to work together in a holistic, rather than a fragmented, way to ensure that they devise skills that are relevant and based on the needs of the youth and employers. He calls for the review of labour market information systems to ensure the data they produce reflects the demand and supply side components of the labour

market based on thorough and scientific labour market analysis. He suggests that educational institutions should work more closely with enterprises in training and education, develop partnerships with enterprises that have apprenticeship programmes or skill development activities and use these partnerships to properly prepare the youth for the real world of work. Finally, he calls for intensive efforts to introduce the youth to agriculture through training, land policy review and improvement of infrastructure in the rural areas. It is the hope of the authors of the various chapters of this book that the findings presented will be used as a base for further research and review of policies regarding youth and skill development.

