



The Right to Work and Unemployment of the Youth in the Suburbs of Kampala

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Disclaimer:

This document represents part of the author's study programme while at the Institute of Social Studies. The views stated therein are those of the author and not necessarily those of the Institute.

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Dedication

I dedicate this study to my late Dad Edward Kasumba and my late Mum Kezia Nakandi who struggled to make me who I am today. They denied their happiness for my future and I wish they could be present to witness my success.

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Abstract

The study is about the right to work and unemployment of the youth the suburbs of Kampala, the capital of Uganda. The study is aimed at finding out the challenges that are faced by the youth in trying to come out of unemployment. It is also aimed at establishing the strategies of young people in trying to move out of unemployment; and examining what these strategies suggest about the respect of the right to work as a realistic objective.

The methods used for data collection were both quantitative and qualitative and these included questionnaires and interviews. The challenges facing the youths in the labour market not only the inability to find work of their choice but the inability to be employed in the formal sector due to employers' perceptions that the youth lack experience and the skills. And for the youth who are lucky to work are in a precarious job situations. Field study also notes that most youths have opted for informal activities as the means of survival. In helping to curb down the number of unemployed youths, the government of the country has introduced policies like the youth venture capital fund, which upon assessing its likely effectiveness is said to increase informalities in the country. Given their characteristics like unprotected workers and unregulated activities among others, informalities could resort to human insecurities in the labour market. In finding solutions to an issue, however, it is recommended to opt for measures that would enhance development without human violation.

Relevance to Development Studies

Work is essential for one's well-being: it does not only contribute to the formation of an individual, but necessary for one to be able to support oneself and one's family. Beyond the household level, work contributes to the development of the country through government revenue. Lack of work would therefore not only affect the livelihoods of individuals at the household level, but would slow down the economy at large. Also, work is a fundamental human right and the requisite to enjoying that right is a job.

It is therefore important to alleviate the problem of unemployment in order to achieve human security and development in the country.

Keywords

Right to work, unemployment, youth challenges, survival strategies, government policies

List of Acronyms

ILO:	International Labour Organisation
SMS:	Small Market Enterprises
MUBS:	Makerere University Business School
NAADS:	National Agricultural Advisory Services
MGLSD:	Ministry of Gender Labour and Social Development
UNHS:	Uganda National Household Survey
GDP:	Gross Domestic Product
NGOs:	Non-governmental Organisations
LFPR:	Labour Force Participation Rate
UBOS:	Uganda Bureau of Statistics
UDHR:	Universal Declaration of Human Rights
ICECSR:	International Covenant on Economic, Social and Cultural Rights

Chapter 1 INTRODUCTION

This chapter consists of some crucial information about Uganda including the unemployment trend over the years and this trend develops the basis for the problem statement and justification. The chapter also comprises of research questions basically acting as the guiding tool for the study.

1.1 Background Information

Work is essential for everybody in any society or country: it does not only contribute to the formation of an individual, but is also necessary if one is to be able to support oneself and one's family; make and keep social contracts and fulfil ones duties towards society. In Uganda, however, work for youths has become a dream than a reality and a source of suffering and for those who are lucky to work are in a precarious job situations.

Laws have been codified and policies drafted within Uganda in relation to International Labour Organisation (ILO) and International laws yet these have not made any definite improvements. If the laws are made to protect the fundamental human right to work without availing the sources and avenues to get employment, then the laws could be regarded as impractical because to enjoy this right is to have a job. As a human right, unemployment in the country would leave one to ask if the government policies are properly implemented or if any delay or no policy implemented mean the infringement of Human Rights.

Uganda's population is said to be growing rapidly: Uganda Bureau of Statistics (UBOS)¹ reports increasing population from 9.5 million people in 1969 to 24.2 million people in 2002; with the population growth rate of 3.3 percent between 1991 and 2002 (Uganda Bureau of Statistics. 2013). Currently, the country is said to hold around 36 million people (refer to table 1-1 of the country's GDP). The country's population is, however, spatially distributed with the majority of the people living in the rural areas. According to the Uganda National Household Survey (UNHS) report², the rural population about 85% is said not to have changed since the year 2005/06 (Uganda Bureau of Statistics 2010: 8). Interestingly, the country's population is becoming increasingly youthful. According to the World Bank, Uganda is among the countries with the youngest population and the highest youth unemployment rate at 83% and with the Gross Domestic Product (GDP) growth at 3.4% (refer to table 1-1).

Uganda's labour force is said to consists of persons aged between 14 to 64 who are either employed or unemployed, with the current labour force estimated to be 9.5million (Uganda Bureau of Statistics 2010: 30). The proportion labour force for youth (international definition 15-24) is said to have increased

¹ Uganda Bureau of Statistics (UBOS) is the country's main institute that deals with the country's statistics

² The Uganda National Household Survey (UNHS) 2009/10 is the latest in the series of household surveys that started in 1989 (Uganda Bureau of Statistics 2010: 8)

from 27 percent in 2005/06 to 28 percent in 2009/10 (Uganda Bureau of Statistics 2010: 31). And the proportion of labour force for the youth (national definition, 18-30) is said to have risen from 44 percent in 2005/06 to 48 percent in 2009/10 (ibid).

Table 1-1: Uganda GDP 2012

Population 36.35	Million	2012
GDP	\$19.88 billion	2012
GDP growth	3.4%	2012
Inflation	14.0%	2012

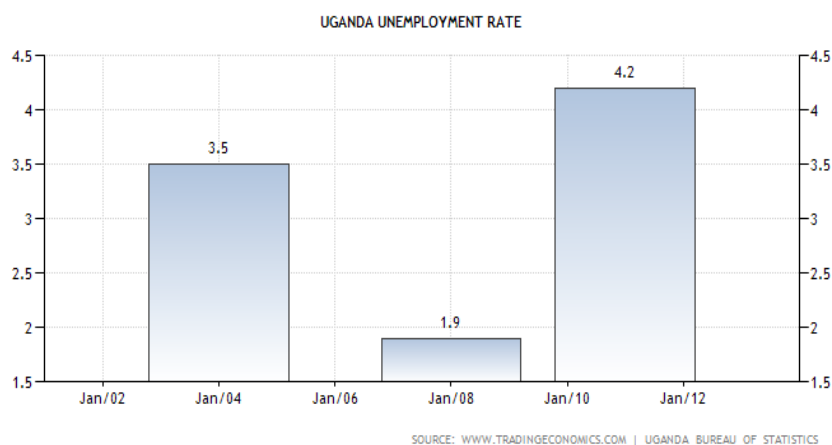
Source: (The World Bank. 2013)

According to the Labour Force Participation Rate (LFPR), the country's economically active population is said to comprise of individuals aged 14-64 years (Uganda Bureau of Statistics 2010: 32); and with the working population which is more concentrated in the urban areas. The country is said to have an overall LFPR of 79 percent with percentage increase for both the males and females by residence, age groups and regions during the year 2005/06 (ibid). Kampala is said to have registered the highest increase in the LFPR with almost a 10 percentage difference: the area's LFPR increased from 63.8% in 2005/06 to 73.6% in 2009/10 (ibid: 33).

Data also portrays increasing number of individuals with high education qualifications in the labour market: the labour market comprises of a growth rate of 19.5% individuals with degrees and above (ibid. 33). The labour market also comprises of a 28 percent of "multiple job holders"³, with a higher proportion among the males than the females (Uganda Bureau of Statistics 2010:35). The survey furthermore found that there are high numbers of self-employed individuals in the labour market of 76 % (ibid. 36). The survey defines the self-employed population as 'employers (who create jobs for others), own account workers, contributing family workers (unpaid family workers who assist in the house hold enterprises) and those working on the house hold farms (Uganda Bureau of Statistics 2010:36). This high percentage of self-employed population is an indication of 'low growth in the formal economy and high rates of job creation in the informal economy' (Uganda Bureau of Statistics 2010:36). According to the survey, 'a situation where a large proportion of the employed is constituted of contributing family workers is a probable indicator of poor development, limited job creation and widespread poverty' (Uganda Bureau of Statistics 2010:36).

³ "Multiple job holder" refers to the individuals with more than one economic activity.

Figure 1-1: unemployment rate from 2002-2012



Source: (Trading Economics. 2013)

Figure 1-1 shows consistent unemployment rate in Uganda. With limited data about this information the available one may show little but reinforces the fact that unemployment is rampant. Furthermore, data denotes higher unemployment rates among the females than the males, with the rates of 5.2% and 3.0% respectively (Uganda Bureau of Statistics 2010:44).

The 2009/2010 Uganda National Household Survey revealed that the unemployment rate was at 4.2% in 2009/2010 compared 1.9% in 2005/2006 showing a dramatic increase (Uganda Bureau of Statistics 2010: 44). The unemployment rate of urban areas is said to three times more than that of their rural counterparts (ibid). Though the report regards the number of unemployed persons low in regard to the total population size (Uganda Bureau of Statistics 2010: 44), other sources like the Uganda media and the World Bank report increasing unemployment rates in the country. The *NewVision Uganda*⁴ for example reports unemployment rates of 83% ((Lule 2013).

The government has for the past years put in place different strategies with the aim of reducing poverty in the country. Some of these strategies include the National Agricultural Advisory Services (NAADS) among others. Currently, the government intends or has implemented for policies like the education schemes and the youth venture capital fund policy, which are aimed at ensuring equal opportunities for all Ugandan to attain higher education; and providing loans small loans to the youths there by enabling them to implement or to sustain their businesses respectively (Ministry of Education and Sports 2013, Kasita 2012). Despite the government policies, studies and media report increasing unemployment especially among the youths.

⁴ The *NewVision Uganda* is one of the country's leading newspapers, where the reporter Jeff Andrew Lule reports 62% of Ugandan youth to be jobless" (Feb 01 2013).

1.2 Thesis statement

After years of economic uncertainties and nearly state failure, the Uganda economy has been experiencing a steady growth. Specifically, statistics obtained from Trading Economics (2013) show that from 2008 until 2012, Uganda GDP annual growth rate averaged 6.18 percent reaching an all-time high of 12.20 percent in June of 2009 (Trading Economics. 2013). However, empirical evidence shows that the country has not been able to transfer this steady economy into job creation for its teeming youth population. For instance, it is widely reported that about 62% of the country's youth population (Uganda national definition 18-30 years) is unemployed (Lule 2013). Given the percentage of the youth population to the overall population size, this growing trend of youth unemployment portends a danger not only to the economy but the social and political stability of the country (Lule 2013).

Literature abounds with evidence of potential implications of youth unemployment to the health of a nation. For instance, Okafor (2011) notes that many anti-social activities such political *thuggery*, militancy, restiveness and other social vices evident among the unemployed and joblessness youths are real dangers to the stability of democracy (Okafor 2011: 359).

In response to the increasing unemployment among the youth, the government has made series of efforts and initiated national programs to check the trend. Prominent among the various efforts is the introduction of the Youth Venture Capital Fund Policy, which has the fundamental goal of 'supporting the growth of business ventures owned by the youth aged between 18 and 35 years and help create jobs for young people,' (Ministry of Finance Planning & Economic Development. 2013). The other policies include "bonabagawale" (prosperity for all) and education schemes.

However, it is instructive to note that the problem of youth unemployment has persisted inspite of the various initiatives to curb it. In light of this, the study will engage with the question of growing and persistent youth unemployment in Uganda. It will critically analyze government intervention and how the Ugandan youth experience and deal with the problem of unemployment.

1.3 Justification

Figure 1-1 clearly shows that unemployment rate in the country has skyrocketed between the years 2010 to 2012. Given that majority of Uganda's population is the youth, shows high the levels of unemployment among the youths. Work is a fundamental human right but the requisite to enjoying that right is a job.

Whereas there are laws that safe guard against this, little has been done, and the youth's right to work has been violated day in and day out as if they do not have anything to contribute to the development of their nation. In her 2011/2012 budget speech, the Uganda's Minister of Finance Ms Maria Kiwanuka acknowledged that Uganda's economy can only absorb 20% of its youth (Uganda Tourism Portal. 2011)a clear justification that about 80% of the youth remains unemployed.

In accordance with universal declaration of human rights (1948); article 23.1 stipulates; ‘Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment’ (United Nations. 2013). Notwithstanding the Universal Declaration of Human Rights, section 6(1) of the Employment Act 2006 Uganda stipulates that ‘it shall be the duty of all parties including the minister, labour officers and the industrial court to seek to promote equality of opportunity with a view of eliminating any discrimination in employment’ (Uganda Legal Information Institute. 2006). This presupposes in relation to the youth in Uganda that they are entitled to access employment opportunities the same way as senior citizens. However, graduate is quoted in one of the country’s newspaper, “most of us don’t have rich parents to take us to their offices to work as their assistants,” (Kiyaga 2012). This portrays level of discrimination where jobs are said to flow within family members, friends, and or those with connections. And if this allegation is right, then it would be a clear violation section 6.1 of the Employment Act 2006 and section 23.1 of the Universal Declaration of Human Rights 1948.

Despite the government’s intervention by introducing policies like prosperity for all in 2009, and the Youth Venture Capital Fund Policy 2012, unemployment is still persistent and increasing. In regard to the Youth Venture Capital Fund policy, there are hindering procedure and requirements involved in successfully getting the Fund. Some of the requirements that have forced many not to apply for the fund include: payment of 50,000 Uganda shillings for the individual requirements and 60.000 Uganda shillings for the company requirements (The government of Uganda. 2012). As this amount of money may be perceived as very small by some individuals, it is important to note that among the unemployed youth are those that still live on less than a dollar a day, making it practically impossible to raise this fee.

I would regard the right to work as a guiding and protecting tool towards better living standards of individuals and their families. I would regard the right to work as a guiding and protecting tool towards better living standards of individuals and their families. Uganda as a state party to, International Covenant on Economic, Social and Cultural Rights (ICECSR) article 6.1, by recognizing this right as an inalienable human right in Article 6.2,(United Nations. 2012) commits itself to taking steps to achieve the full realization of this right by every Ugandan the youth inclusive. And by having such figures of unemployment, whether by commission or omission, failure to take steps to achieve the full realization of this right, is a clear violation of the fundamental rights of youth. I believe in equality for all, hence, I am doing this research to raise awareness that would perhaps help in reducing youth exclusion from the labor market.

1.4 Aim/ Objectives

Given that youth unemployment is a topical and important national discourse, this research seeks to critically examine the various government interventions and initiatives at addressing youth unemployment and how the Ugandan youths experience and deal with unemployment. One lesson that may be taken from the Ugandan experience is that being highly educated is not a guarantee

against unemployment. This is particularly evident in the high incidence of graduate unemployment, which stood at 83% as Kiyaga (2012) reports in “Daily Monitor”⁵ Uganda (Kiyaga 2012).

The following objectives would therefore be essential in my data collection:

- i. To find out the challenges faced by the youth in trying to get out of unemployment
- ii. To assess the surviving strategies they have opted for to earn a living; and
- iii. To establish suggestions to the problem as may be discussed by the youth

A lot of literature has been done about youth unemployment across the continent in regard to the challenges faced and strategies opted for. However, there seems to be limited or no published data about the issue of youth unemployment in Uganda. This has therefore inspired me to focus my study on the challenges faced by the youth in trying to come out of unemployment; and also to assess the strategies that the unemployed youth have opted for to earn a living. Thus derives my research questions below:

1.5 Research questions

Main question

What challenges are faced by the youth in trying to come out of unemployment and what do the strategies of young people suggest about the respect of the right to work as a realistic objective?

Sub question

What does this analysis suggest about the validity of government policy aimed at bringing the young people out of unemployment?

⁵ Daily Monitor Uganda is one of the country’s newspapers media, where Abdul Kiyaga reports “11,000 graduates to 83% jobless”, on the 17th January .

Chapter 2 CONCEPTS AND THEORIES

2.1 Introduction

This chapter consists of different views of the different scholars about unemployment causes and effects as portrayed by the neoclassical and the structuralisms. The chapter also consists of the debate for informalities there by assessing their consequences on the people and the economy at large there by incorporating in the views of social justice views.

2.2 Defining “unemployment” and “youth”

Unemployment is an economic issue which has at least affected most economies across the globe. In simple terms, unemployment happens when a person who is willing to work and is actively searching for employment is unable to find work. According to the International Labour Organization (ILO),

the unemployed comprise all persons above a specified age who during the reference period were: without work, that is, were not in paid employment or self-employment during the reference period; currently available for work, that is, were available for paid employment or self-employment during the reference period; and seeking work, that is, had taken specific steps in a specified recent period to seek paid employment or self-employment. (International Labour Organisation. 2003)

Unemployment is affecting the vast population in Uganda, particularly the active-age population, who are the youth. Just a recap, a youth according to the international standards is one within the age range of fifteen to twenty four (15-24) years of age (Uganda Bureau of Statistics 2010: 31); while according to the Ugandan definition of youth is a person between the age of eighteen and thirty (18-30) years (Uganda Legal Information Institute. 1993). Given that unemployment has become a concerning issue not only on the national level but worldwide as discussed by the International Labour Organisation, underlying causes to the problem have to be identified; in order to be able to tackle the problem effectively and efficiently.

2.3 Causes of unemployment

Different scholars have come up with different causes of unemployment. This study, however, pays more attention to the two schools of economics that is the neoclassical views versus the keynesian and Marxists views of unemployment, which in my study are categorised as “other economic views of unemployment”.

2.3.1 The neoclassical views of unemployment

The neoclassical theories revolve mainly around the role of the markets in the economy. According to the neoclassicals, prosperity is achieved if markets worked freely and nothing prevented their rapid clearing. The government role

in the market is to ensure free workings of markets using the supply-side policies (Biz/ed. 2012).

According to the neo classical view, it is assumed that if markets are left without any intervention, there would be full employment equilibrium (Biz/ed. 2012). Wages are said to be determined by the demand and supply of labour in the free market economy. Unemployment is assumed to be in existence when 'workers are either in the process of relocating for a better job, or they are waiting for conditions in the depressed sector to improve' (Hamilton 1988: 593). The market therefore is assumed to be at full employment where the demand for labour and supply for it are always at equilibrium.

The assumption according to Hamilton theory therefore is that markets are clear, thus any unemployment that arises in this model is strictly voluntary. However, the impediment in accepting the theory of voluntary unemployment is, 'its implication in the minds of many economists that the workers in some sense enjoy or prefers being unemployed' (Hamilton 1988:609). Though impeding for most people to accept this view as stated by Hamilton (1988), the neoclassicals see voluntary unemployment as a voluntary individual action, where workers voluntarily fall out of the labour market.

Again, neoclassical perspective perceives the existence of recognition that full employment is consistent with a positive level of search or frictional unemployment. Gordon (1974) views this as the 'only kind of unemployment in a full employment equilibrium if aggregate demand were always distributed among separate labor markets in accordance with supplies in those markets' (Gordon 1974: 455). Involuntary unemployment is also believed to occur when 'labourers refuse available employment at a money rate below the proper minimum money wage, or if employed labourers refuse to permit a prevailing money rate to be lowered and unemployment results themselves or for others from this refusal' (Viner 1936:148). However, in an economy like Uganda where the options are limited, most labourers who leave their formal jobs end up being unemployed for quite a long period of time. Yet those who are left with no choice but to work continue to face the challenge of exploitation. Circumstances like low payments tend to force most workers out of their jobs in hope of getting jobs that meet their standards.

The above analysis conveys a free market system where the demand for labour is always equals to the supply of labour, thus a market clear from unemployment. The market which is believed to enhance the ability to maximize individual utility, and liberty of individuals to carry out their transactions freely is viewed as one with full employment. There are however, underlying characteristics that portray the free market as 'possessive individualism' (Cameron, K.J.Cole and E. Chris 1983: 8) which resorts to great disparities in the labour markets. Other economics therefore would see unemployment to exist even at equilibrium.

2.3.2 Other economists views of unemployment

The views of the other economists include those of the Keynesian and the Marxist views. These views disagree with the neoclassical views of full employment in the labour market, but see unemployment as an issue that would persistent despite the equilibrium of the free market. Many factors including

the globalisation, modernisation among others bring about unemployment in the society and some of these are discussed below.

Technological change as a cause of unemployment: the term technological is normally unified with structural unemployment, and is said to be triggered by technological transform. Technological change implies that the 'production process is oversimplified into a two factor production function, consisting of combinations of "capital" and "labour", in which capital encompasses all non-labour factors' (Standing 1984: 128). Two different views about technological change have been expressed in Standing (1984) work. The first view appreciates the existence of technological change, where by the optimists 'see automation, information technology and micro-chips as freeing from the drudgery of work, creating leisure, earlier retirement and a return to "vernacular values"' (Standing 1984: 127). The second view is however disagrees with the optimists and therefore see 'new machines and organisations accelerating, de-skilling, reducing work creativity, creating mass unemployment and standardising consumption' (Standing 1984: 127). While some economist would see technological change as something that maximises production and enhances room for economic growth, some perceive it as a depression that has caused discomfort to many individuals; and this is clearly illustrated in the above three interpretations.

Structural unemployment could be defined as the kind of unemployment there the quantity of labour supplied exceeds the labour demanded. This is best explained by the mismatch theory where unemployment is said to occur when there is a mismatch between the numbers of people who want to work in relation to the available jobs. Shimer (2005) in his work conveys that unemployment can occur when 'some labour markets have more workers than jobs,' (Shimer 2005:3). He also describes the state in which some locations have more jobs than workers available, thus creating 'vacancies'(Shimer 2005:3). It is further stated that, 'at any point in time, the skills and geographical location of unemployed workers are poorly matched with the skills requirements and location of job openings' (Shimer 2005:1), thus the issue of unemployment.

In addition, the book *Structural Unemployment (1987)*, structural unemployment is said to be caused by structural factors such as 'the nature of the educational system and its interface with the needs of the labour market, technical change and the use of capital-intensive techniques of production, permanent shifts in the demand for goods and services especially in export markets, the skill mix of the labour force and available job opportunities' (Jackman and Roper 1987:32). Technological change is said to be one of the factors that bring about structural unemployment, in which use of machines replaced human capital. Structural unemployment is said to be permanent in which positive change can only be achieved after a long period of time.

Involuntary unemployment as according to non-neoclassical economists is triggered by poor conditions of the labour market including poor payments among others. Viner (1936) for example notes that 'labourers refuse available employment at a money rate below the proper minimum money wage, or if employed labourers refuse to permit a prevailing money rate to be lowered and unemployment results themselves or for others from this refusal'(Viner 1936:148). Circumstances like low payments tend to force most workers out of their jobs in hope of getting jobs which meet their standards. In Uganda for example, it

is quiet unfortunate that most labourers who leave their former jobs in hope of getting better ones end up being unemployed for quite a long period of time.

Another factor said to bring about unemployment is rural urban migration as explained in the Canonical model also known as the Harris-Todaro model of rural-urban migration. This model explains that 'migration will occur as long as the urban expected income (i.e. income times the probability to find an urban job) is higher than rural one' (Zenou 2005:2). There are different factors that would attract or push people to urban areas among which are better amenities like better schools and health services among others. Also, there are hindering factors to attain employment faced by the rural people and these include 'delays in conveying information to persons in rural areas, the preference of employers for personal contact with prospective employees, the cost of repeated visits to cities in search of work, and the simple fact that many jobs are found by happening to be at the right place at the right time, '(Fields 1975:169). In the developing economies like Uganda, the development of urban areas is better than that of the rural areas; that is most industries among other facilities are put up in urban areas thus creating more job opportunities in such areas. Given that the country has a rapid population growth and with limited resources, this migration does not guarantee a job.

Human capital could be seen as a factor of unemployment. Literature notes that human capital theory 'conceives of capital as investment(e.g education) with certain expected returns(earnings)' (Lin et al. 2001:4), and 'Individual workers are said to invest in technical skills and knowledge so that they can negotiate with those in control of the production process(firms and their agents) for payment of their labour-skill'(Lin et al. 2001: 4). In instances where the market lacks jobs, there would be surplus human capital, thus leading to a layoff of workers.

There are different factors that could determine the human capital required for the kind of labour and these may include individual's skills, qualifications and among other. In reference to the youth unemployment, the characteristics of human capital could contribute to youth discrimination from the labour market. Fehr (1994) and John Benson and Ying Zhu (2005) would agree with me that social discrimination contributes to unemployment of the discriminated individuals in a given area. Fehr (1994) for example notes that, 'issues like age, experience, qualifications among others can influence wage rates,' (Fehr and Kirchsteiger 1994:571). In addition, Benson.J. & Zhu.Y., in their book *Unemployment in Asia* (2005) state that, '...unemployment is not equally distributed throughout society but discriminates on the basis of age, gender, education and status,' (Benson.J. 2005:1). Taking the age as a contributing factor for example, 'it is well known that young workers are affected more severely than their older and more established counterparts,' (Nilsen and Reiso 2011:2). This is normally triggered by the financial crisis and recession conditions that tend to affect most economies across the globe (Nilsen and Reiso 2011:2). Unemployment could therefore occur in a labour market where human capital is discriminated upon according to age, sex, skills, and experience among other factors to suit the interests of the labour suppliers.

If employed, the young people are at higher risk of facing challenges like exploitation, contracts exterminated first in case of any crisis among other challenges; and this could contribute to some youth opting to stay unemployed than to be exploited. Just like in other countries, the Ugandan economy job

opportunities require working experience of a given period of time as one of the requirements. However, most youth especially the fresh graduates fail to meet this requirement. And given the increasing number of graduates each year (Kiyaga 2012), there are increasing number of graduates competition for the limited jobs. Status also plays a great role in determining who to get a job especially in the Ugandan economy. There might not be literature to support this, though the country is facing a great issue of nepotism. However, it is good to embrace the role of media in society which tends to present the issues that would not be appealing to some, especially to those in power. One of the country's famous newspaper highlights some of the fears of most graduates in the job market and one of the respondents said, 'most of us don't have rich parents to take us to their offices to work as their assistants...,' (Kiyaga 2012). Discrimination could therefore be seen to play a great role in triggering unemployment in the society.

Furthermore, unemployment could be brought about by the inability to save, which creates a barrier to full investment. It is said that the propensity to save 'exercises its influence as a limit on investment through its tendency to raise interest rates' (Viner 1936). It should, however be noted that the ability to save is enhanced by the availability of personal income. It is therefore obvious that an unemployed person would find it difficult to save because he has no source of income, which would be a different story if he/she was employed. Low levels of income and savings and inadequate financial intermediation are some of the challenges that have failed potential entrepreneurs to start up new businesses or expand existing ones, hence unemployment.

Given that unemployment is a social justice issue which triggers a lot of challenges in society, I was inspired to find out the economists' views for social justice.

2.3.3 Economists perspectives of social justice

This analysis was basically gotten from the neoclassical versus other economists views of unemployment discussed previously.

According to the neoclassical, the economy is assumed to be a free market, without government intervention. This liberty as according to their view enhances the ability of to maximize individual utility. It is, however important to note that this liberty enhances 'possessive individualism and liberal politics' (Cameron, K.J.Cole and E. Chris 1983: 8), thus not all individuals would equally benefit from the market transactions.

Marxists do identify class struggles within the market economy which are brought about by the division of labour as the mode of production. It is argued in Edwards' work that, 'even where there is growth, its stimulus comes from capitalists hoping to increase their profits rather than to meet the needs of the community at large' (Cameron, K.J.Cole and E. Chris 1983: 2). Government is said to intervene in the market by trying to reinforcing the class power.

The Keynesian and the Marxist economists do identify social injustices which are as a result of class struggles in society that are triggered by the division of labour and unequal distribution of resources in a free market economy. Class struggles are said to have become the paradigmatic form of political conflict in the late twentieth century (Fraser 1995), and the struggles continue to

be experienced in today's society. The struggle for recognition is said to occur in a world of 'exacerbated material inequality-in income and property ownership; in access to paid work, education, health and leisure time...' (Fraser 1995:166). In the Ugandan society, majority of the country's wealth is distributed within the hands of a few individuals, leaving the big population to compete for the limited resources. It is however important to note that the country's performance would only be appreciated when the majority of the individuals do benefit from the economic activities than benefiting a few.

2.4 Effects of unemployment on the youth

Individuals faced with the issue of unemployment tend to face a lot of challenges of economic, social and psychological effects explicitly.

According to the writing *Against Unemployment (1991)*, individuals below the age of 35 years and come from manual jobs are likely to be more affected during unemployment. And due to the inability to save, few individuals among this category are 'likely to have savings to fall back upon, and only one in 10 gets redundancy payments' (White 1991:20). Unemployment according to the White (1991) is seen as a 'determinant of social status in community that is people's status or position in society depends largely upon their job' (White 1991:20). Thus unemployment brings about human insecurity.

Psychological effects: research over the years indicates that the large majority of people would choose to continue working despite the costs involved, so that the psychological benefits of employment outweigh the costs (Warr 1982). Some of the reasons that would keep an individual at work despite the challenges faced include features like money, however small it could be; activities, variety, temporal structures, social contacts, and a status and identity within society's institutions (Warr 1982). In most cases, these negative effects of unemployment would combine so that, for example, 'lack of money, social contact and self-confidence would aggravate each other to yield a cumulative large deterioration and a reduced ability to find fresh work,' (Warr 1982:3). Unemployment is furthermore seen as a barrier to attain one's ambition. In the writing *Hope is Cut: Youth, Unemployment, and the Future in Urban Ethiopia (2012)*, it is stated that, 'the gap between unemployment and youth aspirations has been exacerbated by the spread of formal education that generated expectations among youth and their parents that they will find high-paying, white collar positions after completing their education,' (Mains 2012:4). However, the disappointment and the social pressure of others watching and judging brings about oppression forcing some youth to stay unemployed than to take up low status and low paying positions (Mains 2012). Like in Ethiopia, many youth in particular the uneducated ones in sub Saharan African continue to shy away from jobs that they think are below their standards.

Unemployment is also seen as a 'set-back in the setting up of an individual household by young persons, and in some cases it could result into closure or suspending the existing households, which forces the youths to return to parents and other relatives and friends' (Klasen and Woolard 2009). Also, 'access to state transfers (in particular non-contributory old age pensions) is said to play an important role in the private safety net' (Klasen and Woolard 2009:1). However, the inability to benefit from this safety net aided with the presence of unemployed members pulls many households supporting them into poverty (Klasen

and Woolard 2009), hence an economy experiencing a vicious circle of poverty.

It is, however, important to note that unemployment affects the youth differently. Categories like sex, class, sex, age, resources among others could contribute to the effect that one could experience. Thus the relevance of the term of intersectionality which emphasises further analysis of a marginalised group in regard to factors like sex, age, capabilities among other categories is a recommended concept to be put into consideration while doing the analysis. In reference to age for example, literature supports that, 'individuals below the age of 35years and come from manual jobs are likely to be more affected during unemployment' (White 1991:20) Unemployment in some cases is said to mostly affect those likely to have the least resources to cope with it, whether in terms of savings to make unemployment comfortable, or a wide range of leisure activities (White 1991).

From the above, unemployment is seen as a destructing factor in ensuring human security and development in society. Despite the existence of this issue in many parts of the world, some countries lack unemployment insurance system and have little labour market regulation (Klasen and Woolard 2009). This makes it difficult for the unemployed people to meet their basic needs.

However, life has to move on for many individuals and this is aided by individuals opting for informal activities that would at least enable them acquire a daily meal. The growing number of individuals in the informal sector resorts to an informal economy.

2.4.1 What is an informal economy?

An informal economy is said to 'comprise of all forms of informal unemployment- that is employment without labour or social protection-both inside and outside informal enterprises, including both self-employment in small unregistered enterprises and wage employment in unprotected jobs,'(Guha-Khasnobis et al. 2007:76). The major features that characterise an informal economy are: its significance and permanence, continuum of economy relations; and its segmentation (Guha-Khasnobis et al. 2007). By significance and permanence the writer could have meant that the informal economy has to be recognised as growing, permanent and not a short term phenomenon.

It is further noted that an informal economy 'has to be a feature of modern capitalist development, not just traditional economies, associated with both growth and global integration,' (Guha-Khasnobis et al. 2007:76). The continuum of economic relations is seen where the production, and distribution of good and services tends to fall in between the formal and the informal economy. A given example is 'the self-employed garment maker who supplements her earnings by stitching clothes under a sub-contractor, or shifts to working on a sub-contract for a firm when her customers decide they prefer ready-made garments rather than tailor-made one,' (Guha-Khasnobis et al. 2007:77). It is also important to note that the informal economy consists of a range of informal enterprises and informal jobs: that is there are the self-employed in the informal enterprises which involve workers in small unregistered or unincorporated enterprises like the employers, unpaid family workers among others.

Also, the informal sector consists of the wage employment in informal jobs, which 'comprises of workers without work benefits or social protection who

work for formal and informal firms, for house-holds or with no fixed employer,' thus the term segmentation, (Guha-Khasnobis et al. 2007:77). The term segmentation is best explained in Oviedo (2009), 'where "the insiders" in the formal sector have higher incomes and more secure jobs than those who are "excluded"' (Oviedo et al. 2009: 3) or those without jobs.

Informal sectors do exist in both the developed and the developing economies. The only difference lies in the social protection and regulation. In the developed economies for example, 'social protection typically covers the entire population, and there is no segmentation of protection according to the labour status of individuals' (Oviedo et al. 2009: 6). It is also said that business regulation in the developed economies 'tend to impose relatively high burdens on firms, thus not easy to distinguish the element of exclusion in the informal sector' (Oviedo et al. 2009: 6). This is a different case in the developing economies like Uganda where informal sector is comprised of unregistered firms or businesses with unprotected workers. There is therefore a clear distinction between the formal and the informal economies in the developing countries than it is in the developed countries.

Knowing what informalities are and what they entail, it is ethncial to know their root cause if change is to be made.

2.4.2 Causes of informalities

Different people decide to join the Informal sector for different reasons. and according to Oviedo (2009), 'the traditional view sees informality as the only alternative for a share of the labour force that lacks opportunities in the formal sector' (Oviedo et al. 2009: 3), thus portraying the informal sector as an economy of last resort.

Though some studies find an element of exclusion within the "insiders" or those involved in the formal economy, who are characterised as 'group of workers – particularly young and old workers with little or no education and women' (Oviedo et al. 2009: 3), it is important to note that the informal sector could consist of 'a larger share of formal sector workers who choose to quit their jobs to become self-employed or salaried in an informal business' (Oviedo et al. 2009: 3). Such individuals are said to have a greater advantage over even those employed under the formal sector who not only stand a chance of "being their own boss," but also enjoy 'greater flexibility to balance their work and family responsibilities' (Oviedo et al. 2009: 3).

Oviedo (2009) sees regulatory burden as a cause of informal activities in that burdensome regulations involved in the formal sector like high taxation among others push away aspiring entrepreneurs, and grants them no option than to be caught up in the informal activities (Oviedo 2009).

The observation made is that the causes of informalities are associated with the underlying characteristics that qualify their existence. Some of these characteristics include jobs without labour or social protection, including both self-employment in small unregistered enterprises and wage employment in unprotected jobs, as already discussed.

These characteristics could bring affect both the individuals and the economies at large as discussed below.

2.4.3 Consequences of informal activities

There are underlying assumptions that the informal sectors are possible solutions to the problem of unemployment, because it is believed to be a source of employment to many poor people in the developing countries.

This assumption could be true in that informal markets are said to comprise of ‘economic activities that go undeclared specifically in order to avoid compliance with costly regulation (in particular employment protection laws), tax payments, and social security contributions,’ (Guha-Khasnobis et al. 2007:129). This therefore, enhances easy entry and running of the businesses. However, the sector’s illegality/semi legality excludes the workers from some benefits like worker’s benefits or social protection for those workers for example who are working for the informal or formal firms.

Literature has defined the informal activities as a strategy for the poor (Pahl 1987): In the article *Does jobless mean workless? Unemployment and Informal Work (1987)*, the term “informal” is defined as an economy comprising of the ‘work that governments found difficult to tax effectively and that elude economists’ capacity to measure and analyse’ (Pahl 1987:38). Activities like drug trafficking, illegal gambling and prostitution among others could be categorised under the underground economy (Pahl 1987). Basically, poor people are associated with informal activities due to the associated features like no tax payments and low entry costs among others features. However, it is also important to note that some of these informal activities hardly yield a lot of profits, thus enhancing no room for expansion of businesses. This would therefore make people stay in the vicious circle of poverty.

There are however, other activities of the informal work that would lead to high profits and such activities include, a ‘range of goods and services related to the maintenance of the domestic dwelling and private cars, together with a whole range of domestic tasks and child care’ (Pahl 1987:39). Activities like carpenters, plumbers, hairdressers, electricians, child minders, gardeners are categorized under this form of informal work sector.

Though those responsible in running the economy do not see any challenges faced by the individuals carrying out the informal activities, I am certain that such individuals face a lot of difficult especially in trying to meet their basic needs. Pahl (1987) states that, ‘It is certainly agreeable for those responsible for running the economy to think that those not earning wages are not having too bad a time’ (Pahl 1987:37-38). The book, *Unemployed Youth and Social Exclusion in Europe (2005)* identifies one respondent as one ‘faced with choosing to be activated and not of his own terms, as he protests, but on terms defines by others who have influenced and power in his life’ (Weil et al. 2005:6). The respondent is therefore said to have taken up a job not of his choice but takes up the job under the influence of getting experience and skills (Weil et al. 2005). In some instances, most informal activities, which are regarded as immoral activities for example drug trafficking and prostitution just to mention but a few tend to be abolished in some societies. With a background of development studies, I argue that participation of the unemployment victims is highly recommended in order to assess why individuals opt for such activities and there-by finding out what they would have preferred to carry out, before implementation of the development projects.

Despite the consequences discussed above among others that might not be included, the victims try to find other means to acquire a living.

2.6 Survival strategies opted for to earn a living

With the absence of an unemployment insurance system in some parts of the world, people have opted for their own means of survival during the unemployment situation. Many researchers who have done research related to my work have come up with different strategies used by most people faced by the issue of unemployment.

Kathryn Edin and Laura Lein for example in their study *Work, Welfare, and Single mothers' economic survival strategies (1997)*, revealed that some individuals were involved in informal referred to as the “unreported work” and some were also involved in “underground work” (Edin and Lein 1997: 259). The authors during their research divided the respondents into three categories namely: reported work, unreported work and the underground work. The reported work referred to the ‘work in the formal sector that recipients reported to their case-workers; unreported work referred to either formal sector work that is not reported or to cash work in the informal sector; and the underground work referred to the work that violates both the welfare rules and other laws’ (Edin and Lein 1997: 259). And in regard to the author’s statistics, it is perceived that a great number of individuals were involved more in the unreported and the underground work than the reported work.

There are individuals who are left with no option but to continue to depend on their relatives or parents even after education. Given the challenge of unemployment which is seen as a set-back in the setting up of an individual household by young persons; and in some cases it result into closure or suspending the existing households; the youths are forced to return to parents and other relatives and friends as a means of survival (Klasen and Woolard 2009). In a country like Nigeria, it is noted that there is a great number of ‘youths who depend on their otherwise aged dependents who had retired or were forcefully retrenched from gainful employment in an economy lacking the minimum welfare, social safety-net and old aged provisioning’ (Bamgbose 2002:569). However, with the absence safety net aided with the presence of unemployed members pulls many households supporting them into poverty (Klasen and Woolard 2009), hence an economy experiencing a vicious circle of poverty.

Welfare dependency as a strategy of survival: studies done about the welfare underclass shows a progressing proportion of unemployed individuals that prefer ‘benefit dependency to working for a living’ (MacDonald 1996). A study done in UK about *Work, Unemployment and Society (1996)*, shows that most people have moved out of the “dependency culture” to the self-employed enterprises and this change is believed to have enhanced rapid growth of self-employment and a number of new small firms UK for the past fifteen years (MacDonald 1996). The dependency cultural could mean being employed in the formal economy and for un-mentioned reasons workers moved to self-employed enterprises where they could become “their own boss” as described in the study.

A study carried out to examine ‘the role familial, school, labour market, and street factors play in the criminality of 200 homeless male street youths’

(Baron and Hartnagel 1997) reveals that familial and school factors have limited experience on the current criminal behaviour (Baron and Hartnagel 1997). The findings rather reveal that the criminal behaviour of the street people is mainly influenced by the mediate factors which include, 'homelessness, drug and alcohol use, and criminal peers who engage in illegal activities' (ibid). Other mentioned conditions that influence the criminal behaviours include: 'lack of income, job experiences, and perceptions of a blocked opportunity structure' (ibid). These conditions are said to trigger anger and external attributions to increase street youth's criminal activities (ibid). The criminal activities may for example include thefts, smuggling among others where the stolen items are used as the means of survival.

Some youths are also said to have opted for "Squeegeeing" which refers to 'washing car windows' (Dachner and Tarasuk 2002) as the means of survival. This study about the food insecurity of the street youth in North American reveals that the street youth's primary source of income was Squeegeeing (washing car windows) and charitable food assistance as the means of survival, despite that the charitable food was considered as poor quality and was associated with diseases (Dachner and Tarasuk 2002).

Trafficking of women in some parts of the world is portrayed as a means of survival in some parts of the world. In *Global Cities and Survival Circuits* (2002), migration is mostly carried out by women who move from 'south to north for work as nannies, domestics, or sex workers' (Sassen 2002: 185). On the global level, debt and poverty struggles have triggered the third world countries to 'increasingly build survival circuits on the backs of women – whether these be trafficked low-wage workers and prostitutes or migrates workers sending remittances back home' (Sassen 2002: 185).

And for females in most African countries have opted for strategies like prostitution, which might be called a means of survival if one wants a place to sleep, food to eat and a way to get off the street for a short time (Bamgbose 2002). Though regarded as an immoral activity in most traditional societies, prostitution is basically carried out by some individuals as a means of survival on the harsh realities of the street life.

Governments of different countries have come up with different strategies to reduce unemployment in their economies. In Germany for example, the government uses the "bridging allowances" strategy which 'allows and facilitates the transition into self-employment for the unemployed people' (Pfeiffer and Reize 2000). The unemployed person is given the chance to 'decide in favour of self-employment if the present value of the stream of expected utilities is higher compared to remaining unemployed or becoming a dependent employee, taking into account the possibilities of firm closure or the probability of finding a job' (Pfeiffer and Reize 2000). Germany among other developed nations has managed to control the unemployment, which is not the same case with the developing countries.

To those economies especially the developing economies, whose governments have failed to implement sound measures to control the unemployment rates continue to face high rates of unemployment and there consequences. These countries though have also come up with different mechanism which are ought to reduce the issue of unemployment and Uganda for example the

government has put in place many policies or programmes aimed at reducing poverty levels.

2.6.1 Uganda government policies

Over the years, the government of Uganda has come up with different policies or programmes to help in poverty reduction in the country. Among these policies are the National Agricultural Advisory Services (NAADS), *bona bagaggawale* (prosperity for all) and education schemes. The National Agricultural Advisory Services (NAADS) policy is believed to have been established around 2001 and was aimed at ‘contributing to the modernisation of the agricultural sector in order to increase total factor productivity of both the land and labour for the benefit of the farmers’ (Ministry of Agriculture Animal Industry and Fishery. 2013). The policy focuses on farming activities in the rural areas with the aim of improving the rural livelihoods there by increasing the agricultural productivity and profitability.

The government for the past years introduced Universal Primary Education (UPE) and Universal Secondary Education (USE) that enhanced free education in the country. The country also introduced an education scheme called Student’s Loan Scheme (SLS) that was aimed at ‘ensuring equal opportunities for all Ugandans to attain higher education’ (Ministry of Education and Sports 2013). The scheme involved funding of students in public universities and other higher learning institutions (ibid). However, due to the growing numbers of students attaining higher education, ‘it has become a challenge for the government to pay tuition and personal needs for all students’ (ibid). The scheme has therefore been revised and currently it is aimed at ‘providing financing to Ugandan students who have qualified for higher education in recognized institutions of higher learning but are unable to support themselves financially’ (Ministry of Education and Sports 2013).

The most recent policy in the country is the youth venture capital fund. With the debate about the actual implementation of this policy, the policy is not believed to have existed for more than two years. The aim of the “youth venture capital fund” policy is to support the growth of viable and sustainable small market enterprises by the youth in private sector (Ministry of Finance Planning & Economic Development. 2013). The eligible youth for this fund is to be include in the sectors of ‘manufacturing, agro-processing, primary, agriculture, fisheries, livestock, health, transport, education, ICT, tourism, construction, printing and service contractors among others’ (Ministry of Finance Planning & Economic Development. 2013). Though this policy provides income to many youth, it could also be seen as a tool aiding the increasing of informalities in the country.

2.7 Conclusion

The chapter has assessed the different causes of unemployment as according to the two schools of the neo classical versus other economists’ views of economics.

The differences in the unemployment causes is made clear were as according to the neo classical the market is said to experience full employment, and that the existence of unemployment is regarded as a voluntary action. This

view is however, contradicts with that of the other economists who see unemployment to still exist regardless of the market equilibrium. The causes of unemployment according to the non-neoclassical views include mismatch of labour demanded and labour supplied, technological change, poor market conditions like poor payments among others as discussed.

Literature also discusses the effects of unemployment and just to highlight a few are the social, economic and psychological effects. Literature for example notes that unemployment could be seen as 'a set-back in the setting up of an individual household by young persons, and in some cases it could result into closure or suspending the existing households, which forces the youths to return to parents and other relatives and friends' (Klasen and Woolard 2009). After noting that the economic effects of unemployment transform the economy into an informal one, further analysis was done to assess the causes and consequences of informalities.

From the literature, it could be noted that some of the causes of informalities could be associated to lack of job opportunities in the formal sector economy. Also, unfavourable working conditions that workers continue to experience in the formal economy, which do not satisfy the needs of the workers force many to opt to informal economies as a means of generating more income. The debate as to whether informal activities is the way out of unemployment has also been discussed and it is noted that given their underlying characteristics, increasing informalities could affect the country's growth.

Youth unemployment has been a point of discussion for many researchers who in their studies have highlighted the survival strategies for unemployed youths to earn a living in their respective countries. Like mentioned before, there is limited information; and if there is any then it is unpublished information about the youth unemployment in Uganda. This has therefore inspired me to focus my study on youth unemployment but in a human rights perspective. This research is therefore aimed at finding out the challenges faced by the unemployed youth in Uganda; and obtaining the surviving strategies to get out of unemployment in respect to the right to work as a realistic objective. Finally, the research is aimed at assessing the validity of the government policy that is aimed at bringing the young people out of unemployment.

Chapter 3 METHODS OF DATA COLLECTION

3.1 Introduction

This chapter highlights the methods of data collection that were used in my field research. The main methods used are categorised under the quantitative and the qualitative methods of data collection. The chapter also entails the places where the samples were taken and the reasons for opting for such areas.

3.2 Sampled areas

The study was carried out in two divisions of Kampala which are Nakawa and Kampala central division. Kampala central division is the centre of the capital of Uganda and is identified as the busiest area in the capital. Nakawa division is located in the eastern part of the city and it borders Kampala central to the west. The sub divisions or areas where the samples were taken within the Kampala central division and the Nakawa division were Makerere and Kitintale areas respectively. These sub divisions consist of the country's main University, namely: Makerere main University located within Makerere sub division and a branch of this called Makerere University Business School (MUBS), which is located in the Nakawa-Kitintale area.

The main reason for opting for these areas was because these areas consist of both universities and residences which are majorly occupied by students. These areas do not only consist of students, but also graduates who decide to stay back after their education in search of job opportunities.

3.3 Quantitative method of data collection

The main strategy used under this method was questionnaires which consisted of closed ended questions. The motivation for this strategy was to be able to capture a large number of people within the limited time for the research. Also, the assumption was that questionnaires would make respondents more truthful while responding to provocative issues.

Seventy five questionnaires were distributed among individuals of the different division. A sample of twenty five youths was randomly taken from each divisions and this was aided by two field assistants. The two field assistants occupied the areas of Nakawa division and the Kitintale sub division, while I personally covered the Kampala central division.

The important variables in the quantitative section included age, sex, employment status, level of education and challenges faced. Though the country's definition a youth categorises them to be between the age range of 10-30 years, my study gives the range of 18-35 years. This was greatly influenced by my former

work place that defined a youth as one within the age range of 18-35 years of age⁶. Due to the view that non governmental organisations play a crucial role in the development of a country through proper service delivery, I decided to broaden the age range in order to suit all interests.

3.4 Qualitative method of data collection

Just like in the quantitative method, the main strategy used in the qualitative method of research was also questionnaires. This method was opted for to be able to assess respondents' views about the issue of unemployment in society.

The qualitative section consisted of three open-ended questions which were aimed at knowing the alternatives the youths have opted for to earn a living, assessing youths awareness about the government policies in the country, assessing the effectiveness of these policies to the youths and acknowledging the youth voice in trying to know what best suits them.

A semi-structured interview which enhances the 'interviewer to start with a defined questioning plan, but shifts in order to follow the nature of conversation' (O'Leary 2010: 195) was used. An interview was held with the Commissioner for the Youth Uganda, who shared his views about the issue of youths' unemployment in the country. Also, reviewing of the government documents was done. Documents from some of the government institutes like Uganda Bureau of Statistics (UBOS), Ministry of Gender Labour and Social Development (MGLSD) were reviewed.

3.5 Challenges faced during field study

The methods used to collect data that is the quantitative and the qualitative had their own challenges.

The inability to collect back all the questionnaires that were distributed: as stated before seventy five questionnaires were given out, but only sixty eight were returned. Though the difference between the original number of questionnaires and those returned back is not that big, this difference could have still brought about a change in results especially with the quantitative data analysis.

Incomplete questionnaires: since the questionnaires were filled in by the respondents, some questions were not tackled. This could have been due to the inability to read the instructions carefully or that some respondents run out of patient thus left some questions unanswered.

Lack of written or documented information: Initially, the plan was to work with the local government that would provide information concerning the population of youth in each division, in order to know the size of the sample

⁶Restless Development is a Youth-led Non-governmental organization (NGO) aimed at equipping the youth with skills and experience that enable them compete in the job market. Refer to <http://www.restlessdevelopment.org/uganda>

to be taken from each division. This was, however, impossible as the organisations did not have that recorded data.

Absenteeism of personnel: some of government officials that were to be used in my study made it difficult to get hold of them. Intentional or unintentional, it was difficult to hold an interview with some officials despite the confirmed appointments made before the actual day.

There was also a challenge of unclear handwriting. Putting into consideration that questionnaires was the main method of data collection for this study, it became difficult to get hold of what some respondents wrote down.

There was the inability to access the intended respondent because they wanted to be paid. One anonymous respondent who was intended to be interviewed refused to be interviewed upon reading my introductory letter from the school.

The field assistants reported cases where some respondents were consulting each other about the answers to the questions.

Also, most respondents did not have the time to fill in the questionnaires there and then.

3.6 The ways forward to the experienced challenges

Despite the obstacles or challenges, data collection had continued, thus some measures that enable the accomplishing of the data collection when come up with.

The inability to collect back all the questionnaires was overcome by doing the analysis basing on the number that was returned. And for the incomplete questionnaires, the analysis was still done but with the option of “not answered” used for those questions that were not tackled.

The issue of undocumented records about the youth population in the different divisions was overcome by opting for random sampling where twenty five questionnaires were distributed randomly in the different divisions in disregard youth population differences of the different areas.

The issue of absenteeism of the intended respondents was a bit challenging, and the only solution was to keep pushing for a different appointment date until I was privileged to interview at least one official.

With the doubled effort to pay more attention, formation for only readable handwritings was used in the analysis.

Despite their importance to my findings, the respondents that wanted to be paid were left out of the study.

Consultation was overcome by continuous monitoring of the respondents and to those respondents that felt that they could not fill in the questionnaires the same day were granted to take them and return them the following day.

3.7 Conclusion

Most important, please note that though these finding could reflect the situation in Uganda, they cannot be used to generalise because only a small portion of respondents was taken as the study sample. In all, I would view my field study as a success given that the questionnaire enabled me to get a wide coverage of youth that is sixty eight questionnaires returned. Also, the interview with the government officials enabled me get the different views of the government versus the people at the grass root.

Chapter 4 **FINDINGS**

4.1 Introduction

Again, it is important to note that the findings represent a small portion of youth in the country thus generalisation is not advised.

The sampled group was within the age range of 18-35 years, with both in-school (students) and out of school (graduates with or without jobs) youths. The group also comprised of youth who were either desperately looking for work or were unhappy with the work conditions. This chapter entails the quantitative and qualitative analysis of the field findings which are aimed at informing the challenges faced by the youth in the job market; their strategies for more security; the entrepreneur solutions and the reflections on the government policies.

4.2 Challenges faced by youths in the labour market

The study comprised of common challenges that affected both the unemployed and the employed youth and the challenges were associated with the causes of effects of unemployment.

The majority of the youths faced a challenge of finding working within their places of origin. This is reflected in the table 4.1 where the driving factors (motivation) for current location were influenced by “job” or “followed parents”. One of the causes of unemployment as discussed in chapter two, is the mismatch of demand and supply of labour, which brings about rural-urban migration. This in relation to the findings, there was a great number of respondents that ‘followed parents’ to their current location (Kampala). The second largest motivation being ‘job’ justifies the Harris-Todaro model of rural-urban migration, which explains that ‘migration will occur as long as the urban expected income is higher than rural one’ (Zenou 2005:2). This among other pull factors like better amenities like better schools, among others has attracted many to city areas. However, migration to the urban areas is said to increase unemployment: the Harris-Todaro model states that ‘creating urban jobs may increase rather than decrease urban unemployment because of the induced negative effect on rural migration, which may outweigh the positive effects of creating jobs’ (Zenou 2005:2). Increased rural-urban migration in Uganda in regard to the available resources would therefore result to negatives effects like increased pressure exerted on the resources like schools, and increasing unemployment.

The inability to find work in the place of origin could also portray inequalities in resource distribution, where resources are concentrated in the capital city with little or no resources allocated in the rural areas. Struggle for recognition (Fraser 1995) would force individuals to move to areas where their needs can be met. And as Harris-Todaro model of rural urban migration reveals that the majority of the youth could be categorized as migrants who were challenged to move in search of job opportunities or better amenities like better education facilities for their children.

Table 4-1: Common features for both the “unemployed” and the “employed” group

Variables	Category and the Number of individuals	
Motivation	For education	11
	Job	21
	Followed parents	28
	Other reasons	8
	Grand total	68
Level of education	Not answered	1
	Ordinary level	5
	Advanced level	12
	Bachelor's Degree	37
	Vocational institution	8
	Others	5
	Grand total	68
Occupation status	Employed	28
	Unemployed	24
	Still a student	13
	Employed and still student	3
	Grand total	68

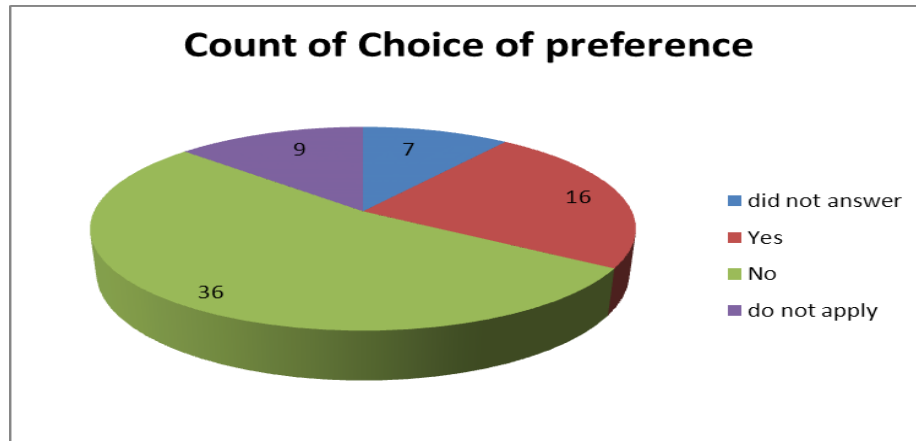
Source: Own data collected from the field

The youths also faced a challenge of being unable to find work despite their education qualifications. Table 4-2 above shows that acquiring high education qualification does not guarantee one a job. This could be associated with the human capital theory which ‘conceives of capital as investment(e.g education) with certain expected returns(earnings)’ (Lin et al. 2001:4). This could therefore mean that the investment in education is a waste of human capital as there are no returns made. This challenge in regard to the mismatch theory could be relevant to show that the Ugandan labour markets have more workers than jobs available(Shimer 2005). This could therefore suggest that the country is experiencing structural unemployment, where the nature of the educational system does not support the needs of the labor market. The structural factors that could enhance this type of unemployment could include factors like ‘technical change and the use of capital-intensive techniques of production, permanent shifts in the demand for goods and services especially in export markets; and the skill mix of the labor force and available job opportunities’ (Jackman and Roper 1987:32).

With the education schemes aimed at ensuring education for all as one of the government policies in the country, increasing unemployment could then mean poor policy implementation. If this is not true, then the problem of high unemployment could be associated to other economists’ views like those of Fehr (1994) who sees discrimination as a contributing factor of unemployment. Fehr (1994) for example sees the issues of age, experience and qualifications to influence wage rates in an economy (Fehr and Kirchsteiger 1994). As noted from the findings, some youths said to face a challenge of “lack of experience”. And in times of financial crisis and recession were laying-off workers is required, ‘it is well known that young workers are affected more severely than their older and more established counterparts,’ (Nilsen and Reiso 2011:2).

Another challenge faced by the youths is lack of freedom to choose the type of employment. As illustrated in figure 4-1 of *choice of preference for the work done*, a bigger portion indicates youth with work that is “not” their choice of preference.

Figure 4-1: Choice of preference for the work done



Source: own source

Figure 4-1 above portrays that the choice of work done is highly constrained. This could be related to the mismatch theory where the supply of labour fails to match the demand for it (Shimer 2005), thus forcing some youth to opt for different kind of work as the means of survival. Another factor that could bring about the inability to select work according to one’s will may include discrimination where human capital is discriminated upon according to skills, qualification and age, among other factors. The inability of the youths to choose the type of employment is not only a violation of section 6.1 of the Employment Act 2006 and section 23.1 of the Universal Declaration of Human Rights 1948 (United Nations. 2013); but also an oppressing factor where the youths capacity to exercise power is diminished.

Even though findings present more “employed” than “unemployed” youths as illustrated in appendix 2, there are underlying challenges that are faced by the youths that are “employed”. Some of these challenges have been discussed before and they include inability to find work in their places of origin, thus are forced to relocate to new areas in search of jobs and better amenities.

The major challenge faced by the “employed” youth is “unfavourable employment conditions” (refer to appendix 2), of low payments, exploitation among others are indications of violation of section 23.1 of the Universal Declaration of Human Rights 1948; which enacts laws that ensures that ‘workers enjoy just and favourable conditions of work’ (United Nations. 2013). Due to the challenges of exploitation particularly of low payments aided with “rental” costs, youths have found it difficult to save. Again, appendix 2 shows high number of youths living in “rentals” and this in regard to the wages earned, propensity to save (Viner 1936) is impossible for most youths.

4.3 Strategies for more security

Unemployment is an issue that has affected both the “employed” and the “unemployed” youths as discussed above. And in trying to acquire a living, different youths have opted for different strategies.

Qualitative analysis conveys that informal activities have become the survival strategy for most youth. Analysis obtains answers like “small scale farming”, “catering”, “hawking” among others are identified as informal activities. Informal activities according to literature are ‘economic activities that go undeclared specifically in order to avoid compliance with costly regulation (in particular employment protection laws), tax payments, and social security contributions,’ (Guha-Khasnobis et al. 2007:129). These underlying characteristics have made it easier for most youths to join the informal market. In addition, the National Employment Policy for Uganda (2011) portrays increasing informal sectors in the country which is said to be out growing the formal sector (Ministry of Gender Labour and Social Development 2011). It is however, noted that some of these informal activities make situations worst for some individuals, because they ‘only offer self-employed and extremely low incomes to a single individual, or unsafe working conditions and poverty wage’ (Ministry of Gender Labour and Social Development 2011: 9). This does not enhance room for expansion both in business terms and at the household level.

It is however important to note that not informal sectors are not only comprised of “unemployed” individuals, but the “employed” as well. This is illustrated in table 4 of the “employed” youths where there are youths employed under the “informal” sector. Oviedo (2009) notes that the informal sector consists if ‘a larger share of formal sector workers who choose to quit their jobs to become self-employed or salaried in an informal business’ (Oviedo et al. 2009: 3). Their decision could be triggered by the unfavourable working conditions, thus enter the informal sector to find means that would satisfy their needs. Such individuals are said to have a greater advantage over even those employed under the formal sector who not only stand a chance of “being their own boss,” but also enjoy ‘greater flexibility to balance their work and family responsibilities’ (Oviedo et al. 2009: 3).

And for the youths who lack the means to start up their own businesses, they continue to depend on their parents for survival. Appendix 1 shows high number of unemployed youths who are “living with family” as their current living situation. This shows high numbers of youths dependencies, where inability to find work has forced the majority of them to continue to rely on their families as the means of survival. Literature supports that the inability to find work is seen as a set-back in the setting up of an individual household; and in some cases may resort to closure or suspending of the existing households (Klasen and Woolard 2009). This is seen as one of the reason why the youth return to their parents, relatives and friends for survival.

Unemployment has become a threat not only to the unemployed individual but to the country at large. As different individuals are opting for different strategies for survival, the government of the country is also said to have come up with different policies to help in reducing the problem.

4.4 The entrepreneurial solution

Findings highlight the different government policies that are put in place to help in reducing unemployment rates in the country including the youth venture capital fund. Given that the policy is new, it is difficult to assess its effectiveness. Assessing its effectiveness however, can be based on its intended objective which is to 'lend venture capital debt finance to viable projects proposed by the young entrepreneurs, thereby supporting the growth of viable and sustainable SMEs in the private sector' (Ministry of Finance Planning & Economic Development. 2013). The policy objective is clear that country is moving towards increasing informalities in the country. Other major mentioned policies include the National Agricultural Advisory Services (NAADS), education schemes and *bonabagagawale* (prosperity for all) policies (details of these policies are explained in chapter 2).

The NAADS policy aimed at 'contributing to the modernisation of the agricultural sector in order to increase total factor productivity of both the land and labour for the benefit of the farmers' (Ministry of Agriculture Animal Industry and Fishery. 2013). However, about 1% of the respondents presented interest in wanting to carry out "small scale farming". The majority of the youths were motivated to start-up businesses out of the agricultural system. Though the interested youth are welcome to join, some respondents viewed the programme as unfair which mostly comprised of the old people.

Despite that *bona bagaggawale* (prosperity for all) policy is mentioned by many, the policy term is ambiguous as it incorporates all the country's programmes that are aimed at reducing poverty levels in the country. The youth have been poorly informed about this policy because the term *bona bagaggawale* is term used by the government of the country to mean the country's intended "vision" of reducing poverty in the country (Ministry of Finance Planning and Economic Development. 2013).

Despite the awareness of these policies, the majority of youths claim not to have benefited from them. Some youths claimed that the policies put in place are political with the motive of winning the presidential elections. The government however, has a different view about the youth venture capital fund. The assistant commissioner for youth Uganda however, views the youth venture capital fund policy as the way to get rid of unemployment of the youths in the country and with some youth already enjoying its benefits. He blames the inability of those that have not benefited yet on their "bad attitude and laziness" (Mondo 2013, personal interview)⁷. In regard to the findings, there are indeed some youths who have acknowledged the policies: one of the responds says the youth venture capital fund has enabled him "have another alternative for generating income apart from the existing job". However, the number of those that benefited from the policy was very small as compared to that who said not to have

⁷ Personal Interview with Kyateka F. Mondo on the increasing rate of unemployment among the youth in relation to the government policies held on 21 August 2013. Mondo is the Assistant Commissioner/PRO, Youth Development Global Specialist. Ministry of Gender Labour and Social Development, Youth and Children Department Affairs in Kampala-Uganda.

benefited. If the majority of the youth claim not to have benefited, could this be that the government opted for the wrong policies?

4.5 Reflection on the policy

The major policy mentioned by the youth is the youth venture capital fund policy. Given that the policy is new thus inappropriate to assess its effectiveness on its targeted population, the objectives and the illegible requirements of the policy could be used to predict its effects on society. With the aim of 'supporting the growth of viable and sustainable Small Market Enterprises (SMEs) in the private sector' (Ministry of Finance Planning & Economic Development, 2013), it could be denoted that this is a driving more population into the informal sector.

However, given the consequences of an informal economy that are a result of the attached characteristics, Informality could resort to many challenges. Informal economy is, for example said to comprise of 'work that governments found difficult to tax effectively and that elude economists' capacity to measure and analyse' (Pahl 1987:38). Guha-Khasnobis (2007) also notes that the informal market includes jobs without labour or social protection, including both self-employment in small unregistered enterprises and wage employment in unprotected jobs (Guha-Khasnobis et al. 2007:76). These characteristics could slow down the economy because the government finds it difficult to regulate and tax the informal activities. In the social justices perspective, the existence of 'workers without work benefits or social protection who work for formal and informal firms' (Guha-Khasnobis et al. 2007:77) in a market is regarded as an injustice.

Despite its positive effects like reducing redundancy of youth, and equipping the youth with some small income; the direction towards informal economy could not be perceived as the best solution to curb down unemployment in the country. The informal activities could have advantageous characteristics over the formal activities which include not tax payments, easy entry and exist among others. However, the sector comprises of workers without work benefits or social protection (Guha-Khasnobis et al. 2007:77). This would therefore mean hindering factors that would enhance human security and human development in the country.

However, given that some individuals claimed to have benefited from the policies, it implies that there are resources available to help in overcoming the different issues in society, but are poorly distributed. Poor planning and distribution could be the contributing factors of resources ending up in the hands of a few; thus causing an insignificant or a small change in society. Good governance and planning therefore need to be opted for if development is to be achieved.

4.6 Summary of findings

The findings portray the challenges faced by the youth in the country; some of the identified challenges may include the inability to find work and also the in-

ability of youth to find the work of their choice. The inability to choose the type of work conveys youth oppression where youth lack the capacity to exercise power in the labour market. The theories associated to these challenges include the mismatch theory where the demand for labour does not match the supply for it, thus forcing youths to carry out activities of “last resort” in order to earn a living.

Given the persistent unemployment, youth have come up with different strategies that would enable them meet their needs. Some of the mentioned strategies include: opting for small loans to start up small businesses like hawking, carrying out businesses activities like farming, piggery among others on small scale. The survival strategies opted for are however identified as forms of informalities. And given the consequences of the informalities, the individuals continue to face injustices of unfavourable working conditions which are as a result of unregulated activities and unprotected workers in the labour market.

The government policies are also seen as contributing measures to the increasing informalities in the country. Given their consequences like inability to be regulated and taxed by the government, and with unprotected workers; informalities are said to affect both the informal workers and the country’s economy at large. In reflection to the government policies it is conveyed that the policies are ineffective given that the majority of the youth claim not to have benefited from them. However, given that there are some people that benefited from the policy, portray poor planning and implementation of the government policies in the country, which has resorted to resources to end up in the hands of a few individuals. To ensure effective performance, good governance and planning have to be opted for as recommended by the respondents.

Chapter 5 CONCLUSION

Work is essential for everybody because it contributes to the individual's well-being including ensuring human security and development: work does not only contribute to the formation of an individual, but is also necessary if one is to be able to support oneself and one's family. Work also enhances social contracts and fulfil ones duties towards society. In Uganda, however, work has become a dream than a reality and a source of suffering for most people specifically the youths. And those who are lucky to work are in a precarious job situations.

Different schools of economics have different views on the cause of unemployment in society: the neoclassical for example perceive the market to be clear at equilibrium that is without the existence of unemployment, and that any form of unemployment is said to be voluntary. The neoclassical do assume that if markets are left without any intervention, then there would be full employment where the demand for labour would equal to the supply for it. The market is therefore believed to be clear from unemployment. Hamilton (1988), for example, denotes that the existence of unemployment in a labour economy is said to be as a result of workers trying to relocate for a better job or waiting for the conditions in the depressed sector to improve (Hamilton 1988). Therefore any unemployment that arises in the labour market is said to be voluntary.

Other economists like the Keynesian do disagree with the neoclassical view and see unemployment to exist even in the free market. Unemployment according to their views is said to be as a result of economic changes experienced as the economy moves from the traditional society to the modern one stages of development. These changes may include capitalism associated with the division of labour and technological change. Division of labour is believed to enhance competition where different individuals of the different classes struggle to meet their needs and according to the Marxists, these class struggles are experienced in the market economy where division of labour is the mode of production. Cameron (1983) for example sees growth in society to be motivated by the capitalists who hope to increase their profits rather than meet the needs of the community at large. Use of technology is also seen as a cause of unemployment in society: though use of technology has its advantages of freeing from the drudgery of work and creating of leisure, use of technology could be seen as de-skilling, reducing work creativity, creating mass unemployment (Standing 1984).

In regard to social justice, the neoclassical of free market believes in freedom people to fall in and out of the market; thus does not encourage government intervention. This system is however regarded as possessive and individualist, which resorts to inequalities in the economy. It is these inequalities that are making people to look for other alternatives of to earn a living. Government intervention should be appreciated in economies of great disparities in order to try to reinforce the class powers there by bringing about harmony in society.

The inability to acquire a job has consequences not only to those that fall a victim of this issue, but to the country's economy at large. Self-dignity is lost

for many that are unable to find work: lack of work would make it impossible for many to acquire their basic needs live proper living standards. Work according to some writers like White (1991) is seen as a determinant of social status in community. This is more significant in traditional societies where people's statuses or positions in society depend largely upon the job or the number of resources (in form of property) at hand. Those who fall out of employment are therefore most likely to experience human insecurities. This would enhance the unemployed to carry out any type of work that comes their way as the means of survival. furthermore, unemployment like some writers would put is seen as a set-back in the setting up of an individual household by young persons, and that in some cases it could result into closure or suspending the existing households which forces the youths to return to parents and other relatives and friends for survival (Klasen and Woolard 2009). However, lack of unemployment insurance system and the inability to benefit from the safety nets in some developing countries like Uganda, the youth dependence pulls many households supporting them into poverty; thus, an economy experiencing a vicious circle of poverty. Unemployment therefore could be viewed as a destructing factor in ensuring human security and development in society, and this also affects the economic performance of the country's economy.

Despite the challenge of unemployment, life has to move on for many individuals. Literature and the field findings identify the activities carried out by those unemployed as informal activities. And for some economies like Uganda, the informal sector is said to be out growing the formal sector as according to the National Employment Policy for Uganda (2011). Informality or an informal economy as according to literature is said to comprise of all forms of informal unemployment without labour or social protection, which could be within or outside informal enterprises, including both self-employment in small unregistered enterprises and wage employment in unprotected jobs (Guha-Khasnobis et al. 2007). According to literature and the field findings, the informal activities may include unreported work, underground work, and small scale businesses including hawking, farming, and piggery among others. These activities are also regarded as the activities of last resort for those who fail to find work, but also for the employed individuals who face challenges of late or low payments.

However, not all individuals would be engaged in such activities: field findings, for example, challenges faced by the youth in trying to get out of unemployment and challenges like lack of experience, capital among others have denied the youth the chance to work. These youths are therefore, left with no option but to continue to depend on their relatives or parents and even friends for survival. Given, however, lack of unemployment insurance system in the country, and the inability of individuals to benefit from the safety nets, this dependence has pulled many households into poverty.

The issue of unemployment does not only affect the unemployed individuals in society but the country at large. Employment does contribute to the government revenue through taxation. Increasing unemployment therefore means reduced government revenue. To help in reducing the problem, the government put in place many policies including "education schemes", "prosperity for all" aimed at equipping people with loans to start-up businesses and the NAADS programmes aimed at supporting the agricultural activities in the country. Despite the existence of these policies, the unemployment continues

to accelerate especially among the youth. This could therefore portray poor implementation of the policies. Taking an example of the education scheme, it could be deduced that the country opted for a poor education system which prepares people to be job seekers instead of job creators. Currently, the government introduced the youth venture capital fund policy, aimed at equipping youths with small loans to enable them sustain their businesses and help those without jobs be able to up small generating businesses. This policy however, is seen to be generating for informal activities which could not contribute a lot to the country's growth given the informality characteristics of "unregistered" activities, thus difficult be regulated and taxed.

Despite the of the positive effects of the policies like reducing redundancy of youth, and equipping the youth with some small income; the direction towards informal economy could not be perceived as the best solution to curb down unemployment in the country. The informal activities could have advantageous characteristics over the formal activities which include not tax payments, easy entry and exist among others. However, the sector comprises of workers without work benefits or social protection (Guha-Khasnobis et al. 2007:77). This would therefore mean hindering factors that would enhance human security and human development in the country.

The study denotes social injustices brought about by the issue of unemployment. Basing on the causes and effects of unemployment, the social injustices discussed include the inability of individuals to meet their basic needs, psychological effects, inequalities among others which do not enhance human security in society. The right to work is a human right to be enjoyed by all individuals in society as conveyed by the human rights instruments. In reference to the Universal Declaration of Human Right (1948), article 23.1 stipulates that "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment" (United Nations. 2013) Also, in reference to the Employment Act 2006 Uganda it is stipulated that 'it shall be the duty of all parties including the minister, labour officers and the industrial court to seek to promote equality of opportunity with a view of eliminating any discrimination in employment.' The inability to provide jobs for the youths and the inability to enhance measure to stop the challenges faced by the youth in the labour market is a clear violation of section 6.1 of the Employment Act 2006 and section 23.1 of the Universal Declaration of Human Rights 1948.

Personally, I recommend the government of the country to ensure good governance which does not enhance corruption, among others barriers to developments. This would thus ensure efficiency and effectiveness of service delivery in the country which would help in reducing or overcoming insecurities faced in by the different individuals. Reducing insecurities in society especially among those that fall victims of social injustices, enhances human security and the development of the country at large.

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Appendix

Appendix 1: Summary of results for the “unemployed” youth

Variables	Category and the Number of individuals	
Motivation	Education	5
	Job	7
	Followed parents	9
	Others	3
	Grand total	24
Type of Employment	Formal	3
	Informal	8
	Not answered	13
	Grand total	24
Living situation	Rented	9
	Not rented	3
	Living with family	12
	Grand total	24
Level of education	Ordinary	3
	Advanced	5
	Bachelors	12
	Vocational Institute	3
	Others	1
	Grand total	24
Choice of preference	Not answered	7
	Yes	1
	Not	11
	Not apply	5
	Grand total	24
Challenges faced in finding work	Lack experience	2
	Lack access to information(lack of access to newspapers etc)	4
	Inadequate information technology	1
	Difficult to get a job of your choice	3
	Unfavourable employment conditions	4
	Not answered	8
	Lack experience and lack of access to information (lack of access to newspapers etc)	2
	Grand total	24

Source: Personal field findings

Appendix 2: summary of results for the "employed" youths

Variables	Category and the Number of individuals	
Motivation	Not answered	1
	Education	2
	Job	12
	Followed parents	10
	Others	3
	Grand total	28
Type of Employment	Formal	16
	Informal	12
	Grand total	28
Living situation	Rented	12
	Not rented	6
	Living with family	9
	Others	1
	Grand total	28
Level of education	Ordinary	1
	Advanced	3
	Bachelors	17
	Vocational Institute	5
	Others	2
	Grand total	28
Choice of preference	Yes	13
	Not	15
	Grand total	28
Challenges faced in finding work	Lack experience	4
	Lack access to information(lack of access to newspapers etc)	2
	Inadequate information technology	1
	Difficult to get a job of your choice	6
	Unfavourable employment conditions	12
	Not answered	2
	Lack experience and lack of access to information (lack of access to newspapers etc)	2
	Grand total	28

Source: Personal field findings

Appendix 3: Findings from the qualitative analysis

No.	What type of work were you looking for?	Alternatives opted for	Government policy	Benefits of the policy	Recommendations to the government
40	Working with women's organization like the FOWODE	Depend on parents and relatives	Gender policy meant to reduce gender inequality	Can work in anywhere e.g in prison which is stereotyped as a male dominated job	To put up more organizations esp women based organisations to help reduce unemployment esp among the youth
15	Lab technician	Betting(sports betting)	Youth funding	Not at all due to tough procedures	According to his profession, there are so many unqualified people working in hospitals and clinics hence limiting the chances of those qualified. Registration and monitoring shld be done
14	Medical work/information technology	Self-employed ie started up owned business	-Youth fund -Prosperity for all	Have not accessed any so not benefited	Gov't shld put in place policies that can easily be exercised and accessible to the target group
11	Medical work	Nothing	Prosperity for all	Not benefited	Gov't should create jobs
10	Social work	None	Youth fund	Never had access to it	Make funds more and easily accessible to all the youths
1	-Customer care taker -attendant	-Looking for causal work -saving to start up own business -securing a simple loan from nearest co-operative	Prosperity for all	Thru this policy the gov't has extended financial instructions to the local people to encourage savings and lending financial support in form of loans	To attract investors from developed countries
7	Office attendant	Start up small scaled business(farming in the village)	Prosperity for all	Extended funds to small local farmers and other facilities like seeds etc	Attract more investors to the country
8			NAADS Youth fund Prosperity for all	Not at all	Implement the above stated as suggested
9	A career fitting job with the desired profession	Job creation	Youth Fund	No way	First change the education system and fully embark on skill impacting education
13	Entertainment	Get some money and start up a small business for myself	Youth Fund	Not gotten access to it	Creating more jobs esp for the youth and reduce/fight corruption
23	Accountancy	No alternative for now	Sensitizing people on the problems faced when unemployed	Haven't benefited	Curbing down corruption by putting strict laws on corrupt people
31	Development worker		Millennium development goal(MDGS)	Not in any way	Change education system which leads to being a job seeker instead of job creator
55	Any that motivates me as a worker and please me(pay,working condition)	Farming in the village	Attracting investors like construction industries	Not benefited due to segregation in job market(culturally, family sides, country mates)	Avoid segregation
48	Still studying	Still studying	None	n/a	Promote vocational training

42	White collar job	Engage in agriculture	None	n/a	Invest in agriculture
43	Formal employment	Self-employment	Providing youth with capital	Not benefited: this targets a section of youth	Proper implementation of policies
45	A job that fits my profession and will enable me lift my career	Opted for further studies to enrich CV	Youth fund	Not benefited: the money that is always allocated for the youth ends up in the hands of a few individuals	Graduates should be provided with soft loans to enable them set up their own business
46	Small scale business	None	'Entandikwa'- prosperity for all	It has not benefited	-
47	Formal job	Planning to get capital and start own business	Youth fund	Not helped in any way bse haven't received any single shilling	Fight corruption
37	Still student	Student	Privatization	-	Construct more schools
38	Permanent job	Flying 'frying' chapatis	NAADS	Not yet	Invest more in industrialization
33	Formal	Brick laying	Industrialization	No	To fight corruption in government
32	Hawker		None		Give more loans to small scaled workers
29	For a better paying job(mechanic)	Getting a loan from a bank at lower interests	Youth fund	'it has not benefited me because it is given to people who have political influence or likes with the government'	Recommend the government to relax the laws of giving loans to the youth, and set up small scale enterprises to employ the youth
19	Formal job	Chicken rearing	Privatization	Not at all	Invest more in Agriculture
18	Formal	Pig rearing	NAADS	Not helped me at all	Industrialization of the economy
4	Student	Student	Youth fund	It's through it that the Government giving funds to the youth through startup capital to start up their own business	It should encourage vocational education for self-reliance and sustainability
2	Public relations and communication (formal job)	Freelance	NAADS	Not at all	Reduce or cub corruption, then promote industrialization
52	Any kind that occurs my way	Joined small groups to help me earn small income	NAADS Prosperity for all	Not at all	Empower youth to set small scale business
58	No work	None	Introduction of counseling sections	None	The government should capture the idol people most especially youths
28	Financial institution	Freelancer-business- in construction trying to open own	The youth fund and NAADS	Not in any way! Though some of the village people, where I come from have taken advantage of NAADS	The national youth fund shouldn't have been a means of getting votes but a way to encourage youth to start up business! Hence the government should aim at pushing/injecting more funds into this policy and encourage youths with viable business plans not those with existing businesses!
24	Helping my sister in the shop	Start up a small scale farming for crops and vegetables	Non because they are non-existing	Not benefited me at all	Encourage more investors in the country and also reduce corruption and embezzlement

20	To do research or carry out research	Setting up a small idea in business to take flight with support of friends for writing for pay	-investors -encouraging agriculture as a major part of the economy		Loan out money to people with business plans -encourage more people to be job creators by teaching them how to build on and specialize on their talents
6	Information technology	Hustle hard	Youth fund	Not benefited because funds have never been released and too many hindering strings attached	Insist retirement age policy to create space for the youth to get jobs
3	Secretarial/receptionist	-setting up small scale businesses to earn a living	Prosperity for all	As a person I have not benefited from it, but for others I think it works	-Check the corruption in these youth committees -make sure everyone registered for this fund should get it under supervision and advice
62	Student	Student	-Youth aid -Industrialization		Fight corruption
68	I was looking for a better paying job around the city		Youth fund managed by KCCA aimed at reducing unemployment levels in the country	Not benefited me because the youth fund has been politicized by the government by putting strict rules and regulations....create small scale industries...and relax the conditions for addressing the youth fund
17	Administration work		PEAP(Poverty eradication plan) where there is creation of SACCOS to give people loans	The above policy has not benefited me. May be it has not just reached my area	The government should fight again the following:- corruption, nepotism, tribalism, inequalities among others
49	Part time job to help me complete my studies		Giving loans to the youth to start their own business	None	Increase on the loans given to the youth
36	Wanted to work in the Bank	n/a	The government of Uganda advises jobs through the public service commission	The government advertised and I applied and I benefited by getting the current job	-train students to become job creators than job seekers -vocational training after advanced level -giving loans to graduates to start business
35	Formal/office work	n/a	Policy of development of entrepreneurship skills among youth through giving them small loans	Through enterprise Uganda's workshops organized, I have been able to gather knowledge on entrepreneurship	Emphasize innovation and entrepreneurship among the youth
12	Medical office		Lobbying for more investors	It have not benefited me	Creating more jobs by pulling...investor to come to the country
5	Accountant		Prosperity for all	Avail loans	Establish vocational institutions
21	Work related to my field of study		Student loan schemes	Personally I have not benefited from it as yet	Reduce the retirement age and also eliminate the corruption
65	Electrical engineering	Small scale business catering	Youth fund	Rather frustrate me	Criminalise corruption and thoroughly revise the education curriculum
57					
64	Development worker	I do work in my areas of interest and desires	Youth aid	None	Entrust funds in NGOS
41			SACCO	-	RESIGN!
44	Wanted a well earning	-	NAADS, entan-	Not benefited me at	Proper and transparent

	corporate job with banks, insurance companies, communication companies but all in vain		dikwa system, Bona bagagawale...but have not yielded resulted in Uganda due to corruption, nepotism among others. A few benefit	all. Besides most of the policies are in the villages not in urban centers	selection, recruitment and placement processes should be put in place. But as it stands, it's all about tech. know who.
39			Privatization	Not at all	Fight corruption in government offices
34	White collar jobs		Privatization	Provided jobs to my children	Reduce on corruption
30	Legal practice		Encouraging practical course such as technical institutions rather than theoretical	Managed to practice, personal legal practice	Encourage viable investment and reconsider establishing on how to regulate minimum wages for people employed in most private sectors
27	Government job		Education for all	Reduced on my schools fees expenses	Improve on the supervision in school
26	Formal job	Hawker	None	None	Invest in agriculture
16	Self employed		Training people to become job creators		Train more job creators and help them with capital to start up businesses
61	Self employed	-	None: most are on paper and not implemented	n/a	Provide skills training
50	A part time job	Social work	Capturing idol youth	none	The government should provide materials to different institutions for example art institutions
51	Related to my profession	n/a	Educating people an encouraging co-curricular activities	It has helped me to have another alternative for generating income apart from my job	Encourage co-curricular activities
53	hospitality and hotel management	n/a	Fiscal policy: government has slowed the economy by increasing taxes, thus reducing the amount of disposable income to consumers and redirecting that money to specific projects like NAADS helping people earn an income through improved and modern agriculture	Has helped my family get animals like cows and goats like bring in daily income through milk and meat	There should be a comprehensive employment policy covering all nations with qualifications and skills. Gov't should also preach against negative cultural attitudes such as gender discrimination and others like tribe or regional differences
66	Public service (administration)	Started NGO prior to Bachelors degree	-Restructuring of the educational system to train job creators -promotion of vocational education	Developed different mind sets that enabled create job for myself	-lower retirement age for public servants -industrialize the economy by inviting foreign investors
60	Building		None	None	Reduce taxes
59	None in particular		Supporting the formation of the east African community	Availability of goods though trading btm the east African countries	Change the education policy from theory to practical
57	Non	n/a	NAADS Financing the youth so that they start their own business	Not at all	It should continue financing the youth though the banks to reach out to those who are enterpris-

					ing
56	A job that would enable me exploit my talent	n/a	Extending loan schemes to youths in the country through banks	Not at all	-Change the education curriculum from theoretical to practical -enact good laws that can help reduce corruption -sensitize people on dangers of nepotism, tribalism etc
54	Type of work that fits profession area of study	n/a	Government has used the monetary tool that is: availing money to mostly youth to start their own businesses so they become self reliant	Not in any way	Government should adopt a multi-sectoral approach ie: involving transformation of every sector in the economy including education, health, transport and agriculture
25	Work for a relief organization		NAADS	People are able to access funds and carry out proper agriculture. It has led to the development of my country	Fund the students and other learned people to go outside this country and explore the different venture on how to make money. Bring that knowledge back home and apply it
22	Community based work		Attraction of foreign investors in the country	The organization I currently work for is being boosted/funded by the different foreign agencies	If it cannot fund everyone, it should at least promote the involvement of youth in skill based initiatives -The school/education curriculum should be improved. It's only breeding job seekers
63	IT job		-Privatization -Industrialization	-	Fight corruption

Source: Personal field findings

Appendix 4: Questionnaire

Unemployment of the youth is said to be on the increase in the country. Despite the government intervention, the issue remains persistent. This research is, therefore, aimed at finding out what the strategies of young people suggest about the respect of the right to work as a realistic objective, there by assessing the challenges faced by the youth in trying to come out of unemployment; also assessing the effect of the government policies put in place to reduce unemployment in the country. Please note that this research is for academic purposes and is meant to cause no harm to the community.

Section A

- 1) Current location.....
- 2) Gender: Male () Female ()
- 3) Age? (Please tick)
 - a. 18-24
 - b. 25-30
 - c. 31-35
 - d. 36 and above
- 4) How long have you lived in your current location?
Please proximate (.....)
- 5) Means of motivation to your current location?
 - a. For education
 - b. For a job
 - c. Followed your parents
 - d. Other reasons (please specify)
- 6) Current living situation
 - a. Rented
 - b. Not rented
 - c. Living with family/relatives
 - d. Stay with others (please specify).....
- 7) Level of education
 - a. Ordinary Level (O Level)
 - b. Advanced Level (A Level)
 - c. Bachelors
 - d. Vocational Institute
 - e. Others (please specify).....
- 8) Occupation status
 - a. Employed
 - b. Unemployed
 - c. Job Searching
 - d. Lost hope
 - e. Still a student
- 9) Type of employment
 - a. Formal/white collar job
 - b. Informal

Section B: Means of finding work and Challenges faced

- 10) If employed, how did you find your current employment?
- a. Completed and posted an application form, or complete on-line
 - b. Visited prospective employers in person, and ask whether they have any vacancies
 - c. Register with employment agencies
 - d. Responding to classified job advertisement
 - e. Networking (i.e. family/friend connecting you)
 - f. Others (please specify).....
- 11) What challenges did (do) you face while searching for employment?
- a. Lack of experience
 - b. Inadequate Information Communication Technology (ICT) skills
 - c. Difficult to get a job of your choice/profession
 - d. Lack of access to information (i.e. lack of access to newspapers, etc)
 - e. Unfavorable employment conditions (low pay, over working, exploitation)
 - f. Others (please specify).....

Section C: Strategies used in getting employment

- 12) Was your current job your first choice of preference?
.....
- 13) What type of work were you / are you looking for?
.....
.....
.....
.....
.....
- 14) If Unemployed, what alternatives have you opted for to earn a living? (Please specify)

Section D: Reflecting on the government policies

- 15) What government policy are you familiar with that is aimed at reducing unemployment in the country?

- 16) How has the mentioned policy benefited you?

- 17) What would you recommend the government to do to reduce unemployment in the country?

Thank you