



Graduate School of Development Studies

**ANALYSIS OF JOB SEARCH PROCESS OF YOUTH IN RWANDA:  
A CASE STUDY OF NYARUGENGE DISTRICT IN KIGALI-CITY**

A Research Paper presented by:

***NGARAMBE Mathias***

(Rwanda)

in partial fulfilment of the requirements for obtaining the degree of  
MASTERS OF ARTS IN DEVELOPMENT STUDIES

Specialisation:

**Human Resources and Employment (HRE)**

Members of the examining committee:

**Dr. John Cameron**

**Prof. Dr. Irene Van Staveren**

The Hague, The Netherlands  
November, 2008

**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.

Research papers are not made available for circulation outside of the Institute.

***Inquiries:***

Postal address: Institute of Social Studies  
P.O. Box 29776  
2502 LT The Hague  
The Netherlands

Location: Kortenaerkade 12  
2518 AX The Hague  
The Netherlands

Telephone: +31 70 426 0460

Fax: +31 70 426 0799

## **DEDICATION**

To my creator, God,

To my family,

To the Rwandese youth and,

To the world of academia,

I dedicate this research.

## ACKNOWLEDGEMENT

The success of this research was a result of many people's efforts that deserves appreciation. First of all I would like to express my genuine appreciation to my supervisor **Dr. John Cameron** whose wise guidance, sympathy and patience made it easier for me to accomplish this research. I wish to extend my sincere thanks to my second supervisor **Prof. Dr. Irene Van Staveren** for her insightful comments and advice made this research fruitful.

I am grateful to all my respondents at both national and local levels for receiving me and providing all the necessary data concerning this research.

My sincere thanks go to the staff of Institute of Social Studies (ISS) whose analytical skills and knowledge facilitated me to produce this work. I convey my sincere thanks to ISS students especially 2007-2008 Human Resource and Employment for their good cooperation and advice.

I wish to extend my appreciation to the Dutch Government via NUFFIC for granting me sponsorship wholly for MA. Without their financial assistance it would not have been possible for me to come over. Further, the Government of Rwanda deserves special appreciation for the study leave and other materials allocated to me.

I wish to express my gratefulness to **Mr. Jackson BAMWESIGYE** for his kind and tolerance heart in the long hard working nights in the house that we shared. May God continue to keep you with good spirit. I would like to express my thankfulness to **Mr. Emmanuel MURANGIRA** for the word of encouragements in as far as academics is concerned during my stay at ISS.

My deepest appreciation goes to my wife **MBABAZI Stella** for having endured the lonely life throughout my stay at ISS. Your love and prayers in the process of compiling this research went beyond distance barriers. God bless you so much.

Finally, my sincere thanks go to my family (mama, brother, and sister) who have been helpful. Their love and support played a big role towards the success of my education.

# Table of Contents

<b>DEDICATION</b>	<b>3</b>
<b>ACKNOWLEDGEMENT</b>	<b>4</b>
<b>List of Figures</b>	<b>8</b>
<b>List of Tables</b>	<b>8</b>
<b>List of Acronyms</b>	<b>9</b>
<b>Abstract</b>	<b>10</b>
<b>Chapter 1 GENERAL INTRODUCTION</b>	<b>11</b>
1.1 Background of the study	11
1.2 Statement of the problem	12
1.3 Relevance and Justification of the Study	14
1.4 Research objective and research questions	15
1.4.1 Specific objective;	15
1.4.2 Research questions	15
1.5 Research methodology and sources of data.	15
1.5.1 Sample size and sampling procedures	16
1.5.2 Research techniques	16
1.6 Scope and limitations of the study	17
1.7 Conceptual and analytical frameworks	19
1.8 Organization of the research	19
<b>Chapter 2 CONCEPTUAL AND THEORETICAL FRAMEWORK</b>	<b>21</b>
2.1 Introduction	21
2.2 Conceptual framework	21
2.2.1 Job search	21
2.2.2 Youth	21
2.2.3 Unemployment	22
2.2.4 Unemployment Duration	22
2.2.5 Underemployment	23
2.2.6 Reservation Wage.	23
2.2.7 The school-to-work transition	24
2.2.8 Informal economy	25
2.3 Theoretical framework	26

2.3.1 Job Search Theory	26
2.3.2 Human Capital Theory	30
2.3.3 Labour Market Segmentation Theory	32
2.5 Conclusion	34
<b>Chapter 3 DATA ANALYSIS AND PRESENTATION</b>	<b>35</b>
3.1 Introduction	35
3.2 Profile and Structure of Nyarugenge district as case study	35
3.3 Social-demographic characteristics of sampled respondents	37
3.4 Job search process/ methods of the youth in Nyarugenge.	39
3.5 Difficulties the youth encounter in job search process	40
3.6 High aspirations and expectations of the youth	43
3.7 Willingness to move to take up employment	44
3.8 Factors contributing to youth unemployment in Nyarugenge district	45
3.8.1 Structural factors	45
3.8.2 The imbalance of supply and demand for labour	46
3.8.3 Lack of access to credit facilities and labour market Segmentation factors	46
3.9 Livelihood strategies among the unemployed youth in Nyarugenge District	47
3.10 Promoting employability for young people in Rwanda	49
3.10.1 Strengthening employability through education, Training and Vocational Guidance and Counselling	49
3.10.2 Youth Entrepreneurships: Opportunities, Quality and Expectations	51
3.10.3 The internship program	52
3.10.4 Development of vocational training centers /schools.	52
3.11 Conclusion	54
<b>Chapter 4 CONCLUSION AND RECOMMENDATIONS</b>	<b>56</b>
4. 1 conclusion	56
4.2 Recommendations	58
4.2.1 Education and training	58
4.2.2 Special credit youth program	58
4.2.3 Amendment of the laws	59
4.2.4 Establishment of employment agencies	60
4.2.5 Promoting youth self-employment in the informal economy	61
4.2.6 Job search assistance	61
<b>References</b>	<b>63</b>



## **List of Figures**

<b>Figure 1 The Design of Analytical Framework</b>	<b>33</b>
<b>Figure 2 Map of Nyarugenge District</b>	<b>36</b>

## **List of Tables**

<b>Table 1 Age distribution and sex composition of unemployed youth respondents</b>	<b>37</b>
<b>Table 2 Age distribution and sex composition of employed youth respondents</b>	<b>38</b>



## List of Acronyms

AIDS	Acquired Immune Deficiency Syndrome
COMESA	Common Market of Eastern and Southern Africa
CV	Curriculum Vitae
EICV	Enquete Integrale sur les Conditions de Vie des Menages
FRW	Rwandan Francs
HIV	Human Immunodeficiency Virus
ICLS	International Conference Labour Statistics
ILO	International Labour Organization
ISS	Institute of Social Studies
JSA	Job Search Assistance
LMIS	Labour Market Information System
MINALO	Ministry of Local Government
MINEDUC	Ministry of Education
MINECOFIN	Ministry of Finance and Economic Planning
MIFOTRA	Ministry of Public Service and Labour
MINICOM	Ministry of Commerce, Industry, Investment Promotion, Tourism and Cooperatives
MINYOUTH	Ministry of Youth.
NGO	None Governmental Organizations
NO	Number
OECD	Organization for Economic Development Cooperation
PDD	Plan de Development du District (District Development Plan)
PP	Page
ROR	Republic of Rwanda
RWoDA	Rwanda Workforce Development Authority
SAP	Structural Adjustment Programmes
UN	United Nations
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNECA	United Nations Economic Commission for Africa

## **Abstract**

Job search is a process of collecting information that pertains to job vacancies available in the labour market. During the search process, the job seeker collects information on the job offer distribution and learns more successful strategies. In the job search process, job seekers can influence the outcome by putting more or less efforts into the job search and by choosing among several search methods. This research seeks to analyse job search process of the youth in Rwanda taking Nyarugenge district in Kigali-city as a case study.

The research is purely qualitative. Data was collected from 35 respondents using interview guide and a desk study was applied in collecting secondary information. The research findings indicated that the main job-search method being followed in searching for jobs by the youth in Nyarugenge district is by direct methods/news papers' advertisements/ media and personal contacts. Furthermore, the findings from the study showed that the ability to be active in searching for jobs depends on the better access to social networks including adults already in employment about job opening. Research results also indicated that many of the obstacles experienced by the youth in the job search process are the result of shortcomings in the education and training systems, work experience and the local environment especially the state of local markets.

To improve youth job search process in Nyarugenge district and Rwanda at large, in the absence of sufficient growth in private or public formal sector employment, there is a need to create a favourable environment which would facilitate economic growth and eventually lead to the promotion of youth self-employment and entrepreneurship, setting of special youth credit program, change of education and training systems that offer skills that correspond to the needs in the labour market and establishments of employment agencies that would facilitate the youth in searching for jobs.

# **Chapter 1**

## **GENERAL INTRODUCTION**

### **1.1 Background of the study**

Rwanda is a post-conflict country, having just emerged from genocide and civil strife which killed about 1 million people and left the socio-economic infrastructure totally destroyed. According to the 2002 Census of Population and Housing, the population was estimated at 8,128,553, and with a population density of 321 persons per square kilometre. The population grew from two million in 1962 to over eight million in 2002. The country has a high population growth rate of 2.9%, which could bring the population to 16 million by 2020 if this rate is maintained. The population is very young with an average age of about 21 years and about 60% of the population being less than 18 years old meaning that population is predominantly young, with significant implications of youth unemployment (ROR:2002)

The problem of youth employment in Rwanda is complex and rooted in the country's economic performance and political developments since independence in 1962 and the 1994 massive return of the Rwandese who had stayed in the exile for several decades. It is estimated that over 100,000 young people enter the labour market every year in Rwanda, less than one percent of these are able to find formal sector jobs (ROR : 2004). Unemployment has affected all segments of youth in the country. Both the educated and uneducated youth in rural and urban areas find it difficult to get jobs.

The situation of young people in the labour market is aggravated by the fact that the formal labour market is still small. Young people are often at the end of the job queue for the formal labour market because they lack adequate skills and experience, as well as social networks linking them to people in the formal sector. Excluded from reasonably paid formal employment, young people are left with atypical or vulnerable forms of formal employment with low pay or the informal sector, where legal protection is limited (ROR, 2006). As a result, young people are engaged in easy-entry informal sector activities with low returns and long hours of work, including street vending, car washing, and selling crafts.

Numerous young people are compelled to perform jobs with the lowest level of protection, even though they are among those who need most protection.

Several factors account for the high youth unemployment rate in Rwanda, most notably low economic growth, from a position of low economic activity and low investment. Low growth in economic activity entails low overall job creation. Given the sustained population growth rates, labour markets are not able to absorb all the newcomers, resulting in scarcity of jobs, which leads to more selection by education and experience; precisely the assets that young people are struggling to acquire. Limited formal work experience and a lack of general and job-related skills put young Rwandese at the end of the hiring list. Unemployment duration among the youth in Rwanda is prolonged by lack of agencies that can assist them in searching for jobs in labour markets. In a situation where there are job vacancies, the youth fail to know what the requirements needed are, and by the time they get the information, the deadline limits them.

## **1.2 Statement of the problem**

Youth is often considered as transition phase from childhood to adult hood. It is the transition from being dependent on others to being independent. One of the most significant factors during this transition is indeed their employment status. Youth often feel that having a job that makes them earn a living is a sign of independence which could lead them to their own choice in their lives vis-à-vis their family and peers. In Rwanda, there has been a marked increase in youth unemployment especially in Kigali-city where measured open unemployment rate has risen to 19 per cent in 2004. Not only has the incidence of youth unemployment risen but the duration has increased as well. Even within the context of generally worsening economic conditions, this rise in the incidence and duration of youth unemployment has received particular attention by policy makers. There is a concern that if young people have an early discouragement about labour market experience, this will have long term consequences on their attitudes towards work and their assimilation into the labour markets (ROR, 2004).

In Rwanda, the private sector is largely under developed and this makes the public sector to be the largest employer compared to the formal private sector yet public sector employs a small proportion of the employable population (ROR :2007). The agricultural sector is said to be the largest employer but this sector is largely less productive as the average land holding per person is very small at less than one hectare per person. This leads to low productivity and low incomes to the rural majority of whom are youth and women who would otherwise be employed in other sectors (ROR:1999) The economically active population is estimated at 4 492 000 individuals of whom 44.77% are men and 55.23% are women. This population is found particularly in the rural areas. Among this population, 2 334 000 are young in the 15-29 years age bracket and 1 153 000 are mainly children less than 20 years old (ROR: 2004).

The major challenge in Rwanda is that unemployment is growing at a very high rate especially among the youth. In Kigali city, unemployment rate ranges between 19% and 20%, the number of the jobless stands at 120,200 people, representing 19.93% of the urban population. Rural population survey shows a lower unemployment rate (11.4%). However, it should be pointed out that most of those who call themselves farmers have no land and that cultivable area is currently 0.12 hectares. In general the average unemployment rate in the country is about 15.5% and affects almost 696,260 people (ROR: 2005).

Youth unemployment in Rwanda is due to poor national educational system that prepares the youth for “white collar jobs” which have been declining. Since 1995, the government of Rwanda increased budget expenditure on education sector, and this resulted in a increase in the number of primary, secondary school and higher education enrolments. This increased enrolment in all sectors has resulted into an increased demand for jobs to accommodate the growing number of youth graduating (ROR: 2002). Again, because of poor education and curriculum systems, the skills acquired by the youth from these education institutions do not match with skills demanded on labour market. Youth employment in Rwanda has been worsened by declining demand for labour in labour markets and an unsuccessful job search due to lack of information pertaining to the available jobs on labour markets (ROR, 2005).The youth remain

uninformed on where they can trace information pertaining to jobs on the labour markets and this forces them to enter into the informal sector with low vulnerable incomes. Thus, this research seeks to investigate the process the youth under go while searching for jobs in the labour markets.

### **1.3 Relevance and Justification of the Study**

Youth unemployment rate in Rwanda and Nyarugenge District in Kigali City in particular is very high. The country has a high population growth rate of 2.9%, which could bring the population to 16 million by 2020 if this rate is maintained. The population is very young with an average age of about 21 years and about 60% of the population being less than 18 years old. The employment situation in Rwanda is characterized by a deteriorating labour market situation due to a number of factors among which public service restructuring and the privatization of government enterprise in which many people especially the youth and women who are most vulnerable have lost their jobs because of lack of required skills. There has been reform in education system and this has increased the number of youth graduates on labour market. Even though education system has changed, the skills the youth acquire from educational institutions don't match with labour market conditions.

Due to increasing rate of unemployment especially women and the youth due to lack of skills and lack of information concerning available jobs on labour markets, the country has created employment policies with Employment Commission to deal with employment problems in the country. Therefore, this research is relevant to the government of Rwanda in way of understanding the difficulties youth meet in searching for employment while trying to design appropriate strategies to address employment problems in the country. To the world of academia, this study adds to the existing literature concerning job search among the youth. Moreover, as a student at ISS, research is a prerequisite for the award of Master of Arts in development studies.

The researcher was guided by research objectives and research questions

## **1.4 Research objective and research questions**

The main objective of this study is to analyse job search process followed by youth in Rwanda.

### ***1.4.1 Specific objective;***

- To identify the forms of job search processes followed by the youth in Rwanda;
- To find out the problems youth encounter in finding employment in Rwanda;
- To suggest practical recommendations and suggestion that can improve youth employment based on the job search findings relevant to Rwanda.

### ***1.4.2 Research questions***

1. What are the forms of job search processes being followed by Youth in acquiring employment in Rwanda?
2. What are the problems that youth meet in finding employment in Rwanda?
3. What should be done to improve job search processes and employment problem among the youth in Rwanda

## **1.5 Research methodology and sources of data.**

Consistent with the researcher's commitment to maximizing context sensitivity and access to local perceptions and critical stand points-the study adopted a largely qualitative, interpretive/hermeneutic research strategy (Crossely and Vulliamy: 1997).

The research was generally qualitative, based on both primary and secondary data. The study adopted a descriptive and analytical approach. It described the process followed by the youth in searching for employment and examined the alternatives available for youth employments in Rwanda. Analytically, the researcher analysed channels used by youth in getting jobs and compared them with the realities that were revealed from the ground.

### ***1.5.1 Sample size and sampling procedures***

The ideal practice in a research is to obtain information from the entire population. This would ensure maximum coverage of population concerned in the study. However, due to inadequate resources, it was not possible to investigate the whole population; a sample was therefore deemed necessary.

Using purposive sampling method, respondents presumably to have clear and enough information about the channels followed by the youth in getting employment were consulted.

To avoid frustrations and sentiments of unemployed youth group, I purposively selected 10 youth employees from the private sector and 10 employees from public sector who had previously joined employment service so as to properly understand the physical and socio-psychological processes they followed in acquiring jobs they occupy. For the comparison of ideas, 10 unemployed youth were approached and examined about how they are searching for jobs, the period they have spent looking for jobs, their changing expectations, academic skills and working experiences for better understanding why they have not secured employments.

For better understanding what the government is doing or planning to improve the job search processes of the youth and employment strategies in Rwanda, I selected 2 officials from the Ministry of labour, 2 officials from the Ministry of youth and 1 official from national youth council and interviewed them. Thus, the sample size of the study totalled to 35 respondents. The selection of 30 youth respondents that were interviewed fell in age range of 15-35 years old as being stipulated by Rwandan constitution of 2002 determining who the youth are.

### ***1.5.2 Research techniques***

#### **A. Interviews**

To obtain primary data, it was imperative to interview 35 respondents. Using interview guide, the researcher interviewed 10 employees from the public sector and 10 employees from the private sector and investigated the ideas they have about physical and socio-psychological processes they underwent in searching for



jobs. Again, using purposive method, 10 unemployed youth were selected and interviewed and this group of people was able to express the approaches they followed in searching for jobs, and the problems they are facing. To know what the government is doing or planning for youth employment in Rwanda, 2 officials from the Ministry of labour, 2 officials from the Ministry of youth and 1 official from the youth council were also interviewed. Semi-structured interviews each lasting for up 30-45 minutes were conducted. The interview questions varied in form and emphasis depending on the interviewee but were based on the research questions identified above. Where necessary, prompts were included, for example, around the nature and scope of job search process although these were used as a starting point for informants giving me their views about job search process. Following the qualitative tradition (Davies: 1997), a largely open-ended interview schedule was used to guide the discussion. The interview schedule was purposefully designed to enable informants to express themselves freely and to raise their own issues and concerns relating to job search process.

The interview helped the researcher in studying the attitudes, values, beliefs and motives the youth have in as far as job search is concerned. Interviews were conducted in English, but in some cases Kinyarwanda was used, with the interview transcripts later translated into English.

### **B. Desk study**

For secondary data collection, a desk study was used. The study concentrated on secondary data from different sources, but mainly from ISS library, official government documents from Rwanda related to the issue under investigation, Internet sources, reports and other relevant sources were also consulted.

## **1.6 Scope and limitations of the study**

This research focuses on the youth who seek for employment in white collar jobs, and who have above average levels of education in Rwanda taking Nyarugenge District in Kigali-City” as a case study. Due to time constraint and limited resources, the study could not cover the whole Country, the research was conducted in Nyarugenge district in Kigali- City.

Nyarugenge district being among three districts that make up Kigali-City was considered because:

- Nyarugenge district is situated in the centre of Kigali-city where most of the business activities, government administrative offices and non governmental organization offices are situated. The district is presumed to be having relatively developed infrastructures such as road networks, organised settlement and more accessible to communities and this facilitates job seekers to stay around with their relatives while trying to secure information pertaining jobs.
- Nyarugenge district was chosen because the district is presumed with high youth unemployment rate compared to Gasabo and Kicukiro districts that also make up Kigali-City and it is within this district where we can find many job seekers with all facilities like newspapers/media, and other related sources that can assist the youth in securing employment opportunities.

Concerning the limitations, the researcher encountered several challenges. These problems included;

Bureaucratic tendencies from interviewees especially government officials was the most problem that was encountered. Making appointments with the respondents proved to be time consuming and took most of the researcher's time. However, to overcome this, several appointments were made and this prolonged the time of data collection than the earlier estimated time. Again, with the covering letter from ISS stating the aim of the research, many respondents started welcoming me and spared 30-45 minutes for discussion

Language barrier hindered the progress of data collection. This is because most of government documents are prepared in French. Irrespective of the problems faced, however, the data collection went smoothly because some friends of mine assisted in translating some useful related documents from French to English.

As admitted by Samer and Bennel (2001, p.7) that "there are usually serious problems with the way in which individuals are selected and traced, which means that these samples were biased and not truly representative of the overall population of the youth under investigation". However, with the sample size presented above, it became easy to study the job search process of the youth

mainly by looking at more successful young people with a view that the problems they faced would be everyone's.

## **1.7 Conceptual and analytical frameworks**

Job search, unemployment, underemployment, unemployment duration and self-employment are the key concepts on which this research rotates on. The analogous and differing ideas on job search and employability presented by different scholars and organizations were critically conceptualized. In analyzing youth job search process in Rwanda, different theories such as job search theory, human capital theory and labour market segmentation theory were predominately used. These theories presented in chapter two played a tremendous role in understanding youth job search process in the context of Rwandan situation.

## **1.8 Organization of the research**

This research is organized into four chapters. Chapter one clearly portrays an overview of what this research aimed at finding out and how to do it. It includes the general introduction that explains Rwanda's employment status, statement problem of the research, the aim of the research, its objectives and research questions of the study. It also indicates the relevancy of the study, scope and limitations of the research, and it also highlights the research methods and the techniques employed in collecting the required data.

Chapter two deals with the conceptual and theoretical framework. This part presents in length and explains the concepts used according to different scholars and the researcher's views. This chapter concentrated on the related concepts like: Youth, employment/job search, unemployment, unemployment duration and underemployment. This section also includes major theories that explain clearly the linkage to the problem under the study. Theories like; Job search theory, human capital theory and labour market segmentation theory were used to explain the job search processes followed by the youth in trying to secure employment in Rwanda.

Chapter three is the engine of this research. It presents data analysis and interpretations. It is introduced by presenting the profile and the structure of the case study district. It clearly shows how data was analysed in relation to research

questions, the aspiration and expectation of the youth, willingness of the youth to take up employment, factors contributing to youth unemployment in Nyarugenge district, and the ways considered for promoting employability among the young people in Rwanda. Chapter four gives the conclusion based on the findings, focusing on research questions and objectives of the study and the recommendations drawn based on problems the youth encounter in job search process in Rwanda.

## **Chapter 2**

# **CONCEPTUAL AND THEORETICAL FRAMEWORK**

### **2.1 Introduction**

This chapter presents different school of thoughts viewing job search processes being followed by the youth. It covers concepts like; the “youth”, unemployment, underemployment, unemployment duration and informal economy/sector. It describes the job search theory being followed by youth in getting employment. The chapter also indicates the importance of human capital theory in as far as job search is concerned. Labour market segmentation theory is applied in this chapter and it shows how jobs can be obtained or lost in a segmented labour markets.

### **2.2 Conceptual framework**

#### ***2.2.1 Job search***

Job search can be viewed as a process of information gathering. During the search, the job seeker collects information on the job offer distribution and on the most successful job search strategies (Fernandez et al., 2000). In job search process, job seekers can influence the search outcome by putting more or less efforts into the job search or and by choosing among several search methods. Using a nice analogy, Osberg (1993) compares job search process to fishing where the choice of location and lure helps to catch the big fish.

#### ***2.2.2 Youth***

According to the United Nations, the standard definition of youth comprises of people aged between 15-24 years old. However, the concept of youth varies from one community to another, depending on customs and traditions, social behaviour and location (Curtain, 2001). In Rwanda context, the constitution defines youth as the people aged between 15-35 years old.

### ***2.2.3 Unemployment***

The concept of unemployment refers to the number of people who during the survey week had no employment but were available for work and were actively seeking jobs. The broad definition of unemployment in many developing countries omits the condition that the unemployed ought to be actively seeking employment (O, Higgins: 2001).

In some developing countries, unemployment may include those who were willing to work. However, some people particularly the educated youth may become unemployable due to unrealistic demand for high wages that are above the current market rates. This renders them voluntarily unemployed while others may be considered as voluntarily unemployed not because they are not willing to work but because their fruitless search for work have resulted to discouragement hence they opt to withdraw from the labour market (ILO:1991)

According to Sorkin (1977) as cited by Wambui (1999), unemployment is said to occur when persons of working age who are able and willing to work find no work. Hidden is term used to describe those persons who want employment but are not actively looking for work because they think that their search would be fruitless. Those in hidden unemployment who are also to be the discouraged workers are mainly teenagers and women who are generally under less economic pressure than adult males hence they do not persist in seemingly futile job hunt Thus, they end-up accepting work in informal economy and doing other illegal activities that can sustain their living.

### ***2.2.4 Unemployment Duration***

Unemployment duration refers to the amount of time that an individual remains unemployed. Bosworth et al. (1996) and Sloman (1991) cited by Laura (2005) argues that duration of unemployment depends on the size of the stock of unemployment and the rate of the flow and outflow from the stock of unemployment. The large the stock of unemployed, the longer the duration of unemployment will be (ibid). Sources of inflows to the stock of the unemployed include people who loose their jobs. Outflows are made up of graduates getting new jobs (or returning to their old jobs) and university trained employees flowing

out of the labour markets such as retirees, those who give up looking for jobs and those who die.

### ***2.2.5 Underemployment***

Unlike unemployment, which may be measured by simply counting the number of those without work, underemployment is not easy to measure since there is no single standard way of measuring it. However, some of the ways in which it can be measured involving considering the surplus labour, number of workers, number of hours worked, low wages and the number of those desiring to work more. One may also consider the degree to which the skills available are relevant to the demands in the labour markets (Streeten: 1973)

According to the ILO definition, underemployment is said to occur when persons are employed but only part time because there is not enough work to keep them occupied full time and also when they work full time but have poor levels of education, lack of infrastructure facilities and other complimentary resources so that they do not produce to their maximum. It is further defined as a condition in which “a persons ‘employment is inadequate, in relation to specific norms or alternative employment, account being taken of his occupational skills (training and work experience)”, (ILO:1976:33). There are two major forms of underemployment that can be distinguished namely visible and invisible. A person is said to be visibly underemployed when there is not enough work to be done while invisible underemployment is said to occur when a person is underpaid or under-utilised due to an inability to fully exercise all his or her skills in his or her current occupation the symptoms of which are low industrial and individual productivity (Werneke: 1979:142).The unemployed people continue searching for productive jobs that can make them earn their living.

### ***2.2.6 Reservation Wage.***

In labour economics, the reservation wage is defined as the minimum wage that the individual is prepared to accept; he/she continues searching until a wage in excess of the reservation is offered. The individual arrives at his/her reservation wage by trading off benefits of continued search for higher wages employment against costs in terms of lost income (Mortensen:1986). An individual’s

reservation wage may change over time depending on a number of factors, like changes in individuals over all wealth, changes in marital status or living arrangements, length of unemployment, and health and disability issues (McCall: 1970).

### ***2.2.7 The school-to-work transition***

The concept of the school-to-work transition is a recent development, associated with change, waiting and uncertainty. It is a period where the individual leaves formal education to join the labour market, which can occur at any level of schooling. The school to work agenda embraces many long-standing issues concerning schooling, employment and training. Does unemployment damage young people? Do sub-minimum wage increase youth employment and training? Is vocational education economically beneficial? Do internal markets make it hard for young people to find work? (Richard. B. Freeman and David A. Wise 1982; Albert Rees 1986; Paolo Garonne and Paul Ryan 1991). These issues are considered now days as part of a single process, the school-to-work transition, defined typically as the period between the end of compulsory schooling and the attainment of fulltime, stable employment ( OECD: 1998).

The school-to-work transition can be successful in so far the young person is able to gain employment, which is the overriding aim for young people once they leave formal education. In developing regions like, in Africa and Rwanda in particular, employment possibilities for young people are often restricted to the informal sector, which dominate the labour market since there are few opportunities in the formal segment of the economy (Nwuke:2002).

The possibility of skill biased changes in labour market demand, driving in particular from a fall in the substitute ability of less for more skilled workers in the production technology, features prominently in explanation of increased differentials in pay (Levy and Murnane: 1992). By itself, a skill biased trend should have improved youth outcomes, as their relative education attainments have risen strong. But skill comprises experiences as well as education.

The school-to-work transition is marked by high mobility, both between jobs and between employment and jobless (Lynn A. K et al., 1995). The cause of youth mobility is disputed. The orthodox interpretation looks to a symmetric



information. Workers and employers are assumed to know what they themselves have to offer, but to be imperfectly informed about the price and the quality of offers facing them, and to obtain information about those attributes by search and matching, irrespectively. As young workers lack experience, the return to their investment in information is greater (Donald O. Persons: 1991). However, as more often is the case in Rwanda, the transition from school-to-work is unsuccessful such that the youth are not able to find employment.

### ***2.2.8 Informal economy***

The Fifteenth International Conference of Labour of Statistics (15<sup>th</sup> ICLS) resolution ILO (2000) defines the informal economy by using the enterprise as a unit of measure engaged in the production of goods and service with primary objective of generating employment and incomes to persons involved rather than profits. These units typically operate at low level of organization, with little or no division between labour and capital as factors of production on small scale. The labour relations are mostly based on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantee. In the informal economy, there are some informal employments that are being done by people (ILO: 2002). The ILO report on Decent Work and Informal Economy has defined these informal employments as: “own account workers and employers contributing to formal sector enterprise, contributing family workers, irrespectively of whether they work in the informal or formal enterprises; employees with informal jobs in the informal and formal sector, paid domestic workers in the household sector, members of informal sector producers’ co-operatives and persons engaged in own account production of good for own final use by household (e.g. subsistence farming, do-it-yourself construction of own dwelling) (ILO:2002).

Much of the new employments created in recent years are located in the informal economy. It is here that young people often have the only possibility for employment, since the entry barriers are generally lower than in the formal economy. Also, flexible and exploitative nature of employment relations in the informal economy implies a relatively high turnover of the workforce. In as much as young people are disproportionately presented amongst job seekers, one

would expect a correspondingly high proportion of young people amongst informal economy (O. Higgins, N; 2003).

## **2.3 Theoretical framework**

### ***2.3.1 Job Search Theory***

One of the major tasks of the labour is to coordinate information of signals between employers and their potential workforce (Ehrenberg and Smith: 1997). Matching workers and employers is difficult task because workers have varying skills and preferences about the type of job; jobs differ in requirements and working environment; and obtaining information both about the jobs and potential employees is costly.

In neo-classical economics, human capital oriented job search theory, the unemployed person searches for a job in order to maximise his/her utility. In the searching process he/she chooses job search intensity and the reservation wage (Devine and Kiefer, 1993).

The duration of the unemployment spell or the probability of finding a job is determined by the probability of receiving a job offer and the probability of accepting it. The probability of receiving a wage offer is determined by the base arrival rate of offers (for example, in the regional labour market situation), the unemployed or underemployed person's personal characteristics such as skills, age, education and the unemployed person's search efforts (Gorten, 1993). The job search effort may also vary with time. The unemployed might decrease their search efforts when the spell of unemployment increases (discouragement, loss of hope in finding a job), and they might increase their search efforts when their eligibility for unemployment benefits is ending or they are becoming an unacceptable burden on their family (Jones, 1988).

The theory of job search uses the tools of sequential statistical decision theory for the workers problem of finding a job in a decentralized labour market. Information on vacancies and wages associated with them are considered as imperfect (McCall, 1970). Viewing the process of acquiring information as costly is an important contribution of the economics of information and job search theory. Because the job search is costly, an unemployed person has to seek an

optimal strategy which maximizes the present value to his future returns. Besides, since the markets are imperfect, job offers are not immediately available. This explains the variation in unemployment duration in job search framework (ibid).

Since the pioneering work of Stigler (1962), job search theory has been widely used in labour market theory. Pissarides (1979) develops a search model in the presence of an employment agency. The most important feature in his idea is that two alternative job search methods are possible-random search and search via an employment agency. The author shows that encouraging random search, that is searching jobs not through employment agencies would increase the overall matching rate. Hall (1979) argues that there are no intermediaries, that is job searchers and employers approach other directly. He further more, relaxes the assumption of constant separation of job search and job-finding rate. He proposes the existence of an efficient job-finding rate, gives the natural employment rate where job search in labour market is determined by forces of demand and supply.

It has been pointed out by several researches (e.g., Layard et al, 1991; Osberg, 1993) that the economic models of job search are static models in their assumptions about the likelihood of job acceptance or offer. However they do not detail the job search process. As Narendranathan and Stewart (1992, pp.1) point out, “there has been relatively little analysis of the necessary process of looking for work”. Layard et al. (1991) suggest that the search process can be conceived as involving three stages: (1) collection of information about job vacancies, (2) for a vacancy learned of, a decision of whether to apply for the job or no, and (3) (in general) accepting the job offer of any job applied for (given the assumption that people commonly apply for jobs of which they know the wage in advance.

Burda and Profit (1996) argue that ‘people do not search for vacancies only in their area of residence but can search in other districts as well’. In this model, distance becomes an important factor affecting the job search efforts especially the vulnerable youth and women who don’t poses the resources to facilitate them to travail such distances searching for jobs in different regions of the country. (Burdett and Mortensen, 1998) show that in the presence of the on-the job search the dispersion of wages could arise even if all workers and firms are

similar. The cost of job search can be considered as the opportunity cost of leisure and spending on the search process. It can be assumed that the costs are a positive function of the search intensity.

If there were no limits on continuing the search while having accepted an offer, the reservation wage of a person would be equal to his/her alternative income from unemployment benefits. But if a person cannot continue the job search after having accepted an offer, he/she may be willing to reject some jobs that pay more than the unemployment benefits in order to find a better job (Gorter, 1993).

Holzer (1988) has developed a job search model that relates to the choice about job search method and intensity to the expected cost and effectiveness of search methods. He posits that the unemployed individuals maximise their utility by choosing a reservation wage (the minimum wage at which they will accept a job), search method and intensity. Holzer also argues that another important factor in determining job search behaviour among those who wish to find employment (or change jobs) is the financial gain if employment is found. The incentives to look for work are weakest where welfare entitlements are high relative to the wage that a job seeker can expect to receive (i.e. the replacement rate is high). From the employer's perspective, finding suitable employees can be expensive. The recruitment strategy used is likely to vary according the type of job, the costs of making a poor hiring choice, the local labour market conditions and the institutional arrangements influencing job search behaviour.

It is customary to divide the channels through information about job opportunities is obtained into two categories-formal and informal (Norris: 1996). Formal information networks include public and private employment agencies, newspapers; journal advertisements, and increasingly the internet. Informal information channels include job notice boards posted on the business premises, and information gathered from friends and relatives.

Job search methods can also be described in terms of level of pro-activeness. The more proactive search method include; answering a newspaper job advertisement; checking notice boards or signs on an employer's premises; contacting employers to find out if there is a job going; advertising or tendering

for work; or starting a business and becoming self-employed. A third way of describing job search behaviour is in terms of the intensity of search. This has variously been measured as the number of contacts made (Blau and Robins 1990; Holzer 1988); the time spent using search methods (Holzer 1988); and the number of search methods used (Bóheim and Taylor 2002).

Studies have consistently found that informal networks are important means of finding employment (Granovetter: 1995). An influential hypothesis concerns the “strength of weak ties”, in which it is argued that having ties with persons in networks distant from oneself enables one to access the resources of that network, for personal gain (Granovetter 1973, 1974).

Blau and Robins (1990) argue that individuals who search for new jobs while working are, on average, more successful at finding jobs than otherwise similar unemployed searchers. There is evidence that the resources available to an individual’s network also matters. Specifically, status attainment research in the United States finds the employment and occupational status of the people in individual’s informal network, and what type of job status they have, are likely to affect the quality of a job found through informal channels (Lin :1999).

On the demand side of the labour market, Holzer (1988) suggests that employers regard referrals from employees as more informative and reliable than direct application and use them as relatively cheap screening and signalling mechanism. Rees (1966) argues that employers only refer capable workers to ensure that their own reputation with their employer is not tarnished, and suggests that good jobs are usually found through informal networks and personal contacts. In this study, the theory of job search is very vital since it answers questions related to: forms/methods of job search, the job search intensity and the personal characteristics of individuals involved the job search process. Therefore, the application of job search theory in this paper was helpful in analyzing the methods the youth apply in searching for employment and understanding the employment status of the youth in Rwanda, factors that tend to slow down adoption in the job search process and how they handle the situation of job search.

### ***2.3.2 Human Capital Theory***

Human capital is an economic term that encompasses the abilities, skills and knowledge embodied in a person. The use of this concept in the economics literature has largely been confined to the role of human capital in determining wages in the labour market and more generally to its contribution to productivity and economic growth (World Bank:2005). Human capital theory states that knowledge increases an individual's cognitive capabilities, leading to more a productive and efficient potential activity. Human capital is not only the result of formal education, it also includes experience and practical learning (Davidson and Hanig: 2003).

Human capital can be thought of in different ways. Begg, Fischer and Dornbusch (1994:198) defined human capital as “the stock of expertise accumulated by a worker. It is valued for its income-earning potential in the future”. In fact, human capital is often viewed as an individual's marketable productive abilities, talents, know-how-in short, and a person's quality as a producer or service provider in the market. This enables a valuation of human assets in terms of present and future money earnings. However, given a broader view, human capital can be defined as much more than that, encompassing an individual's skills, flair and knowledge in non-market activities as well as paid employment. Such activities include non-paid work for the household or voluntary group; and increased consumption benefits arising from the investment. An individual's stock of human capital depends on overall quality or well-being, not simply future earnings. Whilst utility does not have measure, that does not render it insignificant.

Given imperfect knowledge about present and future costs and benefits, people of necessity invest resources to gather process and interpret information. They spend time and money, searching for information about educational and job market opportunities. Employers also incur search costs to identify and gather information about potential employees. Advertising and selection costs may be significant in perspective time (Allsopp, 1995). Since the youth don't possess the required skills and experiences as demanded by employer, during the selection process, they are eliminated.

New information about job prospects elsewhere may lead to expenditure on mobility, an important form of investment in human capital. The costs of relocation, the move to a different locality, are met in the hope that existing skills will be employed at higher earnings; or that there will be better opportunities to acquire new skill. The migration of people, whether from rural to urban environments or from one nation to another, has been an important engine of evolutionary change through historical time, although actual compulsion has been an important feature historically. Geographical mobility may often have very psychic and monetary costs but the hope for those making an investment choice is the expected gains will outweigh the costs (Allsopp, 1995). Human capital in terms of educational attainment also impacts job searching. Those at college or higher tend to be recruited by companies at higher rates than those with lower education attainment. Ports (1993) found that over the period of 1970 to 1992, the usage of newspapers advertisements increased and the usage of public employment agencies decreased among job seekers. This was due to the increase in education attainment over the same period of time.

According to human capital theory, the education acquired by a young person will be remunerated in terms of earnings, with higher wages reflecting higher productivity resulting from more advanced levels of education. Education will also determine the ability to participate in the labour force, not just the level of wages (UNESCO: 2005).

From the human capital theory perspective, one would not be wrong to argue that education and training are the most pillars of productivity and economic growth. Thus, investing in the people especially the youth through quality education will consequently raise the opportunity for employment and employability of the youth in the near future in the labour market. Given the fact that the youth are most vulnerable with low skills and experience required in labour markets, employing human capital theory in this study, assisted in analyzing questions related to skills imparted by education which would facilitate them in searching jobs related to their qualifications.

### ***2.3.3 Labour Market Segmentation Theory***

Institutional and labour market segmentation theories rely on well-established economic thought and neoclassical logic. They begin with the assumption that institutions (such as unions and large enterprises) play an important role in determining who is to be hired, fired and promoted and how much they are paid. Institutional theories also begin with the assumption that labour markets are segmented in certain ways. And while each labour market segment function according to neoclassical theory, it is difficult for workers especially the youth to pass between these segments (Anker, 1998).

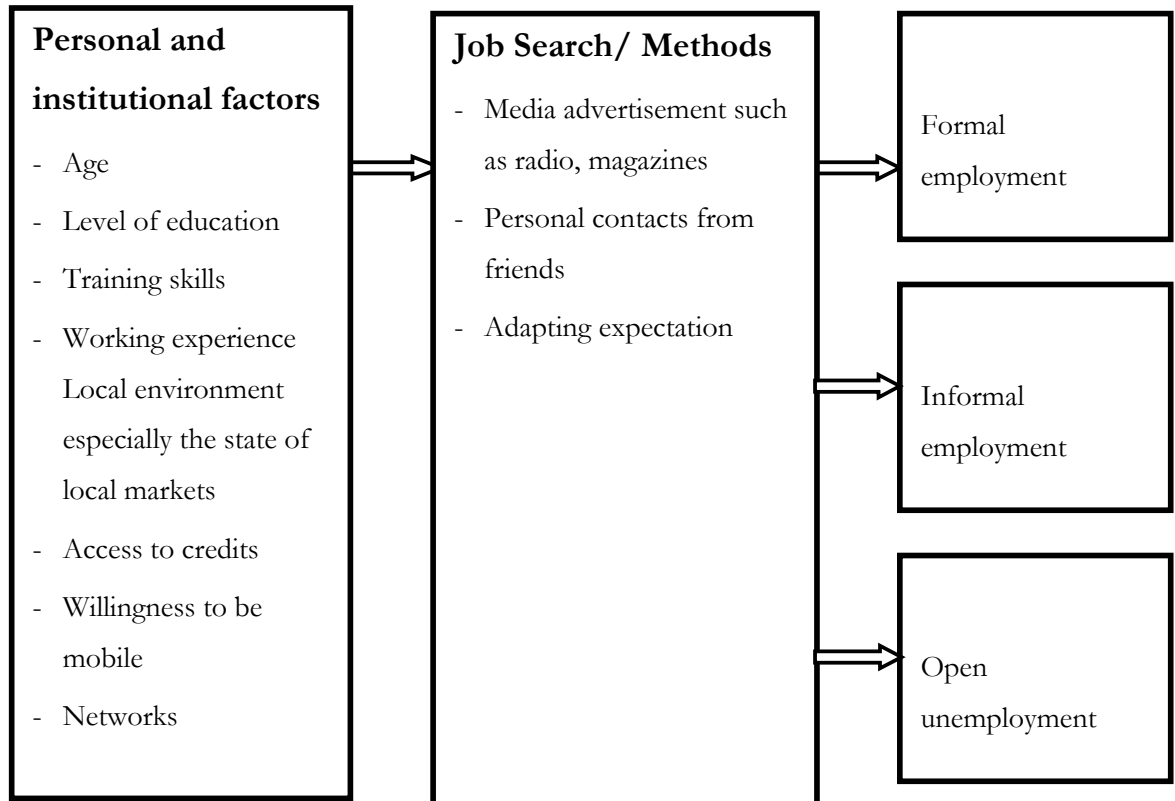
The best known labour market segmentation theory is dual labour market theory (Doeringer and Piore, 1971). It distinguishes between a “primary” sector and a “secondary” sector. Other labour market segmentation theories divide the labour market into “static” and “progressive” jobs (Standing, 1978) and “formal” and “informal” sectors (ILO, 1972). Labour market segmentation according to Anker (1998) is useful for understanding occupational segregation by sex, since it stresses the existence of segmented labour markets and occupations. Mille as quoted in Smith 1994 points out that “social, occupational and geographical barrier as impediment for the mobility of workers from one part of labour market to another. Such barriers include; social class, race, sex, skill levels, education or a division or a division between town and country”. According to the theorist perspective, the disadvantaged people especially the youth and the women; tend to be confined to limited occupation. In this research therefore, labour market segmentation theory was applied in analyzing questions pertaining to sectors of the economy do the youth seek for jobs and the difficulties experienced by the youth as a particular vulnerable segment based on limited experience they have in the labour market.



## 2.4 Analytical framework

This section addresses the analytical framework. The diagram below was developed as a guide in the analysis of data to explain the findings in relation to research questions.

**Figure 1**  
**The Design of Analytical Framework**



Source: Author's own analytical framework.

As illustrated by arrows in figure 1 above, youth employment in Nyarugenge district depends on personal and institutional factors such as the level of education, work experience and the training skills. Youth employment opportunities are also influenced by conditions in the labour market. If the state of economy is favourable and conducive, Job search process of youth by either media advertisements or personal contacts becomes fruitful in both formal and informal sectors of the economy.

## **2.5 Conclusion**

To examine youth job search process in Rwanda, some of the theories discussed above were used in the analysis part of this paper. It is argued that job search process cross-cuts various perspectives of the theories stated in this chapter. Therefore, three theories seem to be more relevant in Rwandan context in as far as job search process is concerned. These three theories were used in the analysis. The application of these theories helped in understanding deeply the situation of youth job search process in Rwanda especially Nyarugenge district being the central focus of the capital city (Kigali). The education system in Rwanda prepares the youth for the acquisition of “white collar jobs”. Moreover, the skills acquired from this kind of education do not correspond to the conditions in the labour market and this calls for labour market segmentation based on work experience and skills. Consequently, due to low numbers of available jobs, a small number of youth can be absorbed into formal economy. This state of affairs results in a situation in which there are many youth in the labour market who are competing for very few vacancies in the formal economy, hence aggravating the problem of youth unemployment in the country. Considering youth employment problems in Rwanda, the country has taken into account the importance of education in as far as youth job rationalization is concerned by developing its human resource and the nation’s economic growth at the same time enabling the youth and the country at large to enter the world of technological competition. It is believed that in the process of developing human resources especially the youth, the issue of supply and demand of the youth in the labour market is put into consideration, and the youth need to well be equipped with professional and technological skills, cognitive capability skills which are desirable in the world of work together with self employment entrepreneurial skills that allow the youth to be employable in all sectors of the economy.

## **Chapter 3**

# **DATA ANALYSIS AND PRESENTATION**

### **3.1 Introduction**

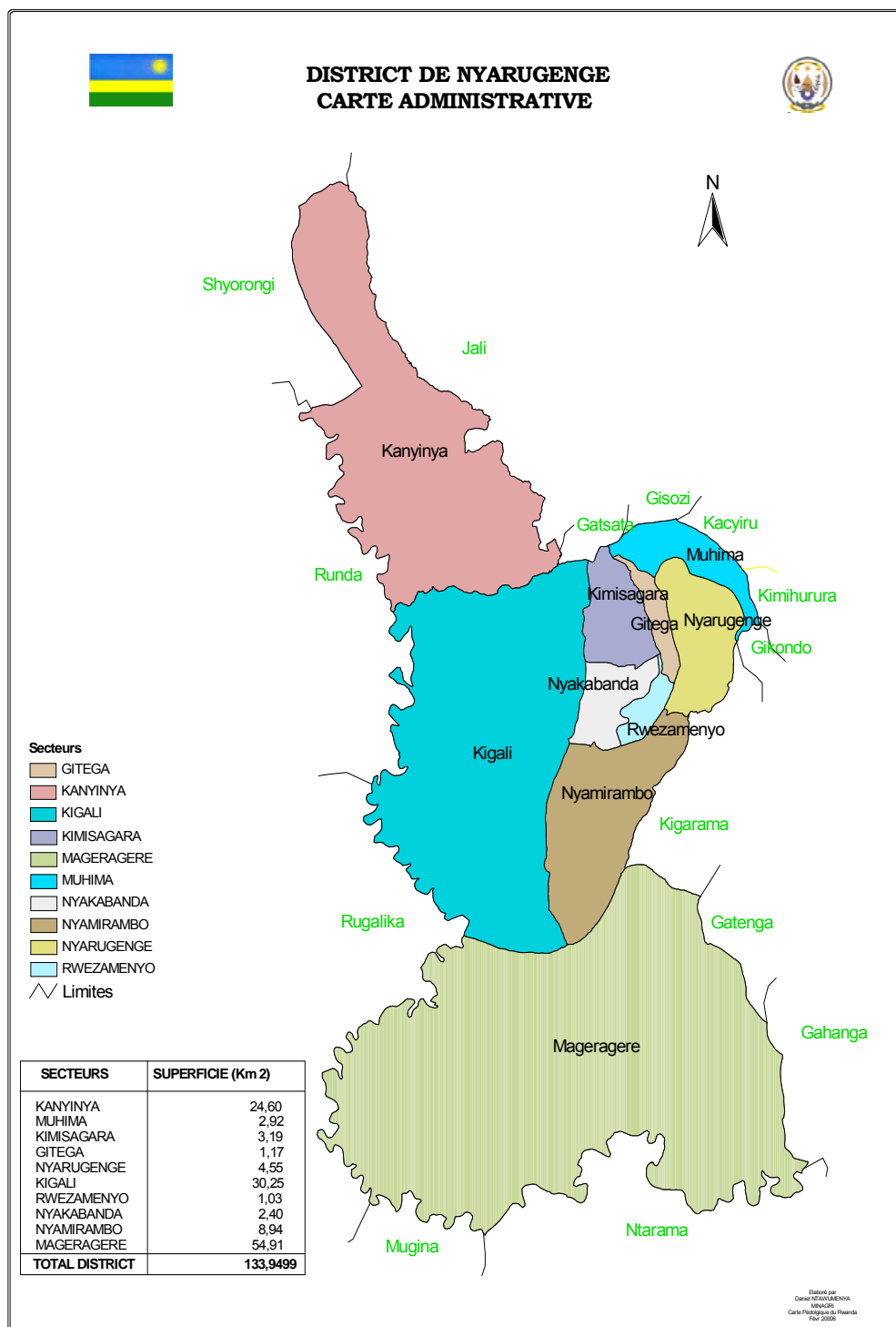
This research is about job search process of youth in Rwanda, specifically concentrating on Nyarungege district whose selection criterion is described in chapter one. This chapter has the objective of determining different forms/or the methods of job search process being followed by the youth in acquiring employment and the problems they meet while trying to look for jobs in Rwanda. This chapter therefore, covers the presentation and discussion of data which was analysed in line with the concepts and theories being used in this study. Qualitative data were analysed and basing on the results, conclusion and recommendations were drawn.

### **3.2 Profile and Structure of Nyarugenge district as case study**

To analyse job search processes being followed by the youth in Rwanda and Nyarugenge district in particular, it is important to give a general background and/or profile of the district. Nyarugenge district is one the three districts that make up the city of Kigali. The January 2006 administrative reform enlarged the size of Nyarugenge district, in terms of population size, square kilometres as well as socio-economic activities. The district constitutes the former districts of; Butamwa, Nyamirambo, Nyarugenge and, two sectors of former Shyorongi district (Plan de Developpement du District/District Development Plan-PDD 2007:33). Nyarugenge district is situated in the centre of City of Kigali (Capital City of Rwanda). It shares borders with Bugesera district to the south, Rulindo to the north, Gasabo and Kicukiro districts to the east and Kamonyi district to the west (PDD 2007:30).

Nyarugenge district is inhabited by estimated population of 266,734 people, settled on a surface area of 133,95km<sup>2</sup> (PDD 2007:52). It is divided into 10 Sectors, 47 Administrative Cells and 355 Villages (Locally called Imidugudu). The district is characterised by commercial activities and administrative offices. It has the biggest business activities in the City of Kigali but in the district suburbs, citizens grow food crops for subsistence.

Figure 2  
Map of Nyarugenge District



Source: Nyarugenge District PDD (2007)

### 3.3 Social-demographic characteristics of sampled respondents

Data about socio-demographic features of the respondents were collected. Information related to age and sex was gathered to determine whether these variables have any influence in the job search process of the youth

**Table 1**  
**Age distribution and sex composition of unemployed youth respondents**

No. of respondents	Age	Sex of respondents		Duration of unemployment (Months)
		Male	Female	
1	21		√	7
2	22	√		9
3	22	√		12
4	26		√	13
5	26	√		13
6	27		√	19
7	28	√		24
8	29		√	32
9	31		√	32
10	33	√		34

Source: Primary data

From the table 3.1, it is shown that the youth seemingly start searching for jobs at an age of 21 years old. This implies that the youth start and finish their education when they are old. As shown in this table, sex was considered to determine whether there is any gender segregation in as far as job search is concerned. From the interviews, it was revealed that there is no any discrimination in the labour market based on sex. In the table 3.1, the researcher was interested also in knowing the duration of unemployment among the youth. As revealed by respondents, it is not easy to determine the duration of unemployment among themselves because by the time of research none of them had secured any job. As depicted from the table above, it is shown that the longest unemployment duration rate was 34 months. As revealed by respondents, unemployment duration is high because they lack working experience, lack of jobs and even family responsibilities especially female mothers. One of the female respondents expressed her concern and said that *“I am a mother of two children. I take care of my children and I can not manage work and home responsibilities”*

According to Rosenthal 1994, the longer the duration of unemployment, the more likely the individual is to find acceptable employment offers. It is argued that individuals gain more information through their search. They may also reduce their reservation wage, and hence effectively broaden the range of acceptable jobs. As revealed by an unemployed male respondent in the interview said “*there is a possibility originally when I get made idle, I do not want to go for another job unless it is going to pay me the same remuneration that I had in the past. However, as unemployment goes on, finances get less and.....*”. But, as Layard et al., 1991 stated, the longer the duration of unemployment, the less employable individuals become because of factors such as loss of motivation and morale.

**Table 2**  
**Age distribution and sex composition of employed youth respondents**

No. of Respondents	Age	Sex Respondents		Duration of Unemployment (Months)
		Male	Female	
1	24	√		7
2	24		√	8.5
3	24		√	10
4	25	√		11
5	26		√	12.5
6	26	√		13
7	27	√		13
8	28		√	14
9	28		√	14
10	28	√		14.5
11	29		√	16
12	29	√		16
13	29	√		17
14	30	√		19
15	30		√	22
16	32	√		24
17	31		√	29
18	33	√		33
19	33	√		37
20	34		√	37

Source: Primary data

In table 3.2, age was considered to determine the age limits of the youth and even to show whether it has an influence in job search process among the employed youth. From the interviews, the respondents noted that age limits their potentials in searching for high and well paying jobs. Many jobs especially senior management jobs require old people with age range 35-55 years old. Since the age limit of the youth is between 15-35 years old, the youth end-up being denied such big posts and hence being discriminated in the labour markets. Concerning whether there is gender discrimination in the labour market, the respondents revealed that the government of Rwanda has done away with discriminatory ideals based on ethnicity, religion or sex and has promoted equality of all people. They argued that the problems they face especially unemployed ones are due to work experience, poor education system, and stiff competition. As show in the table 3.3, the longest unemployment duration was 37 months and as revealed by the respondent the cause was due to family responsibilities.

### **3.4 Job search process/ methods of the youth in Nyarugenge.**

From the interviews held with the youth, respondents revealed that in Nyarugenge district and the country at large, the forms/methods of job search process followed in getting jobs are; newspapers/ media advertisements and asking friends and relatives/ personal contacts. Respondents employed or having jobs reported that they secured their employments using the two methods stated above.

For unemployed youth, they revealed that their main search method is through newspapers. They argue that the possibility of securing jobs through newspapers is significantly higher than personal contacts. Respondents showed that friends and relatives/personal contacts is less likely to leave unemployment than those using media advertisements. Jobs obtained through friends are also less successful if success is to be measured by the duration of employment.

As highlighted by the respondents, the ability to be proactive in searching for jobs depends on access to information networks about the jobs opening. Unemployed respondents responded that their chances of being employed were comparatively less compared to those who became employed because the

employed youth tend to have strong personal contacts with employers and other organizations such as trade union. According to the opinions of interviewed unemployed youth, they revealed that the period of being unemployed affects their prospects very much. They said that five months for them is enough to make them lose their self confidence, feel depressed and to be uncertain about their future. One respondent stated *“youth who have just education and no working experience still do not have that long time of knowing: I am capable in this country”*. Again, the longer a young person is unemployed, the harder to get a job. The period of being inactive affects young people psychologically as well as their ability to get a job.

From the interviews held with respondents, they reported that the job search methods are influenced by the number of hours individuals spend while looking for jobs and the individual characteristics or status. They revealed for instance that being male increases the number of hours spent searching for jobs using different methods. They are found walking from one place to another throughout the whole day. Their female counterparts revealed that they are less likely to spend more time searching for jobs which necessitates them to walking the streets collecting information concerning the available vacancies on the labour market. One of the female respondents said that *“because of my disability and even being lazy, I can not manage to walk around and I just wait for my friends to feed me with information concerning advertised vacancies and if I happen not to come across any friend, then I miss the chance and yet this does not mean that am better off”*. As revealed by respondents, the youth in Nyarugenge district are very much motivated to have jobs and get integrated into different fields of the labour market. As earlier stated in chapter one; what the forms/methods of job search process of the youth in Rwanda, the findings presented in this section directly answer the first research question of this research.

### **3.5 Difficulties the youth encounter in job search process**

There is a remarkable similarity between employed and unemployed respondents in the main difficulties they reported while searching for jobs. The interviewed young employed and unemployed youth, recognized the importance/value of education as one of the key factor for obtaining a good job but in combination



with working experience. The respondents insisted that education is important tool for having more opportunities in the future and getting a suitable job.

Lack of working experience is one of the main reasons put forward by unemployed youth especially the new entrants in the labour market. One of the unemployed person said that *“even though the government of Rwanda prohibited the law demanding working experience as a condition to apply for a vacant post, some employers do still consider work experience as a pre-condition for people to apply for any vacant post”*. Most of business enterprises are profit-oriented and they tend to consider young people who have at least 2-5 years of work experience and with specific relevant education. One unemployed person stressed that *“I don’t know any one to recommend me. Lack of some body to recommend me has stopped me from applying to some vacant posts that require recommendations from applicants”*. Respondents expressed that it is very hard to get any job with out working experience. All respondents interviewed noted that the main problem is to make the first step; *“to get a job, you need experience, but to get experience you need a job”*. Some respondents argued that it would be better if the time spent on the street searching for jobs is considered by employers as the way of obtaining work experience. Thus, many youth end up joining jobs that do not match with their qualifications and which do not also reflect their personal choices. Furthermore, the youth often keep on changing their jobs, searching for better opportunities and incomes. This status characterises the underemployment situation being described in the literature part. However, the mismatch between the labour force and jobs has been identified as one of the reasons for unemployment.

Mendes (1990:28) suggests that in order to reduce unemployment, it is important to *“improve the match between labour and jobs”*. He puts forward two effective measures to improve the mismatch between young employed and jobs available in the labour market, such as social workers’ intervention and enforcement. The first measure relates to the support and counselling of young unemployed on how to write the C.V and job applications. Empowerment as a second measure focuses particularly on expanding opportunities for the young people on their capacity-building, activating and informing them about the available resources. As a result, young people will be able to take charge of

matters that affect them, mainly to use their capacities, qualifications and external resources in order to integrate in the job market (Payne, 2005:301).

As Allatt and Yeandle (1992:30) state that “*entry into labour market and progression through employment careers are shaped by the resources upon which people have, like qualifications, access to information or privileged access through contacts*”. The interviewed employed youth revealed that work practice or experience is a necessary condition for new entrants in the labour market. However, they stated that previous experience at work is not the best criterion in deciding the competence of people in performing any job.

Another factor the respondents highlighted as a problem hindering their search process especially the young unemployed group is the number of documents the candidates are supposed to submit. Basing on the Presidential decree n° 37/01 of August 30<sup>th</sup> 2004 stipulates the documents one should be having for him/her to apply for any vacant post especially in government institutions. A complete file covers; application letter, two notified copies of academic transcripts, C.V, two passport photos, a letter of recommendation from the last employer, a recognised medical certificate, and a criminal record (ROR: 2004). Unemployed respondents revealed that getting a complete file to be submitted is very expensive. They said that for example, a criminal record costs 1500frw, medical certificate 5000frw, notifying academic transcript each 2000frw. One unemployed person said “*am poor, I can not get all that money for getting those documents. I have decided not to apply to any post being advertised that requires a criminal record, medical certificate, passport photos or notified copies of academic transcripts. So am very worried whether I will get any job*”. Reacting on the implication of documentation on the job search process, officials from the ministry of public service revealed that these documents as stipulated in the presidential decree were imposed due to many reasons. For example the criminal record is issued to some body who has not been to prison for six months. Again, these documents stop none Rwandese from entering into the labour market. As earlier stated in the literature review that the youth are discriminated from labour market based on skill levels and education as pointed by Smith in 1994. The findings in this section confirm the problems that people especially the youth encounter while searching for jobs and directly answers research question two of this research.

### 3.6 High aspirations and expectations of the youth

Analysing the expectations of the youth in Nyarugenge district (in-school youth) and first-time job seekers on the one hand and employers who recruit the youth on the other hand provided interesting insights into the process of matching vacancies with younger labour market entrants. In this section, the interviewed youth were asked questions related to; what aspects do young people find most important when they search for their first jobs, what level of wages do young people expect to work for, and what type of business enterprises do they prefer to work for? When asked the youth about the most important job characteristics that they hoped for, however, a marked difference was realised between the sampled groups. In general, the common responses among both employed and unemployed respondents were job security and working for high wages. Unemployed youth revealed that while still at school, they had high expectations and they thought that they would only join jobs paying much wages and even thought that they were on high demand on the labour market. Unemployed respondent said while at school *“I thought that I could not apply for jobs that would not pay me at least 500.000frw. After completing my studies, I started searching for job but failed to secure even the low paying job that would occupy me. The world of school is different from the realities on the world of labour market. Because of frustrations I have encountered, am now ready to join any job irrespective of the wage it offers”*. Among the young employed especially the underemployed, they were searching for interesting and well paying jobs as well as stable jobs so as to maximise their statuses.

Concerning the aspirations the youth had by the time they were at school, when asked the type of business enterprises they would prefer to work for. The youth while at school preferred to work for large multinational companies, government projects, International NGO’s and large domestic private firms that would pay them high wages and make them gain their prestige. Job seekers especially unemployed ones revealed that because of frustrations they have faced while searching for jobs, they are now in position to take any job they can come across. As to gender differences, the interviewed women and girls preferred public sector employment. One woman said that *“I prefer public sector employment because of job security”*. *Because of home responsibilities such as parental care, most of the*

*private companies can not tolerate the number of absenteeism and thus government jobs become more secure to such people with more home responsibilities than any other jobs.* The findings as a whole indicate that many young people have initially high, some times unrealistic and contradictory aspirations. Contrary, the aspirations of employers differ from those of the youth in Rwanda. Employers consider the youth especially young fresh graduates having no work skills and experience and this makes them incompetent for doing any job. Surely, there is a need to be aware of the reality of the labour market on the side of the youth and the aspirations of the youth on the part of employers. This requires more information and better communication. Thus, labour market education guidance can improve the level of knowledge and awareness about the job market on the part of the youth and even the way how they can bear with quicker adjustment to lower wages.

### **3.7 Willingness to move to take up employment**

Ability and willingness to spatially move and take up employment was seen as an important factor underlying the success in finding jobs. This is particularly true for the youth living in Nyarugenge district where there is high competition for the few labour market opportunities available. The lack of ability or willingness to move as revealed by respondents is linked to family responsibilities and lack of social amenities such as electricity, communication facilities in remote areas. As stated by a young woman *“I got a job in Nyamasheke in Cyangugu but I did not join it. I have two kids and I can not go to Nyamasheke and leave behind my family. I would rather remain unemployed than going to Cyangugu where there is no communication network for mobile phones”*. Again, due to communication and transport problems, unemployed youth stated that it is not easy for them to search for jobs in distant places because they don’t have money to make them travel in all regions of the country and this makes them to continuously search for jobs in their region of locality. Similarly, the employed respondents especially males claimed to have had a high degree of willingness to move and take jobs in other areas. However, they highlighted that any future move would heavily depend on the status of the jobs, the salary structure and other benefits being attached to that job.

### **3.8 Factors contributing to youth unemployment in Nyarugenge district**

As suggested by government officials interviewed, there are several identifiable factors influencing youth unemployment. Some of the factors come from the inherent structure of Rwanda's economy and the general characteristics of the youth in the labour market.

#### ***3.8.1 Structural factors***

Throughout the year, the major source of employment opportunity in Rwanda has been in the formal sector. According to the five year plan of 1996/2000, the annual employment rate would grow by 3.2 percent, thus creating about 140,000 new jobs every year on average to absorb the additional labour force resulting from population increase (ROR:2004) . However, due to structural factors, the targets set in the plan were never reached. In an interview with one official in the ministry of public service, he revealed that around 2500-3800 young graduates are entering the labour market annually and not binding with work. In the same discussion, he argued that a maximum of 1200-1800 youth can hardly be absorbed by the formal economy, leaving the rest of the youth jobless or being open to be taken by informal economy which requires no working skills and experience. However, even the few youth who have managed to secure jobs in formal sector, due to Structural Adjustment Programmes (SAPs), the employee retrenchment is still going on in public sector as a strategy being proposed by the government to reduce expenditure? One of the unemployed respondents said that *"I have a degree in history and I have been working as capacity building officer in the ministry of foreign affairs. In 2004 I was retrenched because my academic qualifications were not matching with job requirements"*. Under such SAPs, it becomes impossible for the youth especially those with low educational level and lack of working experience and skills to secure employment in public sector. Hence, leaving the youth more vulnerable to open unemployment. The deterioration of the aftermath of the 1994 war and genocide and persistent recession highlights structural weakness of the economy and its stagnation. Following these events, the worsening economic financial and social imbalances failed to create more employment opportunities to the youth and the public in general. So the only alternative left is that the

government should create conducive climate in the informal sector where optimistically the majority of the population especially the youth and the women might be absorbed.

### ***3.8.2 The imbalance of supply and demand for labour***

Youth unemployment in Rwanda especially in Nyarugenge district as revealed by officials from the ministry of youth and youth council is a result of imbalance of supply and demand in the labour market. Unemployment among the youth in Kigali-City especially Nyarugenge district as pointed out by official respondents is caused by the general lack of demand for labour to allow the young people with no working skills and experience to secure jobs in either in the formal or informal sector. The government official respondents argued that the imbalance of supply and demand for labour is due to increased number of young graduates in the labour market with no working skills compared to the number of jobs available. Furthermore, self employment becomes difficult for young people and this is because the youth lack the necessary basic technical skills that would enable them in getting involved in small business activities. In other words, one would say that there is less demand of employees in labour market compared to high supply of unskilled labour force on labour market in formal sector with increased competition and advanced technology which demands the labour market to be selective, thus, leaving the non skilled and un experienced youth unemployed because they lack the necessary requirements desired by employers. From human capital theory, it is suggested that if one is to be successful in getting a job, he/she should be having expertise knowledge and skills related to that job. Since the findings indicate that the youth especially the unemployed ones lack working skills, then their job search becomes low and thus the job search theory translates itself into reality.

### ***3.8.3 Lack of access to credit facilities and labour market Segmentation factors***

Majority of the youth who could have entered into job creation and income generating projects have failed to start off their own business and this is because they lack access to credit facilities. As pointed out by youth respondents who were interested in setting up their own enterprises, banking institutions require

borrowers to fulfil certain conditions of which the youth can not manage. These conditions state that the client should be at least 21 years old, a well designed business plan, having at least 20-30 percent personal contribution of the capital required from the bank, to be a person of integrity and having a collateral security (ROR: 1998). In addition, as stated in chapter two of this research, the labour market segmentation based on the age and sex factors limit the youth from being eligible candidates for borrowing and this is because most of them complete their secondary education between the ages of 15-17 years. They don't have any prior experience in preparing a business plan nor do they possess any asset such as a house or land to act as collateral security and this limit them from getting a loan from any bank. A female respondent aged 27 years said that *“we are three orphans in the family. Our parents died and left two houses and three plots of land. My elder brother as the heir is the one with full authority on these resources. I can not apply for a loan in any bank because I don't have any collateral security because all properties we possess are registered on our elder brother.”* This statement implies that women and girls are still discriminated against in the succession of resources. The youth who would otherwise become self employed end up remaining idle on the street because they don't have access to credit, hence limiting their potential abilities to start up their own self employment opportunities.

### **3.9 Livelihood strategies among the unemployed youth in Nyarugenge District**

The job search theory used in this research seems to be more developed for richer economies. Under this theory, job search process especially for unemployed people is pro-longed due to existence of unemployment benefits allocated to them. Unemployment benefits given to unemployed people reduce the rate of job searching process especially when a job advertised pays less compared to unemployment benefit. In this section, the researcher was interested in finding out whether the youth in Rwanda especially the unemployed ones would be having other survival strategies that would force them to pro-long their search process or make them meet their ends.

The respondents noted that the lack of formal or regular employment leads to material deprivation and the associated dynamics of vulnerability and

insecurity among the unemployed youth. In order to sustain their livelihoods, unemployed youth have devised a range of strategies. Reacting to the question concerning how they manage the lodging problem, youth respondents revealed that majority of them stay with their relatives. *“Am unemployed but I stay with my sister and brother. Throughout this period of unemployment, the family relatives provide food, transport and other necessities for my upkeep”*. During this period of unemployment as revealed by respondents, they stay with their friends already in service and their survival depends on the will and charity of friends. One of the respondents described her situation as *“my relatives live far away from me however; they help me when I struggle to make ends meet. They send some food and money to me and this money facilitates me in buying some necessities and transporting me while searching for jobs up and down”*. After failing to get a job in formal sector, I resorted to craft making as a way of survival. As stated by female respondent *“I am involved in basket making (agaseke). I make 4-5 baskets monthly. In collaboration with “Gahaya” links, am able to sell them each costing around 25000-30000Frw. With this money am able to pay school fees for my children and pay also house rent”*. Similarly, the unemployed youth recognise the importance of voluntary activities. As one informant revealed *“am doing some voluntary work within UNDP office in Kigali”*. She stated that *“it’s very important as that is where I can get skills to add on my C.V. Though not getting a recognised pay, I know am investing or sacrificing for the long run. Coupled to working skills I acquire from volunteering activities at the end of the month, the organization gives me 85000Frw for transport. This offer assists me in meeting the ends”*.

Resorting and allocating full time to church activities is another way of unemployed youth towards their survival. From the interview with unemployed youth, it was revealed that sometimes churches assist young people in meeting their ends. One of the respondent stated that *“I have been unemployed for twelve months. I applied for many jobs but I have never succeeded and I feel am discouraged. Because of frustrations I have resorted to devote my full time to church activities. My church “Victory” has been assisting me in paying house rent, giving me food and other necessities and has even promised me a job in the near future”*. This implies that voluntary religious affiliated activities can be a source of subsistence. In chapter two, it is argued that the unemployed people receive unemployment benefits from their respective countries. Similarly, because of weak economy, the government of Rwanda can



not manage to raise unemployment benefits to her unemployed people. In line with the findings presented in this part, the unemployed youth come up with different survival strategies which are almost related to unemployment benefits allocated to unemployed people in rich countries with richer economies. However, the adopted livelihoods strategies as stated by respondents do not cause any delay in as far as job search process is concerned as unemployment benefits do.

### **3.10 Promoting employability for young people in Rwanda**

#### ***3.10.1 Strengthening employability through education, Training and Vocational Guidance and Counselling***

Even though, increased labour demand would assist reduce the lack of jobs for young people, it would do little to reduce the relative disadvantage of the youth in comparison with the adult population. Neither would it address the fact that large groups of young people in Rwanda have poor education background that offers poor skills that do not match with the skills required for productive working life (ILO: 2000). This minimises their chances to find decent work, and this consequently increases their likelihood to be affected by poverty. Thus, action is needed on the supply side as well, through strengthening the employability of the youth.

Employability, in this sense covers the skills, knowledge and competencies that enhance a person's abilities to secure and retain a job, progress at work and cope with the changes, secure another job if he/she so wishes or has been laid off, and enter more easily into labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills including team work, problem solving, information and communication technology and language skills, learning to learn skills and competencies to protect themselves and their colleagues against occupational hazards and diseases (ILO: 2002).

Apart from education, pre-work training such as internships also has a critical role to play in strengthening young people's employability. However,

training systems in Rwanda encounter problems. Training is treated as a low priority issue and it is being under-funded. Training is frequently still perceived as a once-and-for-all investment at the beginning of working life instead of life-long learning where skills are constantly upgraded and expanded cases implemented in formal institutions distant from the world of work, and curricula are frequently obsolete and detached from labour market needs. As a result, youth face serious problems making their school-to-work transition more difficult. The informal economy, employing many young people, is often neglected by training institutions, while many poor youth can not afford to abandon their informal activities to take up lengthy training courses in specialised centres (ILO : 2003).

Indeed, there is a growing realisation of the need for profound reforms. Increasingly, it is accepted that life-long learning emphasising the acquisition of core skills relevant to a wide variety of jobs as well as learning how to learn is central for preparing young people to find jobs in tight labour markets and to adopt to the continuously changing exigencies of the economy. Training systems need to become more flexible and responsive to such changes and strengthen their links with the workplace. Integrating education with on-the job learning may greatly facilitate the school to-work transition. Also, training systems need to increase their role in enabling informal workers to participate in skill improvement (Ibid).

Vocational guidance and labour market information also play a strong role in assisting and orienting young people. Since many of the youth lack working adult role models, their only source of career advice is from school based schemes. Both government job centres providing vocational guidance and labour market information can play an influential role in helping young people to choose their career or to find jobs. Improved knowledge about labour market opportunities- the nature and the location of employment, wages and working condition and assistance in using information are vital to improved labour operations. Labour market information usage by skilled guidance counsellors can help to increase the quality and quantity of job matches between employers and job seekers reduce the spells and duration of unemployment and generally increase the efficiency of the labour market operations (UNECA:2005)

### ***3.10.2 Youth Entrepreneurships: Opportunities, Quality and Expectations***

Within the framework of potential efforts and strategies to boost and rationalize jobs for young people, entrepreneurship is increasingly accepted as the only means for income generation for young unemployed people. As traditional job-for-life career paths becomes rarer, youth entrepreneurship is regarded as the only way of integrating youth into the labour market and overcoming poverty despite widespread failures (Ryan: 2003).

With the current demand for labour being too low to absorb all the young people who want or need to work and with the traditional career paths that the older generation have followed rapidly disappearing, youth entrepreneurship is increasing posited as an alternative way of integrating youth into the labour market and overcoming poverty. Young people, it is argued, given the absence of employment opportunities in the existing organizations, can take their own fate into their hands by creating their own employment. Apart from addressing the problem of low labour demand, youth could in this way also contribute to strengthening the dynamism of national and local economies (ILO: 2000). Young people should be put in position to consider self-employment or entrepreneurship; this needs to be encouraged by simplifying procedures; by providing financial and other start-up support to young entrepreneurs; and by ensuring that there are public services and facilities in place to provide training and/or advice and support such as establishing business networks for starting and developing business plans (Ibid). Following human capital theory argument, an individual to be successful in the labour market, he/she must be having productive abilities, talents and the know-how. Since the youth lack practical skills, there is a need for integration of entrepreneurship education at an early stage, in school curricula would be a good example of how youth organizations and schools could cooperate more. Following this line of argument, the ministry of commerce, industry, investment promotion, tourism and co-operatives (MINICOM), ministry of youth (MINIYOUTH), ministry of education (MINEDUC) and private sector federation could work hand in hand and come up with appropriate programmes that can assist young people in generating self-employment and small enterprise opportunities.

### ***3.10.3 The internship program***

Internship programs and entry wages that are below average wages are another way to give young people a chance to work. Many employers are reluctant to employ young people without experience. Working for a period with lower wages could give young people a chance to demonstrate their competencies and acquire new skills through learning- by-doing (Sarr: 2002).

As revealed by government officials, the government of Rwanda has introduced internship with an objective of assisting the youth in searching for jobs especially the fresh graduates from universities. The program incorporates youth graduates into government ministries, government parastatals and other projects attached to the government institutions for a period of six months. The aim of the program is to give the youth a sense of self-discipline and assist them to acquire the capacity to analyze and solve problems through training and real-life experience. It is also designed to enhance the youth eligibility to enter labour market on completion by providing an environment for work experience, work ethics and giving them better ideas about career guidance and issues related to self-employment and the importance of associations in as far as business development is concerned. Other objectives of the program include; providing the youth with an opportunity to develop technical skills through participation in development of projects and also providing the youth with the opportunity to have full contributions to the general improvement of the living conditions of Rwandese ( ROR : 2007). As revealed by participants involved in internship, the program helped them in gaining working experience which assisted in developing their career path as well as enhancing human capital for employment and their employability. However, since the program is for only six months, then this presents another worry whether the internees are likely to acquire enough skills that could assist them in searching for jobs. As revealed by the participants in the program, the mentors because of jealousy and fear to be replaced by internees in the near future, they under-feed the internees with the appropriate working skills.

### ***3.10.4 Development of vocational training centers /schools.***

The essence of the vocational training centers in Rwanda is to train the post primary youth in practical skills which would assist the youth to become self-

employed. The Rwanda Workforce Development Authority (RWoDA) has been given the mandate to co-ordinate the activities of the training centers (ROR: 2007). This institution was established by the government with the view of enhancing human capital to enable the youth find gainful employment. Official respondents from the ministry of public service recognize the importance of RWoDA in as far as youth job search is concerned. They argued that the institution has helped in developing market driven courses by providing information which training institutions can base design leading to the preparation of training modules that respond to the changes in labour market. Reacting to the importance of RWoDA, one of the youth employed respondents said *“I graduated from Kigali Institute of Science and Technology, faculty of engineering. I started looking for jobs and spent 18 months on the street. One friend of mine proposed to join RWoDA so as to get practical skills and after spending 10 months in this organization, I started now applying for jobs and I immediately secured one in fair construction company”*. As far labour market information system (LMIS) is concerned as stated by official respondents RWoDA is expected to help match industrial requirements with relevant skills supply, there by addressing the current problem of skills between what is produced by technical and vocational education and training institutions and what is needed by labour market. In an interview with one official from the ministry of public service, she stressed that skills development at vocational level is very crucial if a country is to develop. To achieve this, a systematic approach has been adopted. A demand-led competency-based curricula has been developed with active participation from industry practitioners. Thus, RWoDA is in line with human capital development, the institution transforms the theoretical knowledge acquired by educated youth especially those in technical higher learning institutions into practical knowledge and this in the long run will reduce the intensity of job search process of the youth.

Since the youth especially the unemployed one lack adequate skills, from human capital development perspective, RWoDA’s intervention as expressed by official respondents in skills development programs would be hands-on away from the traditional theoretical knowledge passed on by education institutions. Thus, it is likely expected that a critical mass of the youth and women who are

considered as the most vulnerable will acquire up-to-date skills relevant with today's increasing competitive world and hence easing their job search processes.

### **3.11 Conclusion**

Data in the analysis indicate that job search process is fraught with difficulty for most young people due to their inadequate preparation for job market. This is mostly as a result of the low quality and unsuitability of education and vocational training, worsening economic situation, combined with a lack of working experience. The youth especially the first-time job seekers are the most disadvantaged group compared to employed and currently unemployed youth but who have been in service and this calls for improvements in vocational and technical training systems. The youth especially the unemployed job seekers voiced their doubts about being able to find suitable employment. Unemployment duration usually takes thirty six weeks or above. As revealed by respondents, unemployment duration is long mainly because there are too few jobs and moreover the youth lack working experience and skills as required by employers.

The youth in Nyarugenge district appeared to rely on media job advertisement and personal contacts/friends as the major forms/methods of their job search. Since there is no any employment agency that can assist the youth in collecting information pertaining vacancies in the labour market, they rely only on information from newspaper advertisements (such as "*imvaho nshya*", new times), radio and personal contacts. However, newspapers are the most common method being used in searching for jobs in Rwanda.

As EICV2 (2007) survey shows, very few young people can hardly be absorbed by the formal economy, leaving the rest of the youth eventually being open to be taken by informal economy by adapting to their expectations which requires no working experience and skills, there is a need to strengthen youth employment opportunities through change of education system that corresponds to the conditions required in the labour market, development of entrepreneurship, and establishment of special youth credit fund that could assist the youth especially those who seem not to be having collateral securities

that would allow them get loans from banking institutions in starting up their own businesses and become job creators other than being job seekers.

From the data presented in the analysis section, the following chapter gives a summary of the findings of the study and finally indicates suggestions and recommendations to the government and Nyarugenge district in particular on ways how youth job search can be improved so as to reduce unemployment problem among Rwandese youth.

## **Chapter 4**

# **CONCLUSION AND RECOMMENDATIONS**

### **4. 1 conclusion**

This chapter presents major findings from the analysis concerning job search process of youth in Rwanda taking Nyarugenge district as a case study. The research was undertaken to find out the job search process that is the methods the youth apply in searching for jobs in Rwanda. In order to define the parameters of the research, three research questions were developed. These research questions helped the researcher to at the following results;

The research findings from the sampled respondents revealed that the main job-search method being followed in searching for jobs is by using direct methods/new papers' advertisements/media and personal contacts . The majority of jobs as stated by youth informants are generated from newspapers' advertisements followed by personal links. The research shows that the ability to be active in searching for jobs depends on the better access to social networks giving access to job openings. Youth unemployed respondents revealed that their chances of getting jobs are relatively less compared to current or former employed ones. The reason advanced is that those already employed have high strong personal contacts with employers and other organizations like trade unions that play a big role in the recruitment.

One of the research objectives of this research was to investigate the problems the youth encounter while searching for jobs. The research finding indicate that many of the obstacles experienced by youth in the job search process could be as a result of the short comings in the education and training system in Rwanda and work experiences. For example, the opportunities for training before entering the labour market are few and the quality of training offered is generally low. The skills being taught in many learning institutions and vocational and technical schools don't match with the requirements demanded on the labour market.

The findings show that the youth especially the new entrants in labour market are not hired because they lack working experience. Since there has been



no any institution in Rwanda that would offer work experience to the youth related to the job vacancies on the labour market, unemployment duration among the youth especially female mothers with home responsibilities tends to be long. Unemployment duration has been identified as an indicator for the growing problem among the Rwandese youth in searching for jobs. Majority of the youth due to lack of working experience as expressed by respondents spend a long period of time between 1-4 years and over without securing any job.

The research findings revealed that a number of documents being required by public sector employers as being stated in the Presidential decree n° 37/01 of August 30<sup>th</sup> 2004 limits the job search process of the youth especially the unemployed ones. Since getting this complete documentation as stipulated by the decree requires a huge amount of money which the unemployed can not afford, and many of them have been frustrated and have resorted to searching for jobs in insecure informal economy whose entry condition do not require them to meet such conditions. The data showed that the documents stated in the presidential decree were imposed specifically to minimise the number of people who have been implicated in crimes and stopping none Rwandese from flooding into the labour market.

Another interesting finding is that of local environment especially the state of local market being important in explaining job-search method. As Pissarides: 1990 states, the demand side of the economy influences the job search process. He argues that whether methods such as newspaper and information from friends will create a match between an unemployed work and an unfilled vacancy depends on the aggregate labour market conditions within the labour markets.

He further argues that the effectiveness of these methods is influenced by the conditions in the local labour market but not the amount of effort applied by the job seekers. The low-social economic status in Rwanda with an adverse labour demand shock in Nyarugenge district has raised the local unemployment rate especially the youth and women and the lower probability that individual youth in Kigali would obtain jobs through media and friends or relatives. Thus, if the youth are to be successful in their job search process, the local labour market conditions need to be favourable so as to raise the demand for more employees by employers in the labour markets.

## **4.2 Recommendations**

### ***4.2.1 Education and training***

The findings indicate that young people joining the world of work direct from school are circled with lack of relevant training skills and work experience. The education system in Rwanda seems not to be demand driven and focuses more on formal education, consequently causing over supply of unskilled people in the labour market. With this kind of education system, it becomes difficult for young job seekers to search for jobs in the labour market. This is because the skills acquired by the youth from teaching institutions do not correspond with the skills required on the labour market. Thus, if job search process of the youth is to be improved, there is a need to change the teaching system and the learning institutions should render capability skills that match with the skills demanded on the labour market. The education system should prepare and improve the youth's skills by integrating them into labour market through internship and apprenticeship programs. These programs are hoped to prepare the youth and make them more acquainted to the world of work and hence overcoming the problem of competition being caused by lack of working experience and can be employable in the labour market. If training institutions are to render quality education and up to date skills that facilitate youth employment opportunities, there is a need to evaluate the skills offered by these training institutions. Thus, the ministry of education in collaboration with the ministry of public service and the private sector federation should set-up standard measures of evaluating the qualifications and see whether the skills and qualifications being offered are relevant to labour market conditions.

### ***4.2.2 Special credit youth program***

Labour market segmentation based on age and sex affects the youth negatively especially when it comes to accessing credit services from banking institutions. As stated in the analysis, the youth can not access the loan because of age factor. Secondly, the youth especially young girls do not have collateral securities such as house, land or any other asset. This is because most of the assets are registered in the names of their husbands or their brothers or parents. Thus, the youth are

denied the chance of borrowing money from lending institutions so as to start their own businesses. In as far as job creation is concerned; the government should create a special revolving fund to assist the youth to reduce the problem of labour market segmentation. Also, getting finance for a start-up business is a particular challenge for young entrepreneurs. One solution to this constraint as revealed by official respondents was the initiation of a group based lending through microcredit- a mutual support, which was developed to target young people who wish to start their own business. Thus, for proper implementation and monitoring systems, the ministry of finance and economic planning (MINECOFIN) in collaboration with the ministry of commerce, industry, investment promotion, tourism and co-operatives (MINICOM), ministry of youth (MINIYOUTH), ministry of local government (MINALOC), ministry of public service and labour (MIFOTRA) and youth council at the national level should intervene in the monitoring of the bank and see whether the youth are benefiting from having access to credits and become job creators other than being job seekers. Thus, youth's access to credit would serve as a positive role model for young people, and in particular, as an opportunity for unemployed youth in Rwanda and Nyarugenge district at large.

#### ***4.2.3 Amendment of the laws***

The findings suggest that youth job search process in Nyarugenge district and Rwanda in particular is lowered by the number of documents candidates are required to submit to the employer as stipulated in Presidential decree no 37/01 of August 30<sup>th</sup> 2004. The youth especially the unemployed ones incur a lot of costs in trying to get those documents and this reduces their job search intensity especially in organisations that require these documents. Thus, the government should amend this decree. Or else, these documents should be asked to the candidates after the completion of recruitment process. With these changes in the Presidential decree, it is more likely that youth job search process will be improved because they will be having many alternatives and hence improving their job search efforts. As stated in the analysis part, these documents were put in place to reduce the number of criminals within employment service and to minimize the entry of non Rwandese in the labour market. The official

respondents revealed that due to globalization, Rwanda has been integrated into the common market of eastern and southern Africa (COMESA). With this economic integration, the youth will be encouraged to search jobs for even outside Rwanda. However, with economic integration and withdraw of these documents highlighted in the presidential decree are likely cause overflow of non Rwandese who are more skilled and knowledgeable and will out compete Rwandese and hence accelerating the problem of unemployment among the young people.

#### ***4.2.4 Establishment of employment agencies***

The findings indicate that youth in Rwanda search for jobs principally through media advertisements and personal contacts/ friends. As indicated by respondents, there is a general lack of employment agencies which would assist youth in searching for jobs. As discussed in chapter three, sometimes the youth especially the poor and those staying in rural areas get information when the deadline is over. Employment agencies would assist the youth normally in collecting information pertaining to available vacancies in the labour market, employment and job search counselling, training and the sharing of information. The role of employment agencies is often not given adequate attention by policy-makers. The youth especially the unemployed ones, who are more likely than adults to lack information, need to know about job opening and employment opportunities, and employers need to know about the availability and quality of labour supply. Thus, there is a need for the government in collaboration with private sector to create such agencies in the country so as to facilitate the youth in their job search process. Even though the country has come up with employment policy covering both women and youth alternatives of employment strategies, there is general lack of data pertaining the status of demand and supply on the labour market. Thus, there is a need to create and maintain an effective labour market information system (LMIS) that would assist in collecting data concerning on how people get prepared for work (skills development), search for work and work (skills utilization), and what results (welfare and economic growth). Labour market information system is likely to help the ministry of finance and economic planning, ministry of youth, and ministry of public service

and labour with its partners in the formulation and implementation of an effective employment policy that would influence employment patterns with a view of improving productive employment of labour force. Hence, improving the school-to work transition of the youth and their job search process.

#### ***4.2.5 Promoting youth self-employment in the informal economy***

The youth after failing to secure jobs in formal economy which requires long working experience and the skills which the youth especially new entrants in labour market do not possess, they resort to searching for employment in the informal economy where wages are low and labour regulations are not respected, putting many of them in precarious positions than formal sector. Jobs created in this sector are characterised by low levels of productivity, low levels of technology and skills, very low and irregular incomes, long working hours, poor if not hazardous working environment and highly unstable payments. Informal economy has been thought as an alternative for unemployed youth who have failed to get integrated into the formal economy. It is therefore, important that training programmes that combine skills development and employment creation strategies in the informal economy need to be imparted to the youth so as to increase their chances in searching for jobs even in informal economy. Due to the difficulties the workers in informal economy meet, there is a need for simplifying but not down scaling the regulatory framework for doing business, improving transparent and consistent application of rules and procedures and reducing transaction costs and improving the enforcement of legislation to promote greater compliance.

#### ***4.2.6 Job search assistance***

As consequence of unmet aspirations, skill mismatch and the barriers in the labour market, some youth as seen in the analysis, stop actively searching for jobs. In this situation, job search assistance (JSA) could help to encourage such people through improving motivation and the match between the skills of young unemployed people and the vacancies available in the labour market and thus increase the efficiency of the labour markets (Martin: 2000). JSA would include

activities like writing applications and curriculum vitae, and preparing them for interviews.

To sum it all, the application of the recommendations stated above can not alone lead to effective and successful youth job search process in Rwanda. Thus there is a need to create conducive favourable environment that facilitate high economic growth leading to high investments, thus increasing the demand for more labour force. Labour market reforms should be emphasised so as to make labour markets conducive and to improve the productivity of labour force through skills development.

## References

- Allatt P. and Yeandle, S. (1992) *Youth Unemployment and the family, Voices of Disordered Times*, Routledge: London and New York
- Allsopp, Vicky (1995) "Investment in People" In: *Understanding Economics*. London: Routledge, PP. 382-406.
- Anker, R. (1998) "Theories and Explanations for Occupational Segregation by Sex". In *Gender and Jobs. Sex Segregation of Occupation in the World*. Geneva: ILO, pp. 14-37
- Böheim, R. and Taylor, M.P. (2002) *Job search Methods, Intensity and Success in Britain in the 1990s*, *Economics Working Paper 2002-06, Department of Economics*, Johannes Kepler University, Linz, Austria.
- Burda, M., and Profit (1996) "Matching across space evidence on mobility in the Czech Republic", *Labour Economics*, 3, 255-278.
- Burdett, K., and D.T. Mortensen (1998) "Wage differentials, employer size and unemployment", *International Economic Review*, 30(May), 257-273.
- Crossly, M and Vulliamy, G (Eds) (1997) *Qualitative Education Research in Developing Countries*, New York, Garland
- Curtain, R. (2001) *Youth and Employment: a Public Policy Perspective*.  
<http://curtain.customer.space.net.au/pdf/youthpol.pdf> Accessed on 09/06/2008
- Davidson, P., Hanig, B. (2003) *the role of social and human capital among nascent entrepreneurs* journal of business venturing, 18, pp. 301-331
- Davies, L (1997) *Interviews and the Study of School Management: An International Perspective*, in M. Crossley and G. Vulliamy (1997), *Qualitative Education Research in Developing Countries*, New York, Garland
- Devine, T.J, Kiefer, N.M (1993), "The Empirical Status of Job Search theory", *Labour Economics*, 15 1, pp.3-24
- Donald O. Persons (1991) "Giving Young People a Good Start: the Experience of OECD Countries", in *preparing Youth for the 21<sup>st</sup> Century: the Transition from Education to the Labour Market*. OCED: Paris, pp.7-86.
- Doeringer, P. and Piore, M. (1971) *International Labour Market and Manpower Analysis*. Massachusetts: Health Lexington Books

- Ehrenberg, R.G. and Smith, R.S. (1997) *Modern Labour Economics: The Theory and Public Policy*, Addison-Wesley, New York.
- Fernandez, R., Castilla, E.J., Moore, P. (2000) *Social Capital at Work: Net works and Employment at Phone Centres*. American Journal of Sociology 105, 1288-1356
- Gorter, D., Gorter, C., (1993) *The Relation between Unemployment and Social Safety Net during Transitions to a Market Economy: Evidence from the Czech and Slovak Republics*, William Davidson Institute Working Paper No 169. pp 47
- Granovetter, M (1973) *The "strength of weak ties"*, *American Journal of Sociology*, 78 (6); 1360-80.
- (1974) *Getting a Job; A study of Contacts and Careers*, Harvard University Press London.
- (1975) *Getting a Job: A study of Contacts and Careers*, 2<sup>nd</sup> edn, University Press, Chicago.
- Hall, R.E. (1979), "*A Theory of natural unemployment rate and the duration of employment*", *Journal of monetary economics*, 5, 153-169.
- Holzer, H.J. (1988) "*Search methods used by unemployed youth*", *Journal of Economics*, Cat. No. 2052.0, ABS Canberra.
- International Labour Organization (2002) "*Who is in the Informal Economy and Why is it Growing?*" [Decent Work and the Informal Economy. Report VI for the International Labour Conference, 90<sup>th</sup> Session](#), 2002, Geneva: International Labour Office.
- International Labour Organization (2002) "*Compendium of Official Statistics on Employment in the Informal Sector*", Geneva, International Labour Office.
- International Labour Organization (1976) *International Recommendations on Labour Statistics*, Geneva, International Labour Office
- International Labour Organization (1991) *Social-Economic Aspects of Youth Unemployment in Asia and the Pacific*. New York: United Nations
- International Labour Organization (2000) *Improving Prospects for Young Women and Men in World of Work.-A Guide to Youth Employment*, ILO, Geneva.
- Jones, S.R.G (1988) "*The relationship between unemployment spells and reservation wages a test of search theory*", the quarterly journal of Economics, no 4 vol 103, pp.741-7565.
- Kieffer, N.M (1988), "*Economic duration data and hazard functions*", *Journal of economic literature*, 26, 649-679.



- Kieffer, N.M., and G.R Neumann (1979), “*An empirical Job search model with a test of the constant reservation wage hypothesis*” *Journal of political economy*, 87(1), 89-108
- Laura Aloyce Maro (2005) *An Assessment of University Graduates Unemployment Problem: Gender Context, University of Dar- es- Salaam Case Study 1997-2001*, ISS, The Hague.
- Layard, R., Nickell, S., and Jackman, R (1991) *Unemployment: Its Social Psychological Macroeconomic Performance and the Labour Market*. Oxford University Press.
- Levy, Frank and Richard J. Murnane (1992) “*The Youth Labour Market in the Eighties: Determinants of Re-Employment Probabilities for Young Men and Women*” *Rev. Econ. Stat.* 71:pp.37-45.
- Lin, N. (1999) *Social Net Works and Status Attainment: Annual Review of Sociology*, 25:467-87
- Lynn A.K., David.W. and Paul Ryan (1995) “*Where do Young Workers Work? Youth Employment by Industry in Various European Economics*” *Brit. Inl. Ind. Rel* 24:1, pp.83-103.
- Martin, J.P. (2000) “*What works among active labour market policies: evidence from OECD countries’ experience,*” *OECD Economic Studies*, No. 30, 2000, 1.
- McCall, J.J. (1970) “*Economics of information and job search*”, *Quarterly journal of economics*, 84,113-126
- Mendes Sh. P. (1990) “*The politics of Unemployment in Sweden and Canada;* Stockholm University, International Graduate School
- Mortensen, D. (1986) *Job search and Labour market analysis. In O. Ashenfelter and R. Layard, (Eds.), Handbook of Labour Economics*, Amsterdam, North Holland.
- Narendranathan, W., and Stewart, M.B (1992) *Influences on the Job Search Behaviour of the Unemployed*. Mimeograph, Warwick University.
- Norris, K. (1996) *The Economics of Australian Labour Markets*, Longman, Melbourne.
- Nwuke, K. (2002) “*Youth and Employment in Africa*”, *Paper presented at the Youth Employment Summit, September 7-11, 2002, Alexandria, Egypt*.
- Nyarugenge District (2007) “*Plan de Developpement du District de Nyarugenge (District Development Plan), 2008-2012*, Kigali, Rwanda.
- O, Higgins, N. (2001) *Youth unemployment and Employment policy*. ILO, Geneva

- ...(2003) *Trends in the Youth Labour Markets in Developing Countries and Transition Countries, Social Protection Discussion Paper Series No 0321*, Washington , the World Bank.
- OECD, (1998) “*Getting Started, Settled in: the Transition from Education to the Labour Market*,” in OECD Employment Outlook, June 1998. Paris: OECD, PP.81-122
- Osberg, L. (1993) *Fishing in Different Pools: Job Search Strategies and Job-Finding Success in Canada in the early 1980s*. Journal of Labour Economics 11,348-386
- Payne, M. (2005) *Modern Social Work Theory*, Oxford University Press, Second education Press..
- Pissarides, C.A. (1979), “*Job Matching with State Employment Agencies and Random Search*” Economic journal, 89,818-833.
- Rees, A (1966) *Information Networks in Labour Markets*, American Economic Review, 56(1/2): 559-66
- Republic of Rwanda (2005), *integrated policies for economic development*, Ministry of Finance and Economic Planning, Kigali
- Republic of Rwanda (1997), *Poverty Reduction Strategic Paper*, Ministry of Finance and Economic Planning, Kigali
- Republic of Rwanda, (1999), *Vision 2020*, Ministry of Finance and Economic Planning, Kigali
- Republic of Rwanda, (2004), *Youth Employment and Human Resource Development*, Ministry of Public Service, Kigali-Rwanda.
- Republic of Rwanda, (2002), *Population Census*, National Institute of Statistics, Kigali-Rwanda
- Republic of Rwanda, (2007) *National Employment Policy*, Ministry of Public Service, Kigali-Rwanda
- Republic of Rwanda, (2007) *A Five Year Action Plan for Youth Employment Promotion*, Ministry of Public Service, Kigali-Rwanda
- Rosenthal, L. (1994) *Labour Market transition following redundancy: An Approach with time-varying variables*. Applied Economics, 26, 409-416.
- Ryan, C., (2003) *Youth Enterprise Development Strategic Paper* by Commonwealth Secretariat.

- Samer, AI-Samarrai and Bennel, P (2001) “*Where have all the education gone in Africa? Employment Outcomes among Secondary School and University leavers Brighton*”, UK; Institute of Development Studies, University of Sussex,  
<http://www.ids.ac.uk/ids/pvty/pdf-files/AFRICAREPORT-Text.pdf> Accessed on 3/05/2008.
- Sarr, M. (2000) “*Youth employment in Africa: the Senegalese experience*” Background Paper No. 3, UNO-ILO-World Bank Meeting on Youth Employment, New York, 25<sup>th</sup> August 2000
- Sloman, J. (1991), *Economics, Landon and NewYork*: Harvester Wheat Sheaf Prentice Hall.
- Smith, S, (1994) “*Human Capital*” In *his Labour Economics*, 119-194, London: Routledge
- Streuten, P. (1973) “*A critic of Concept of Employment and Underemployment*” in Jolly *et al.* (eds). *Third World Employment* Harmondsworth. Penguin Books Ltd
- UNESCO (2005) *Global Education Digest 2005- Comparing Education Statistics across the World*, UNESCO Institute of Statistics, Montreal
- United Nations (2002) *Youth Employment in the ECA Region, Paper presented by the United Nations Economic Commission for Africa for the Youth Employment Summit*, Alexandria, Egypt, 7-11 September 2002.
- UNECA (2005) *The Economic Report on Africa-2005-Meeting the Challenges of Unemployment and Poverty in Africa*, Economic Commission for Africa, Addis Ababa.
- Van Den Berg, Ficher, G., and Dornbusch (1994) “*The Effect of Changes of the Job Offer Arrival Rate on the Duration of Unemployment*” *Journal of Labour Economics*, 12(3), 478-498
- Wambui Mwai, Mary (1999) *Youth Unemployment in Kenya: Facts, Causes and Interventions*, ISS, The Hague.
- Werneke, D., and Broad field (1976) “*A need-Oriented Approach to Manpower*: in David H Freeman (eds) *Employment Out Look and Insight 137-148*, Geneva, International Labour Office.
- World Bank (2005) *World Development Report: A Better Investment Climate For Everyone*, World Bank, Washington.
- <http://www.frbsf.org/publications/economics/lettres/2002/el2002-35html> Accessed on 25/05/2008

# APPENDICES

## Appendix 1: Guiding Questions

1. Background information
2. What is your marital status?
3. What is your level of educational?
4. At which age did you start working
5. What is your working experience?
6. What do you understand by job search?
7. For how long did take you to secure a job
8. Methods used in job search processes

Method

---

Media (news paper advertisements)

---

Through friends, relatives contacts

---

Contacting employers directly

---

Employment agency

---

Self employment

9. How much did you invest in job search effort?
10. What are the major problems do you encounter in finding jobs?
11. How can job search processes be improved?

### **Interview guide for top officials from ministries (Ministry of public service, Ministry of youth and youth national council)**

1. What are the causes of youth unemployment?
2. Why does the youth take long period time to secure jobs?
3. 1.6. Which methods are being used by youth in finding work?
4. What are the problems the youth encounter in looking for jobs?
5. How can job search process be improved?