FACTORS THAT DETERMINE YOUTH UNEMPLOYMENT IN RUBIRIZI TOWN COUNCIL, RUBIRIZI DISTRICT.

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i

Declaration

I **BYARUHANGA SADAM** registration number **17/U/5144/BEE/PE** hereby declare the work embodied in this research report with the exception of references, citations and ideas is my original work, and to the best of my knowledge and belief, any other student of this university or any other institution has never submitted it for any degree award.

SIGNATURE …………………………….

DATE   ………………………..

Approval

This is to certify that the research entitled "FACTORS THAT DETERMINE YOUTH UNEMPLOYMENT IN RUBIRIZI TOWN COUNCI, RUBIRIZI DISTRICT" has been conducted under my supervision as a University supervisor. It is original and ready for submission.

SIGNATURE: ………………………………….

NAME: MADAM NANKABIRWA CAROLINE
                SUPERVISOR

DATE: ……………………………………

Dedication

I dedicate this research work to my beloved mum Nalumansi Aidah, and our great family friends mama sumaya Kasese, Busingye Edidah and **HESFEB** (Loan scheme) which gave me the financial support throughout my academic studies at Kyambogo university, my friends who were very instrumental in the preparation of this research report, TASO Mulago staff, all the respondents and my supervisor who gave me guidance. May the Almighty reward you abundantly.

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TABLE OF CONTENTS

List of Figures

List of tables

ABBREVIATIONS AND ACRONYMS

ILO- International Labour Organization

UBOS- Uganda Bureau of Statistics

UN- United Nation

ECA- Economic Commission for Africa

MDPI- Multidisciplinary Digital Publishing Institute

MoGLSD- Ministry of Gender, Labour and Social Development

GDP- Growth Domestic Product

UG- Uganda

FY- Financial Year

UNECA- United Nations Economic Commission for Africa.

IQ - Intelligence quotient.

COVID-**19 -**Corona Virus Disease of 19.

SPSS -Statistical packages for Social Scientist.

SMS   -Short Message Service

ABSTRACT

Youth unemployment has been among the major problems not only to Rubirizi District, Uganda government but worldwide and policy makers have not been considering it as serious socio-economic problem. With high poverty rates in the country most of the families have high expectation of their children to find jobs and contribute to the family development. This study intended to examine the factors that determine youth employment in Rubirizi town council, Rubirizi District, Specifically, the study examined the effect of youth's attitudes towards work on youth unemployment in Rubirizi town council, and it examined the effect of education level on youth unemployment in Rubirizi Town council, it was also intended to determine the effect of Non-cognitive skills on youth unemployment in Rubirizi Town council. The online questionnaire was used through sharing the links to collect data and the researcher was able to get all required responses from the youth within 5 days.

From descriptive analysis, out of 155 youth interviewed, 78.06% were unemployed and only 21.94% were employed. The results from descriptive analysis indicated that about bout **83** of the youth who participated in the study had stayed in the surveyed area for over 10 years, **33** of the youth who participated in the study had stayed in the surveyed area between 6 and 10 years, and **20** of the youth who participated in the study had stayed in the surveyed area between 1 and 5 years, and few of them (**19**) had stayed in the surveyed for less than 12 months.

A bout **63%** of the youth interviewed were male, and **only 37%** of the youth interviewed were female. **56.13%** of the youth interviewed were not satisfied with the present education system, **36.77%** of the youth who participated in the survey were partially satisfied with present education system**, 3.87%** of the youth responded that they were satisfied, and only **3.23%** of the youth were very satisfied with the present education system.

All the non-cognitive skills considered in the model like Inter-personal skill, Communication skill, Person's dependability skill, Self-confidence skill, Persistence skill have a positive effect on the logit, though they are all statistically insignificant since their respective p-values are greater than

0.05. The findings revealed that, all youth's attitudes towards work examined were statistically insignificant and the coefficient of not interested in volunteering to secure a job (0.0752) shows a negative relationship. This implies that youth are were not interested in volunteering to secure the future jobs. On addition the coefficient of Starting own business being better than having a job (0.2319) showed a negative relationship as well. This implies that youth had no plans of starting their own business.

It is clear that measures to overcome youth unemployment in Rubirizi Town council are required. The following recommendations were made:

- Youth should have positive attitudes towards work in order not be negatively looking at self-employment experience, and should start by volunteering in order to gain work experience and once employed have to focus on high work performance before demand of high payments. However, Government should intervene to finance the youth through project creation and setting up more industries which may increase employment opportunities in Rubirizi town council.

- Youth should aim at acquiring high level education in order to have all requirements for the available jobs, However youth also suggested that there should be creation of vocational training institutions, this can be achieved by Government through reforming education curriculum in both secondary and vocational schools to emphasize income generating activities through entrepreneurial skills development, increased investment in industries as well as curriculum to be invested in to emphasize knowledge base. This is reason as to why most youth were not satisfied with the current education system which trains job seekers in steady of job makers.

- Youth should improve on all non-cognitive skills, since they all had positive relationship to employment status before seeking for the available opportunities. This is because many employers or managers of this era usually prefer to work with employees who are able to work and relate with other colleagues.

On other hand, the likelihood Ratio Statistic (**LR**) was = **12.28558** and its probability value was (**0.266398**) > 0.05 implying that whole model was statistically insignificant.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter presents the background of the study, statement of the problem, objectives of the study, research hypothesis, purpose of the study, significance of the study and scope of the study.

1.1 Background of the study

Unemployment can be defined as the difference between Labour supply and Labour demand. Moreover, the ILO defines unemployment as 'unemployed as those people who have not worked more than one hour during the short reference period but who are available for and actively seeking work' (O'Higgins, 1997). A worldwide review of youth unemployment rates, the overall number of unemployed young people and labor force participation rates suggest that the youth unemployment rate is 13%, the number of young unemployed people totals approximately 71 million, and 46% of young people participate in the labor force. In regional terms, the highest youth unemployment rate (30.6%) can be found in Arab countries and the highest number of unemployed young people, 13.8 million, can be found in South Asia. Labor force participation is lowest in Arab countries where it stands at just 30.4% (ILO, 2016, pp. 6-16).As per the ILO Convention No. 138, the minimum age for employment is 15 years but variation exists in the youth definition however, there is no universally agreed international definition of the youth age group. For statistical purposes, the United Nations—without prejudice to any other definitions made by Member States—defines 'youth' as those persons between the ages of 15 and 24 years. This definition, which arose in the context of preparations for the International Youth Year (1985) (see A/36/215), was endorsed by the General Assembly in its resolution 36/28 of 1981. All UN statistics on youth are based on this definition, as is reflected in the annual yearbooks of statistics published by the UN system on demography, education, employment and health, Many countries also draw the line on youth with regard to the age at which a person is given equal treatment under

the law—often referred to as the 'age of majority.' This age is commonly 18 in many countries; so that once a person attains this age, he or she is considered to be an adult. Nonetheless, the operational definition and nuances of the term 'youth' vary from country to country, depending on relative sociocultural, institutional, economic and political factors. The UN and ILO define youth unemployment as the share of the Labour force ages 15-24 inclusive without work but available for and seeking employment. Unemployment is affecting young women more than young men in almost all regions of the world.

Youth unemployment remains a serious policy challenge in many sub-Saharan African countries, including Uganda. In 2013, youth (aged 15 to 24) in sub-Saharan Africa were twice likely to be unemployed compared to any other age cohort. In Northern Africa and the Arab States, the female youth unemployment rate is almost double that of young men, reaching as high as 44.3 and 44.1%, respectively. African countries define youth as someone from as young as 15 to someone well into their mid-thirties, which varies from the standardized definition of the United Nations. Africa has the youngest population of any continent which means that the problem of youth unemployment in the continent particularly relevant. Approximately 200 million people in Africa are between the ages of 15 and 24. This number is expected to double in size in the next 30 years. Between 2001 and 2010, countries in Africa reported some of the world's fasted growing economies. In Africa, the message the youth are receiving from schools and adults is to become job creators rather than job-seekers, which encourages them to become entrepreneurs. Every year, up to 12 million graduates are entering the Labour market and only 3 million of them are getting jobs. This shows that "the mountain of youth unemployment is rising annually

In Africa 133 million young people (more than 50 percent of the total youth's population) are illiterate (ILO, 2010). Many youth lack basic skills or have little and are excluded from both productive economics, social and political life. Some who had little formal education have skills irrelevant to current demand in the labor market, in situation where educational and skills requirements are increasingly needed resulting in more millions of unemployed youth. The incidence of youth unemployment in sub-Saharan Africa is estimated at 20 per cent. Causes of youth unemployment are believed to be multifaceted, ranging from an inadequate investment/supply side of jobs, insufficient employable skills (i.e., youth possess skills that are not compatible with available jobs) and high rates of labor force growth at 4.7 percent per annum

In the three East African countries(Uganda, Kenya, and Tanzania), unemployment, under-employment and poverty levels have continued to increase and have remained at extremely high levels despite considerable efforts to promote sustainable development by national governments and international development agencies, (Economic Commission for Africa-ECA, 2002). In recent years, there has been increased concern over the tragic waste of human potential, particularly for the youth. Most of the youth are either unemployed or underemployed. On the other hand they can also be overworked in conditions lacking in the core labor standards. Young women often have less capital in forms of skills, savings, and credit than men do, which makes them especially vulnerable (Okoije, 2003). Women also face socially constructed gender norms and stereotypes that may discriminate against their access to employment (ibid). Female economic empowerment has increasingly been regarded as a fundamental strategy both to eradicate poverty and to achieve gender equality (Chant and Jones 2005, p.185).

For Uganda, (UBOS, 2012) revealed that the share of unemployed youth (national definition, 18-30 years) among the total unemployed persons in the country was 64 percent. Given the rapid growth of the Ugandan population-three-quarters of the population are below the age of 30 years—coupled with the fact that the youth are getting better educated through higher access to primary and secondary education, a stronger focus on job creation for this cohort of people cannot be overemphasized. The increased empowerment of women together with a declining economic situation in Uganda, has led to more women entering into the labor force. Young women often find themselves in a difficult situation where society has expectations from them as women, and they also have their own aspirations that are to a certain extent reinforced by the changing development processes and contradictory to the society. Hence it seems like the society is at a changing point. Where traditionally men have been the main 'providers', now women are increasingly entering the work force. Competing with the men for the few available jobs and challenging the existing notions of gender and gender relations. According to the ILO (2019), the estimated youth unemployment rate in Uganda was at 2.73 percent. Youth unemployment in Uganda is one of the highest in Africa (Action Aid, 2012). Uganda also have the second largest percentage of young people in the whole world, with a median age of 15.9 (Myers, 2016). The National Population and Household Census (UBOS, 2014) found that staggering 78% of the population is below 30 years old. According to Population census (UBOS 2014), Agriculture is

the major source of employment for rural population and the source of their income and livelihood for 82.1 percent of households leaving in rural areas of Rubirizi district. Other major economic activities include; semi intensive, fishing, tourism, trade and commerce, transport and stone quarrying 50.6 percent of this population are considered to be living below the national poverty line. Only 5 percent of the household have basic employment and can earn wages or salaries.

Rubirizi District was curved out of Bushenyi District in July 2010. Prior to then, the district was known as Bunyaruguru County. The District has a land area of 1,109.5 square kilometers. The main features of the District include natural forests of Kalinzu, Imaramagambo and Kasyoha-Kitomi covering an estimated area of 784km^2 and about 50% of Queen Elizabeth National Park lies in Rubirizi District. The key tourist areas of the park found in the district include: the Kyambura Gorge, Parts of Lake Edward and Lake George, the Kazinga Channel connects Lake Edward and Lake George and is popular for the boat ride, Over 50 crater lakes, Queen Elizabeth National park which is partly located in the District and falls in the Western arm of East African rift valley. Rubirizi district is made up of two counties namely: Bunyaruguru and Katerera with Bunyaruguru being the biggest in size with a total land area of 933 square kilometers followed by Katerera with 177 square kilometers with a total area of 1,110 square kilometers. The district has a total of 9 sub counties of Kichwamba, Katerera, Ryeru, Rutoto, Magambo, Katunguru, Kirugu, Katanda and Kyabakara, 2 town councils of Katerera and Rubirizi and 53 approved parishes and 300 villages. The District has a total of 28,798 households giving an average size of 4.5persons per household. The total population of Rubirizi District is 129,149 with 61,765 (47.8%) males and 67,384 (52.2%) females (UBOS, 2014). Rubirizi District's economy is fragile and under developed. The government's experience in terms of macroeconomics stability is limited. According to the Estimation and Mapping of Sub-National GDP in Uganda Using NPP-VIIRS Imagery (MDPI, 2019), Rubirizi District's GDP Per Capita was about (US $) 257 while Rural GDP (Million US $) was about 30.73 and for those in Urban it was about (Million US $) 4.69.As per this measure Rubirizi District is considered to be among the middle-sized economies within the region implying that there is limited access to job opportunities

1.2 Statement of the Problem

Youth unemployment is one of the macroeconomic problems facing Sub-Saharan Africa, according to international labor organization (ILO, 2010). Yet youth employment would increase on the national income generation and reduce on the rate of dependency. A high level of youth unemployment is one of the critical socio-economic problems facing Uganda (MoGLSD 2012). While the labor force grows, with an increasing proportion of youth, employment growth is inadequate to absorb labor market entrants. As a result, youth are especially affected by unemployment. Moreover, young people are more likely to be employed in jobs of low quality, working long hours for low wages, engaged in dangerous work or receive only short term and/or informal employment arrangements (Haftendorn and Salzano 2004). Despite the efforts put in, high rates of unemployment continue to occur in the districts, youth with formal education had low probabilities of being employed and their unemployment rate stood at 18% compared to the 13.3% who had completed some stage of education. Various measures have been taken by the government of Uganda to alleviate the problem of youth unemployment, 3 million Ugandan shillings was provided to the directorate of industrial training to train youth in skills that will make them more employable (UG budget FY 2009/10).

If the above problem is not tackled in time by the concerned stakeholders and authorities, the chances of unemployment among the youth in Rubirizi Town Council is likely to be worse in future. Therefore, this study is set out to find the factors that determine youth unemployment in Rubirizi Town Council, Rubirizi district as the case study.

1.3 Research Objectives

1.3.1 General objective of the study

The General objective of the study was to examine factors that determine youth unemployment in Rubirizi District.

1.3.2 Specific objectives of the Study

i.   To examine the effect of youth's attitudes towards work on youth unemployment in Rubirizi town council.

ii.   To examine the effect of education level on youth unemployment in Rubirizi Town council.

iii.   To determine the effect of Non-cognitive skills on youth unemployment in Rubirizi Town council.

1.3.3 Research Hypothesis

Ho: There is no effect of youth's attitudes towards work on youth unemployment in Rubirizi Town council.

Ho: There is no effect of education level on youth unemployment in Rubirizi Town council.

Ho: There is no effect of non-cognitive skills on youth unemployment in Rubirizi Town council.

1.4 Conceptual Framework

Conceptual framework is a set of clear ideas or concepts organized in a manner that makes them easy to communicate to others (Schwartz, 2006). This conceptual framework explains the relationship between nine (3) independent variables, and one (1) dependent variable in line with one (1) intervene variable, along with one (1) moderate variable (Mugenda, 2003). In this study the independent variables show factors that determine youth unemployment in Rubirizi Town council, Rubirizi District meanwhile youth unemployment in Rubirizi Town council stands as dependent variable. Also the intervene and moderating variables was used as illustrated below

Figure 1.1 Conceptual Framework

Independent variables

Moderate Variable

Government Policy

Dependent Variable

Non-cognitive skills

Level of education

Youth's attitudes towards work

Intervene Variable

Religion

YOUTH UNEMPLOYMENT IN RUBIRIZI TOWN COUNCIL, RUBIRIZI DISTRICT
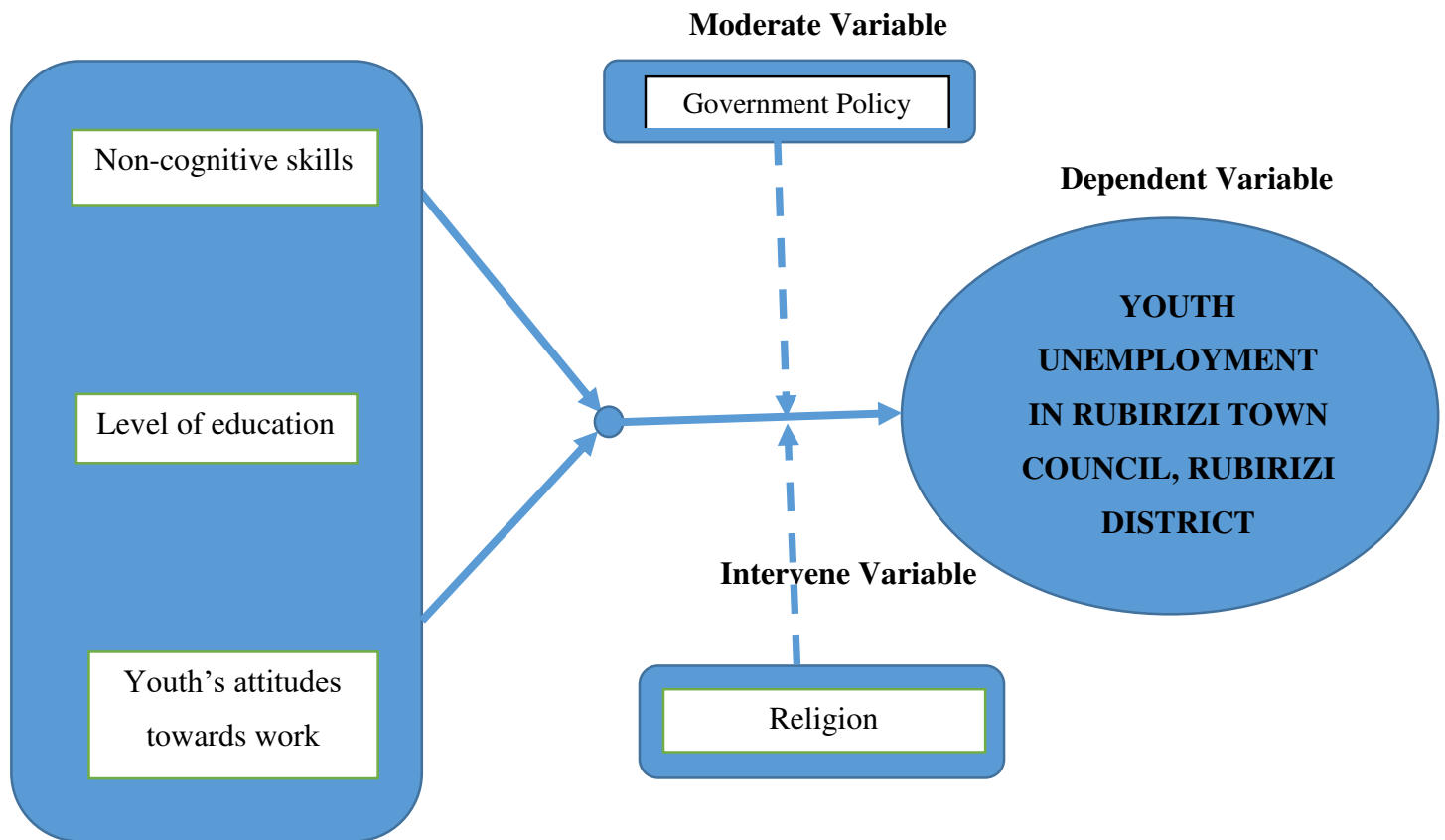
Source: (Researcher, 2020)

1.5 Significance of the study

i.   The study findings may help the Rubirizi District local leaders on reducing the rate of youth unemployment through conforming to projects and programs designed to eradicate youth unemployment.

ii. It is expected that recommendations provided may complement the policies by the regulatory bodies and the efforts of the policy makers in addressing youth unemployment in order to increase employment opportunities.

iii. It is believed that the findings of this study may inspire other researchers in areas that are not covered by this study and this research study may be a source of related literature for future studies to be carried out.

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iv.   Also the study may help the researcher to understand more about unemployment especially on the academic perspective but particularly the factors that determine youth unemployment.

v.   Finally, since the research report is a pre-requisite at Kyambogo University for a Bachelor's Degree, this study may help the researcher be awarded with a Bachelor's Degree of Economics and Statistics.

1.6 Scope of the study

1.6.1 Geographical Scope

The study was conducted in Rubirizi Town Council as a case study located in Southwestern Uganda, Rubirizi District since most of the youth claimed to be unemployed in this area and had increasingly engaged in committing crimes due to lack of what to do.

1.6.2 Time Scope

The study was carried out between March 2020 and December 2020 for matters of this research's convenience.

1.6.3 Content Scope

The study focused on Factors that determine youth unemployment and how these two variables are related. Factors that determine was the independent variables and Youth unemployment in Rubirizi Town Council, Rubirizi District was the dependent variable in this study.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

2.1 The nature and extent of youth unemployment

According to International labor organization (ILO), youth unemployment is not a new phenomenon; what is new are the staggering proportions it has reached, the global financial crisis and the sluggish recovery that followed it dealt a major blow to youth unemployment (ILO 2012). One may work without being employed but that is not to say that work and employment are dichotomous (Ake, 1987) meaning that employment and work are part of a continuum. At the most rudimentary level of being employed the concept of employment meets and merges with that of work. At this level, employment is essentially working or doing a job, its quality has little or no content except being a purposeful form of self-exertion. This is arguably the level of employment in which the bulk of the African work-force finds itself. At a higher level, employment means being engaged in work which is decidedly remunerative in the sense that its material rewards allow for self-reproduction and even some margin of self-improvement. At yet a higher level, employment offers the prospect of reproduction at a higher qualitative level, the opportunity to be creative and to develop one's potentialities to the fullest

The United Nations Economic Commission for Africa **(UNECA, 2002)** states that Africa's under-development, characterized by high rates of population growth, sluggish or stagnant economies, a small private sector, low literacy and numeracy rates, and poor-quality education, is the driving force behind youth unemployment. (**UNECA, 2002**) notes that many youths lack the necessary educational qualifications required for most of the white-collar jobs. In addition, the labor market is often saturated and there are negative attitudes towards some of the available jobs.

At the International Youth Day Celebrations (2009), the youth in their memorandum outlined challenges still being faced by them in finding employment These included influx of foreign

9

workers brought by investors, lack of support for young entrepreneur especially in the rural areas, lack of access to resources like land and capital; lack of focus by existing programs on the informal sector and agriculture, negative cultural practices such as gender discrimination among others. That all these limit their access to profitable activities.

He added that governments tend to be excessively bureaucratic which cause unnecessary delay for youth to at least start their own businesses hence remaining unemployed.

Lincoln (2007) identified that policies like structural adjustment which involve cutting costs, shading labor or freezing public sector wages and cutting employment through cutting public services affects youth so much.

2. 2 Types of Unemployment

According to Tejvan Pettinger (2010), Sravani (2016), there are diverse types of unemployment that are established in different societies. These include

Voluntary unemployment: It is a situation when a person is unemployed not due of jobs in the economy, but because of not being able to find a job of his or her choice.

Involuntary unemployment: In this issue, it occurs when a person is willing to work at the prevailing wage yet is unemployed. It is a distinguished from voluntary unemployment.

Open unemployment: It is a situation where in a large section of the labor force does not get a job that may yield them a regular income. As the labor force expands at a faster rate than the growth rate of the economy. Therefore all people do not get a job.

Disguised Unemployment: A situation in which more people are doing work than actually required. In other words, it refers to a situation of employment with surplus manpower in which some workers have zero marginal productivity.

Classical Unemployment: When wages for the workers are too less than what they expect, then they are classified as classical unemployment.

Seasonal Unemployment: It is a type of unemployment that occurs during certain seasons. In some industries, holiday resort, ice factories, agriculture etc., production activities take place only in some season. So these industries offer employment for certain periods of time. People engaged in such type of activities may remain unemployed during the off seasons.

Cyclical Unemployment: It is caused by trade cycles at regular intervals generally by the capitalist. The down in business activities results in unemployment.

Educated Unemployment: The educated people apart from open unemployment, many are underemployed because their qualification does not match the job due to the failure of career guidance, lack of skills, mismatch of salary negotiation etc.

Technological Unemployment: It is a result of certain changes in the technique of production which may not warrant much labor. Modern Technology being capital intensive requires fewer laborers that contribute Unemployment.

Underemployment: In this type of unemployment, people are not gainfully employed. They may be employed on part-time basis or undertake a job for lesser qualification with less package.

Casual unemployment: When a person is employed on a day to day basis, casual unemployment may occur due to short-term contracts, shortage of raw materials, fall in demand, change of ownership etc.

Chronic unemployment: If unemployment carries on for a long-term and becomes a feature of a country, it is called chronic unemployment. As for example, the rapid growth of population.

Frictional Unemployment: It is caused due to the failure of adjustment between supply and demand of labor, lack of correct and timely information.

2.3 Youth's attitudes towards work on youth unemployment

A number of theories try to explain the development of people's behavior and attitudes towards certain things in their environment. For the purpose of this paper, the theory of reasoned action by Fishbein and Ajzen (1975) Fishbein (1980) was used (see also Hale, Householder & Green, 2003; Miller, 2005). This theory holds that attitudes stem from the information an individual has about a given object. The theory assumes that humans are rational and have the ability to process and use the available information to arrive at a reasonable behavioral decision. The theory also holds that attitudes are determined by beliefs that result from information one has about a particular object. For each belief, outcomes are analyzed, weighed up and then action is taken. Outcomes are usually based on the individual's evaluation of the information about the object and the strength of the belief. The outcomes of what individuals believe in differ from one individual to another, depending on the environmental context. In the light of this theory, it may be said that youth's attitudes towards manual work are a result of the information available to them. They are able to access and evaluate the information and form an opinion. Whether to engage in manual work or not depends on how much the information they have. The theory also indicates that the social environment plays a very important role in shaping the attitudes of youths towards manual work. For example, societal beliefs about manual work are passed on to the youths. The views of peers, family and friends influence the youths" perception of manual work, to the extent that some of them may choose to remain unemployed than to engage in manual work.

Mike Mukula (2011) argues that the government should develop policies and implement programmes that can enable youths to employ themselves in career through enterprise creation. Youth should embrace the entrepreneurship drive as it would reduce ignorance that is fueling unemployment in Uganda. The youth should learn how to save thus knowing how to save and invest is important for a successful enterprise and would assist in the reduction of the high youth unemployment problem.

2.4 Education level on youth unemployment

Callaway (1971) also argues that, in many countries, the rapid extension of formal education has itself has been a significant factor in the growth of youth unemployment. This vigorous expansion

12

took place in line with the generally held belief that massive increase in education would help to generate economic growth. Gradually, it became clear that large numbers of young people completing different stages of education were not finding work that represented the years spent in classrooms. There is need to redesign our education system to suit the changing situation.

Andre (1980) reported that youth with multiple social economic disadvantages, for example, low education attainment, physical and mental handicaps and young girls with early pregnancies are most likely to comprise the bulk of young people in this high risk group of unemployment. The consequence for the children of young, unmarried mothers can also be critical, as they may be growing up within a cycle of poverty, especially if the young mother has no or a few marketable skills and/or no financial support from the father of the child.

Low levels of educational attainment coupled with poor quality education may result in under education of workers; a situation which often coexist alongside over education. In the context of a dynamic developing country, which is moving from relative dependence on agricultural production to manufacturing and service sector employment, workers also need to learn new technical, entrepreneurial and social skills.

Inability to meet new demands due to inadequate education therefore slows the transfer of production factors from lower to higher value added activities. Equally, over education and under use of skills can present a problem as it leads to skills loss and tends to generate greater employee turnover, which is likely to affect firms' productivity levels.

2.5 Non-cognitive skills on youth unemployment

The term 'non-cognitive skills' refers to a set of attitudes, behaviors, and strategies that are thought to underpin success in school and at work, such as motivation, perseverance, and self-control. They are usually contrasted with the 'hard skills' of cognitive ability in areas such as literacy and numeracy, which are measured by academic tests. Non-cognitive skills are increasingly considered to be as important as—or even more important than—cognitive skills or IQ in determining academic and employment outcomes. Indeed, there is now growing attention from policymakers on how such 'character' or 'soft' skills can be developed in children and young people.

However, despite growing interest in this topic, the causal relationship between non-cognitive skills and later outcomes is not well established. This rapid literature review is intended to summarize the existing evidence on how 'non-cognitive skills' can be defined and measured; assess the evidence that such skills have a causal impact on later outcomes; and the role of selecting interventions that aim to improve non-cognitive skills in children and young people. It has been conducted by the Institute of Education, and was commissioned by the Education Endowment Foundation and Cabinet Office to inform future work in this area.

According to the Ronald McQuaid, youth unemployment at the start of their career may lead to having lower skills or to a general loss of confidence by the individual. Cognitive skills (for example, learning skills and the ability to process information) are likely to affect the productivity and adaptability of a worker and hence their likely pay or ability to get a suitable job later in life. Indeed, having no or few qualifications is usually a predictor of unemployment. Non-cognitive skills include, a person's dependability, self-discipline, inter-personal skills, communication, adaptability, consistency, persistence and self-confidence are also important.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter describes the methodology that will be employed in conducting the study. This chapter focused on the description of the procedures that were employed in the study .Mugenda and Mugenda, (1999) stated that this chapter should specify the research design, the study population or the area in which the study was conducted, the sampling design, the sample size, data sources, data collection instruments and the validity and reliability of the data collection

3.1 Research Design

A cross section study design was used in this study because in general they are quick and cheap since data can easily be collected and multiple outcomes can also be studied hence less resources are required to run the study. (Mam 2003).

Both the qualitative and quantitative research approaches were considered. Quantitative research approach refers to the collecting and analyzing numerical data. It concentrates on measuring the scale, range, and frequency. Although, it is hard to design initially, because it is usually detailed and structured but results can be easily collected and presented statistically.

It is statistical, mathematical or computational techniques. The researcher used the qualitative approach, because it is subjective, it yields an unbiased results that can be generalized to some larger population and it also enable the researcher to collect non -numerical data or categorical data. It concentrates on examining and reflecting on less tangible aspects like values, attitudes and perceptions.

The method of collecting data was through using Google form **online questionnaires** since it was the only realistic way of collecting data while keeping social distance during the time of **Covid-19** pandemic.

3.2 Study Area

The study was conducted in Rubirizi Town Council which reports many cases of youth unemployment in Rubirizi District due to lack of what to do.

3.3 Sample size

A sample size is a part of a population methodologically selected for purposes of drawing a conclusion about a population and its characteristics (Allan, 1962). In this case therefore, the sample size was 155 respondents and all of them were youths from Rubirizi town council because they were the main culprits of the study. The sample was selected using statistical formulae;

$$n = \frac{(Z\alpha_{/2})^2 xpxq}{\varepsilon^2}$$

Where p - probability of success, q = (1 - p) - probability of failure, n=sample size, e = maximum expected error, Zα/2=standardized Z-value from normal tables.

3.4 Sampling Technique

Kothari (2004) defines sampling techniques as the procedures used to select samples. The researcher used simple random sampling technique to choose respondents and this enabled all the respondents to have equal chances of being selected in the study since they were all youth and believed to have relevant information regarding the problem under investigation.

3.5 Data source

Data was gathered from two sources; the primary source and secondary source, Primary data was the main source of data.

3.5.1 Primary source

This involves collecting firsthand information from the respondents and it aimed at gathering the required data, in relation with the research objectives.

3.5.2 Secondary source

Secondary data was collected from internal sources and external source, like journals, published research, catalogue, text books and magazines that deemed viable for the researcher and compared the information from these sources with that of primary sources for objective judgment.

3.6 Data collection Instruments

Online questionnaires designed using Google forms was used as instruments in collecting data which involved the use of well laid out questions in a particular order with an introductory letter from university permitting the researcher to collect data so as to enable the response and recording possible. This method was more favorable because the respondents would not accept manual questionnaires thinking that they would lead to them COVID-19 infections as one of the pandemic disease today. This scientific method of collecting data was also helpful in keeping social distance as one of the preventive measures of Covid-19 in this lockdown.

3.6.1 Questionnaires

The researcher used closed-ended and a few open-ended online questions which enabled the respondents to answer in their own words and views.

The researcher directly sent the links of the questionnaire to the respondents via different what sap groups, SMS, Facebook, e-mails and other social media platforms which included the target group of interest to take part in the study. The researcher allowed the respondents to take their time to understand and fill in the online questionnaires for a period of 4 days before submitting them online for the analysis of the data that was obtained. In this case online questionnaires had to be self-administered to allow further probing and clarification of unclear issues.
Furthermore, online questionnaires enabled the respondent to free to express his/her feelings and give much information than in the presence of the researcher without any fear.

Secondly, online questionnaires was adopted as scientific means of data collection since the movements during lockdown curfew time periods was prohibited in order to reduce on wide spread of Covid-19.

On addition, online questionnaires were important because respondents would submit their views at any time even at night which would not be the case for manual questionnaires especially during this time of curfew due to Covid-19.

3.7 Pre-testing

3.7.1 Validity

Validity of an instrument in this study was highly considered and defined as the "extent to which the items in the instrument what they would be set to measure." The validity of the instruments was established by the supervisor because data collection instruments was sent via e-mail for approval by the supervisor before sharing link to access data in the field.

3.7.2 Reliability

This deals with the extent to which the items in an instrument generate consistent responses over several trials with different audiences in the same setting or circumstance. The reliability of the instruments and data was established by following pre-test procedure of the instruments before they were used to actual research respondents but also a test re-tests method was used to see if the respondents were consistent in the responses.

3.8 Research Procedure

The researcher secured an introduction letter from the university to the authorities to seek for permission to carry out research in the area then the researcher selected youths to take part in research.

3.9 Data processing

After collecting data using online questionnaires, it was downloaded in Microsoft excel for further analysis. Both quantitative and qualitative techniques were followed to process data so as to report data in a statistical way and also be easily interpreted. Quantitative techniques involve editing, coding and tabulation of data as well as using percentages and frequencies in presenting data.

3.9.1 Editing: The researcher corrected errors and omissioned them in order to ensure accuracy, uniformity and completeness of data.

3.9.2 Coding: Data was arranged in groups of similar categories of questions from different online questionnaires in order to bring out the silent aspect of the answers. The responses in the online questionnaires was coded for analysis using Microsoft Office Excel, and statistical packages like STATA, E-VIEWS and SPSS.

3.9.3 Tabulation: This was done after downloading data excel sheet, editing and coding of data, it involved counting and adding all answers to particular questions for the whole study. With qualitative, data was processed by summarizing the key points after the respondents have submitted their online questionnaires. This enabled the researcher in gathering relevant and accurate data.

3.9.4 Data analysis

The collected data was analyzed using statistical packages including E-VIEWS, STATA, SPSS, and Excel and the responses of the subjects were categorized in frequency counts and score tables with varying percentages calculated cross-tabulation method, and later graphs and pie charts was used to present and simplify the data.

3.9.5 Model Specification

This study specified an econometric binary Logit model as explained by Gujarati (2004). Logit model is based on cummulative logistic function. Logit is grounded in the concept of an odd ratio in examining factors that determine youth unemployment in Rubirizi town council. The logit model constrain the estimating probability to lie between 0 and 1.

The model was explained clearly by Gujarati (2004) in the illustration below;-

$$\mathbf{L_i = ln\left(\frac{P_i}{1-P_i}\right) = Z_i = \beta_0 + \beta_1 X_i + u}$$

Hence, L_i is the log for the odds ratio, is not only linear in X, but also (from estimation view point) linear in the parameters. L_i Is called **Logit,** and hence the name 'Logit model**.**

In the model above the researcher concentrated more on the probability of success which the researcher coded as 1 i.e. (the probability of youth being unemployed) and 0 if otherwise.

The logit model was considered to be important for this study, because it can reflect and show up the probability of youth to be unemployed in Rubirzi Town Council, Rubirizi District (odds ratio) (Luckanicovaet al., 2012).

Logit model was chosen against probit model because it is better for large sample above 150 while probit model takes sample size between 40 to 100 (Goktas and Cakmakyapa, 2013). In additional to this, probit models are among the models which are specifically used in empirical studies. However, probit models are usually applied without testing the normality or the heteroscedasticity (CAGLAYAN, 2012), the standard maximum likelihood estimators of the probit models are mostly biased and inconsistent if the disturbances are abnormal, or if the disturbances are heteroscedasticity. This is a reason that, Logit model allows properties of a linear regression model to be exploited and this takes the values between $-\infty$ and $+\infty$ since the probability remains between 0 and 1 (CAGLAYAN, 2012).

The dependent variable is youth unemployment in Rubizi town council, Rubirizi District against the explanatory variables such as level of education, youth's attitudes towards work, socio-demographic, non-cognitive skills, health and socio welfare, community development and availability of credit facilities was included in the model.

3.9.6 Assumptions of Binary Logit Model

Sasita (2015) explains logit model assumptions,where as the model assumes no important variables are omitted,meaning that all relevant variables are included in the model.In additional to that the model assumes to exclude extraneous variables,furthermore the model assumes that the independent variables are measured without error; the obsevations are independent; and the independent variables are not linear combinations of each other.

Therefore, to determine weather youths are unemployed in Rubirizi town council in relation to factors determining them to be unemployed,among other factors, a binary logit model was used.The dependent variable was a dummy undertaking youth unemployment.This means that,Y_i had any two possible values 1 (for being unemployed when he/she is a youth) and 0 otherwise.

3.9.7 Model Diagnoistic test

The Logit model provides several tests which help examine:

a) how well the independent variables "fit" the model reasonably well; and

b) the model's ability to correctly predict the outcome modeled by the dependent variable (Karp, 1998). This means that, youth may be unemployed in Rubirizi Town council due to what they been not been able develop or attain such as, level of education , youth's attitudes work ,non-cognitive skills e.t.c.

3.9.8 Limitations of the study

They study was constrained by a number of limitations concerning with financial problems especially in buying airtime, data bundle for designing online questionnaire, sending the link to various respondents, and to monitor the progress of the data collection.

Some responses was not accessed by the researcher in time due to limited data for monitoring the online questionnaire. However, the researcher had to share such challenge to TASO-Mulago where the researcher was volunteering as Data clerk, finally he was given password for Wi-Fi which made his work possible.

Some individuals what sap groups in ignored to respond to the questionnaire, claiming that they don't have data to waste in responding to such questionnaires.

CHAPTER FOUR

RESEARCH FINDINGS AND PRESENTATION

4.0 Introduction

This chapter presents the data analysis and interpretation on findings of the study. It discusses the results and interpretation of the Logit estimates, and gives summary and conclusion, plus the recommendations.

An online questionnaire was used to collect primary data while secondary data was collected through literature review on the independent variables. The data was analyzed with the help of statistical packages including STATA, SPSS, E-VIEWS and Excel using descriptive statistics and presented using tables, charts, frequencies and percentages.

4.1 Descriptive Statistics

In this study the researcher collected information from **155** respondents of which they were all youth in the area of the study. All responses were captured and analysed

Table: 4.1 showing definition of variables and description of variables

Definition of variables	Description of variables
Employment status	Unemployed = 1, Employed = 0
Gender (G)	Male = 1 , Female = 0
Inter-personal skill (N_1)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Communication skill (N_2)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Person's dependability skill (N_3)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Self-confidence skill (N_4)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1

Persistence skill (N_5)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Negatively looking at self-employment experience (A_1)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Prefer to work in big government position (A_2)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Starting own business is better than having a job (A_3)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1
Not interested in volunteering to secure a job (A_4)	Strongly agree=5,agree=4,not sure=3,disagree=2,strongly disagree=1

Source: (Primary data, Researcher, 2020)

Table: 4.2 showing descriptive statistics of all variables

Variables	OBS	Mean	Standard dev.	Min	Max
Employment status	155	0.78064	0.41515	0	1
Gender (G)	155	1.36774	0.48375	0	1
Inter-personal skill (N_1)	155	1.41936	0.64336	1	5
Communication skill (N_2)	155	1.63871	0.86535	1	5
Person's dependability skill (N_3)	155	1.89032	0.93675	1	5
Self-confidence skill (N_4)	155	1.62581	0.78252	1	4
Persistence skill (N_5)	155	1.6	0.82651	1	5
Negatively looking at self-employment experience (A_1)	155	1.53548	0.86247	1	5
Prefer to work in big government position (A_2)	155	1.68387	0.64218	1	5
Starting own business is better than having a job (A_3)	155	1.78064	0.92069	1	5
Not interested in volunteering to	155	1.92258	1.04779	1	5

secure a job (A_4)					

From the Table 4.2 above, employment status has a mean of 0.78064 with a standard deviation of 0.41515 and a maximum value of 1 (unemployed) and a lowest value of 0 (employed), gender has a mean of 1.36774 with a standard deviation of 0.48375 and a maximum value of 1 and a lowest value of 0, inter-personal skill has a mean of 1.41936 with a standard deviation of 0.64336 and a maximum value of 5 and a lowest value of 1, communication skill has a mean of 1.63871 with a standard deviation of 0.86535 and a maximum value of 5 and a lowest value of 1, person's dependability skill has a mean of 1.89032 with a standard deviation of 0.86535 and a maximum value of 5 and a lowest value of 1, self-confidence skill has a mean of 1.62581with a standard deviation of 0.78252 and a maximum value of 4 and a lowest value of 1, persistence skill has a mean of 1.6 with a standard deviation of 0.82651 and a maximum value of 5 and a lowest value of 1, Negatively looking at self-employment experience has a mean of 1.89032 with a standard deviation of 0.86247 and a maximum value of 5 and a lowest value of 1, Prefer to work in big government position has a mean of 1.68387 with a standard deviation of 0.64218 and a maximum value of 5 and a lowest value of 1, Starting own business is better than having a job has a mean of 1.78064 with a standard deviation of 0.92069 and a maximum value of 5 and a lowest value of 1, Not interested in volunteering to secure a job has a mean of 1.53548 with a standard deviation of 1.04779 and a maximum value of 5 and a lowest value of 1.

4.2 Demographic characteristics of respondents

Under univariate analysis, the researcher examined demographic characteristics of youth from Rubirizi Town council. These included gender of respondents, Religious affiliation,, age-group, Marital Status, Education Level, Duration of stay in the area, Access to credit facility, Level of satisfaction towards the present education system, Main source of information about jobs. A total of 155 youth aged 15 years up to 24 of the youth were interviewed.

Table 4.3: Demographic characteristics of respondents

Characteristics	Frequency (n=155)	Percentage (%)
Gender		
Male	98	63
Female	57	37
Religious affiliation		
Muslim	29	19
Protestant	54	35
Roman catholic	65	42
Others	7	4
Marital Status		
Married	52	33.55
Unmarried	103	66.45
Youth's Age-group		
15-17 years	16	10.32
18-21 years	43	27.74
22-24 years	96	61.94
Education Level		
No formal education	17	10.97
Primary	26	16.77
Secondary	45	29.03
Tertiary	50	32.26
Post-graduate studies	17	10.97
Employment status		
Employed	34	22
Unemployed	121	78
Duration of stay in the area		
<12 months	19	12
1-5 years	20	13

6-10years	33	21
>10 years	83	54
Access to credit facility		
No	99	64
Yes	56	36
Level of satisfaction towards the present education system		
Not satisfied	87	56.13
Partially satisfied	57	36.77
Satisfied	6	3.87
Very Satisfied	5	3.87
Main source of information about jobs		
Advertisement	38	24.52
Employment exchange	21	13.55
Friends and Relatives	91	58.71
Others	5	3.23

Source: (Primary data, Researcher used stata, 2020)

Interpretation: **58.71%** of the youth interviewed responded that their main source of information about jobs was friends and relatives, **24.52%** of the youth interviewed responded that their main source of information about jobs was advertisement**, 13.55%** of the youth interviewed responded that their main source of information about jobs was employment exchange**,** and **only 3.23%** of the youth interviewed responded that their main source of information about jobs was others which they specified as TV, Rubirizi FM, Newspapers. Majority of the youth who participated in the study were Roman Catholics (65), followed by protestants (54), and Muslims were 29, and those who were in other religion were only 7and they included those of Bishaka, pegan, mungumwema.

It was noticed that, **61.94%** of the youth interviewed were between the age group of 22 and 24 years, **27.74%** of the youth interviewed were in the age group of 18 and 21 years, and **only 10.32%** of the youth who participated in the survey were between 15 and 17 years

A bout **63%** (98) of the youth interviewed were male, and **only 37%** (57) of the youth interviewed were female and the links were equally distributed across the different what sap groups, via emails, sms and other more modes of communications. Overall, the survey largely involved youth who have attained and those who were in tertially level of education (32.26%), and 10.97% had no formal education. Majority of the youth (54%) who participated in the survey had stayed in the surveyed area for over 10 years, and 12% had stayed there for less than 12 months and these included visitors, and those who were recently married in the surveyed area.

Key Issues Observed

- The demographic characteristic in which more males than females were randomly sampled highlights the fact that Gender equity should be a key consideration in supporting youth, this implied that some females were unable to respondent to the online questionnaire due to lack of access of smartphones, data and other digital devices.
- The study also revealed that youth unemployment is still high in the surveyed area, as 78% of the youth interviewed responded that they were unemployed and only 22% had got jobs.
- The study findings indicated that, even those few who were employed got jobs through friends and relative's connections.
- Majority of the youth (64%) interviewed had no access to credit facility.

4.3 Reasons why youth need to be employed as youth of Rubirizi Town Council

The researcher also examined the about reasons why youth need to be employed in Rubirizi Town council. The youth responded by indicating their level of agreement with selected reasons based on a five point likert scale. And these included strongly agree, agree, not sure, Disagree, Strongly disagree and the youth were able to rate according to their preference.

Table 4.4: Showing Reasons why youth need to be employed

REASONS	Frequency (n=155)	Percent (%)
To acquire experience in work		
Agree	40	25.81
Disagree	6	3.87
Strongly disagree	1	0.65
Strongly agree	108	69.68
To get income		
Agree	70	45.16
Disagree	16	10.32
Not sure	3	1.94
Strongly disagree	2	1.29
Strongly agree	64	41.29
To fill the gap of previous employee		
Agree	83	53.55
Disagree	8	5.16
Not sure	6	3.87
Strongly disagree	3	1.94
Strongly agree	55	35.84
To know how works are done in NGO / Government agency		
Agree	59	38.06
Disagree	8	5.16
Not sure	3	1.94
Strongly disagree	5	3.23
Strongly agree	80	51.61
To have good future later		
Agree	59	38.06
Disagree	8	5.16
Not sure	3	1.94
Strongly disagree	5	3.23
Strongly agree	80	51.61

Source: primary data collected and analyzed by researcher, 2020

Interpretation: **69.68%** of the youth strongly agreed that they need to be employed in order to acquire experience in work**, 25.81%** of the youth agreed that they need to be employed in order to acquire experience in work, **3.87%** of the youth disagreed that they need to be employed in order to acquire experience in work, and **only 0.65%** of the youth strongly disagreed that they need to be employed in order to acquire experience in work.

A bout **3.87%** of the youth interviewed they were not sure whether they need to be employed in order to fill the gap of previous employee or not.

45.16% of the youth agreed that they need to be employed in order to get income**, 41.29%** of the youth interviewed strongly agreed that they need to be employed in order to get income, **10.32%** of the youth interviewed disagreed that they need to be employed in order to get income, and **only 1.29%** of the youth strongly disagreed that they need to be employed in order to get income

A bout **1.94%** of the youth interviewed they were not sure whether they need to be employed in order to get income or not. And also**1.94%** of the youth interviewed they were not sure whether they need to be employed in order to have good future later or not.

Key issues observed

- It was found that majority (108) of the youth in the surveyed area, strongly agreed that they need to be employed in order to acquire experience in work.
- Very Few of the youth interviewed they were not sure as to why they need to be employed

4.4 What are Challenges mostly faced by youth of Rubirizi Town Council in searching for jobs

The researcher also went an extra mile to find out and identify the leading challenges faced by youth in getting jobs in Rubirizi Town council, Rubirizi District basing on the multiple approach.

The youth were allowed to submit their multiple responses in order to make data analysis viable. This was analysed with the aid of SPSS

Table 4.5: Showing youth's challenges faced by youth in Rubirizi Town council in searching for jobs

Challenges mostly faced by youth in Rubirizi Town council in searching for jobs	Number of Responses	Percent (%)
Bureaucracy in employment recruitment	53	17.0
Tribalism in recruitment	39	12.5
Employer's discrimination	26	8.3
No contact or connection on available jobs	76	24.4
Gender's favoritism	14	4.5
Lack of funds required in application process	101	32.4
Other reasons	3	1.0
TOTAL	**312**	**100**

Source: (Primary data, Researcher used SPSS, 2020)

Interpretation: During the study the researcher identified the challenges faced by youth in getting jobs in Rubirizi Town council. Majority of youth interviewed responded to online questionnaire and mentioned "lack of funds required in the application process" to be the main challenge in getting jobs with **32.4%,** followed by No contact or connection on available jobs with **24.4%,** the least number of the youth responded that the main challenge in getting jobs is Gender favouritism with only **4.5%** the minor challenges were only 3 which constituted **1.0%**

4.5: Association between employment status and other indicators

Under Bivariate analysis, the study examined the association between youth's employment status by measuring the perception of youth in relation to the different indicators. The indicators included gender, marital status, education level and duration of stay in the surveyed area.

Table 4.5.1 shows that **73.68%** of the female youth were unemployed and only **26.32%** of the female were employed, **80.61%** of the male interviewed were unemployed and **only 19.39%** of the male were employed. And **71.15%** of the married youth were unemployed and **28.85%** of the married were employed, **81.55%** of the unmarried interviewed were unemployed and **only 18.45%** of the unmarried were employed.

Table 4.6 Showing Association between gender, marital status and employment status

Indicators	Employed (%) (n=155)	Unemployed (%) (n=155)
Gender		
Male	19.39	80.61
Female	26.32	73.68
Marital Status		
Married	20.85	71.15
Unmarried	18.45	81.55

Source: (Primary data, Researcher, 2020)

Key issues Observed

- This implies that on average, females stand more chances of being employed than the males in Rubirizi District.
- There is no significant relationship between youth's employment status and youth's marital status, since the **p-value** (0.140) > (0.05).

4.6: Youth's Attitudes towards work in the surveyed area

The researcher conducted correlation analysis to determine relationship between youth's attitudes towards work in the surveyed area. The following are hypothesis

Ho: There is no significant relationship between youth being negatively looking at self-employment experience and preferring to work in big government position.

Ha: There is a significant relationship between youth being negatively looking at self-employment experience and preferring to work in big government position.

Ho: There is no significant relationship between youth being negatively looking at self-employment experience and starting own business.

Ha: There is a significant relationship between youth being negatively looking at self-employment experience and starting own business.

Ho: There is no significant relationship between Preferring to work in big government position and starting own business.

Ha: There is a significant relationship between Preferring to work in big government position and starting own business.

Ho: There is no significant relationship between youth being negatively looking at self-employment experience and not interested in volunteering to secure a job

Ha: There is a significant relationship between youth being negatively looking at self-employment experience and not interested in volunteering to secure a job.

Ho: There is no significant relationship between preferring to work in big government position and not interested in volunteering to secure a job.

Ha: There is a significant relationship between preferring to work in big government position and not interested in volunteering to secure a job.

Table 4.7: Showing Correlation Matrix of youth's attitudes towards work

YOUTH'S ATTITUDES TOWARDS WORK	Negatively looking at self-employment experience	prefer to work in big government position	Starting own business is better than having a job	Not interested in volunteering to secure a job
Negatively looking at self-employment experience	1			
Preferring to work in big government position	-0.2474* (0.0115)	1		
Starting own business is better than having a job	0.1498 (0.3772)	-0.2013 (0.0720)	1	
Not interested in volunteering to secure a job	0.0157 (1.0000)	0.1990 (0.0782)	-0.1467 (0.4116)	1

Source: (Primary data, Researcher, 2020)

Correlation coefficient (*) is significant at 5% significance level**.**

Interpretation: The correlation coefficient (**-0.2474**) imply that there is a weak negative relationship between youth being negatively looking at self-employment experience and preferring to work in big government position, this relationship is statistically significant at 5% level of significance since the p-value (0.0115) < 0.05. Thus the null hypothesis is rejected and conclusion made that there is a significant relationship between youth being negatively looking at self-employment experience and preferring to work in big government position.

The correlation coefficient (0.1498) imply that there is a weak positive relationship between youth being negatively looking at self-employment experience and starting own business, this relationship is statistically insignificant at 5% level of significance since the p-value (0.3772) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant

relationship between youth being negatively looking at self-employment experience and starting own business.

The correlation coefficient (-0.2013) imply that there is a weak negative relationship between Preferring to work in big government position and starting own business, this relationship is statistically insignificant at 5% level of significance since the p-value (0.0720) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between Preferring to work in big government position and starting own business.

The correlation coefficient (0.0157) imply that there is a weak positive relationship between youth being negatively looking at self-employment experience and not interested in volunteering to secure a job, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between youth being negatively looking at self-employment experience and not interested in volunteering to secure a job.

The correlation coefficient (0.1990) imply that there is a weak positive relationship between preferring to work in big government position and not being interested in volunteering to secure a job, this relationship is statistically insignificant at 5% level of significance since the p-value (0.0782) > 0.05.Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between preferring to work in big government position and not interested in volunteering to secure a job.

4.7 The Correlation analysis (relationship between) on non-cognitive skills

The researcher conducted correlation analysis to determine whether Non-cognitive skills has an effect on getting a job or to get income. However, the researcher considered interpersonal skills, communication skills, person's dependability skills, self-confidence skills, and persistence skills. The researcher stated hypothesis as follows;

Ho: There is no significant relationship between interpersonal skills and communication skills.

Ha: There is a significant relationship between interpersonal skills and communication skills.

Ho: There is no significant relationship between interpersonal skills and person's dependability skills.

Ha: There is a significant relationship between interpersonal skills and person's dependability skills.

Ho: There is no significant relationship between communication skills and person's dependability skills.

Ha: There is a significant relationship between communication skills and person's dependability skills.

Ho: There is no significant relationship between interpersonal skills and self-confidence skills.

Ha: There is a significant relationship between interpersonal skills and self-confidence skills.

Ho: There is no significant relationship between communication skills and self-confidence skills.

Ha: There is a significant relationship between communication skills and self-confidence skills.

Ho: There is no significant relationship between personal's dependability skills and self-confidence skills.

Ha: There is a significant relationship between personal's dependability skills and self-confidence skills.

Ho: There is no significant relationship between interpersonal skills and persistence skills.

Ha: There is a significant relationship between interpersonal skills and persistence skills.

Ho: There is no significant relationship between communication skills and persistence skills.

Ha: There is a significant relationship between communication skills and persistence skills.

Ho: There is no significant relationship between person's dependability skills and persistence skills.

Ha: There is a significant relationship between person's dependability skills and persistence skills.

Ho: There is no significant relationship between self-confidence skills and persistence skills.

Ha: There is a significant relationship between self-confidence skills and persistence skills

Table 4.8: Showing Correlation Matrix of Non-cognitive skills

Non-cognitive skills	*Inter-personal skill*	*Communication skill*	*Person's dependability skill*	*Self-confidence skill*	*Persistence skill*
Inter-personal skill	1				
Communication skill	-0.2298* (0.0402)	1			
Person's dependability skill	-0.0850 (1)	-0.1599 (0.4694)	1		
Self-confidence skill	0.1877 (0.1936)	0.2647* (0.0087)	-0.1255 (1)	1	
Persistence skill	0.1318 (1)	0.0471 (1)	0.0093 (1)	-0.0165 (1)	1

Correlation coefficient (*) is significant at 5% significance level**.**

Note: From the table above the significance levels for each correlation coefficient is in bracket **( )** respectively.

Source: (Primary data, stata, Researcher, 2020

Interpretation: The correlation coefficient (**-0.2298**) imply that there is a weak negative relationship between interpersonal skills and communication skills, this relationship is statistically significant at 5% level of significance since the p-value (0.0402) < 0.05. Thus the null hypothesis is rejected and conclusion made that there is a significant relationship between interpersonal and communication skills.

The correlation coefficient **(-0.0850)** imply that there is a weak negative relationship between interpersonal skills and person's dependability skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between interpersonal skills and person's dependability skills.

The correlation coefficient (-0.1599) imply that there is a weak negative relationship between communication skills and person's dependability skills, this relationship is statistically insignificant at 5% level of significance since the p-value (0.4694) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between communication skills and person's dependability skills.

The correlation coefficient (0.1877) imply that there is a weak positive relationship between interpersonal skills and self-confidence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (0.1936) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between interpersonal skills and self-confidence skills.

The correlation coefficient (0.2647) imply that there is a weak positive relationship between communication skills and self-confidence skills, this relationship is statistically significant at 5% level of significance since the p-value (0.0087) < 0.05. Thus the null hypothesis is rejected and

conclusion made that there is a significant relationship between communication skills and self-confidence skills.

The correlation coefficient (-0.1255) imply that there is a weak negative relationship between personal's dependability skills and self-confidence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between person's dependability skills and self-confidence skills.

The correlation coefficient (0.1318) imply that there is a weak positive relationship between interpersonal skills and persistence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between interpersonal skills and persistence skills.

The correlation coefficient (0.0471) imply that there is a weak positive relationship between communication skills and persistence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between communication skills and persistence skills.

The correlation coefficient (0.0093) imply that there is a weak positive relationship between person's dependability skills and persistence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between dependability skills and persistence skills.

The correlation coefficient (-0.0165) imply that there is a weak negative relationship between self-confidence skills and persistence skills, this relationship is statistically insignificant at 5% level of significance since the p-value (1.000) > 0.05. Thus the null hypothesis is not rejected and conclusion made that there is no significant relationship between self-confidence skills and persistence skills.

4.7 Results on the Logit probit model and interpretation

Under multivariate analyisis, A binary logit model was used.The dependent variable was a dummy undertaking two outcomes This means that,Y_i had any two possible values 1 (for being unemployed when he/she is a youth) and 0 otherwise.

The coefficients of the Logit Model are given in table below. The Logit model was used to examine the factors that determine youth unemployment in Rubirizi Town council, Rubirizi District and therefore, the researcher included non-cognitive skills (N_i) and youth's attitudes towards work (A_i) as some factors of the problem under the study. However, interpretation was based on the Coefficients that are significant.

Table 4.9: Results of the Logit model

Variables	Coefficients	Standard error	Prob-value
Constant (**C**)	-1.6899	1.4578	0.2463
Gender (**G**)	-0.2208	0.4166	0.5962
Inter-personal skill (**N₁**)	0.6531	0.3623	0.6482
Communication skill (**N₂**)	0.4033	0.3213	0.2094
Person's dependability skill (**N₃**)	0.2816	0.2600	0.2788
Self-confidence skill (**N₄**)	0.1614	0.3193	0.6131
Persistence skill (**N₅**)	0.1018	0.2615	0.6972
I am negatively looking at self-employment experience (**A₁**)	0.5002	0.3427	0.1443
I prefer to work in big government position (**A₂**)	0.8132	0.4228	0.0544
Starting own business is better than having a job (**A₃**)	-0.2319	0.2371	0.3278
I am not interested in volunteering to secure a job (**A₄**)	-0.0752	0.2070	0.7165

LR-statistic (10 df) = 12.28558   Probability (LR stat) = 0.266398

The model was specified as below

$$\text{Emply-status} = -1.6899 - 0.2208 \ast G + 0.6531 \ast N_1 + 0.4033 \ast N_2 + 0.2816 \ast N_3 + 0.1614 \ast N_4 + 0.1018 \ast N_5$$
$$0.5002 \ast A_1 + 0.8132 \ast A_2 - 0.2319 \ast A_3 - 0.0752 \ast A_4 + u$$

From the figure above, each slope coefficient is a partial slope coefficient and it measures a change in estimated Logit for a unit change in the value of the given regressor keeping others constant.

Interpretation:

Gender (G) Coefficient: Keeping other factors constant, if gender increases by a 1 unit, on average the estimated logit decreases by about 0.2208units, and this shows a negative relationship between youth being unemployed and gender. However, gender is statistically insignificant since the p-value (0.5962) > (0.05).

Inter-personal skill (N_1) Coefficient: Keeping other factors constant, if inter-personal skill increases by a 1 unit, on average the estimated logit increases by about 0.6531units, and this shows a positive relationship. However inter-personal skill is statistically insignificant since the p-value (0.6482) > (0.05).

Communication skill (N_2) Coefficient: Keeping other factors constant, if communication skill increases by a 1 unit, on average the estimated logit increases by 0.4033units, and this shows a positive relationship. However communication skill is statistically insignificant since the p-value (0.2094) > (0.05).

Person's dependability skill (N_3) Coefficient: Keeping other factors constant, if Person's dependability skill increases by a 1 unit, on average the estimated logit increases by 0.2816units, and this shows a positive relationship. However Person's dependability skill is statistically insignificant since the p-value (0.2788) > (0.05).

Self-confidence skill (N₄) Coefficient: Keeping other factors constant, if Self-confidence skill increases by a 1 unit, on average the estimated logit increases by 0.1614units, and this shows a positive relationship. However Self-confidence skill is statistically insignificant since the p-value (0.6131) > (0.05).

Persistence skill (N₅) Coefficient: Keeping other factors constant, if Persistence skill increases by a 1 unit, on average the estimated logit increases by about 0.1018units, and this shows a positive relationship. However Persistence skill is statistically insignificant since the p-value (0.6972) > (0.05).

Negatively looking at self-employment experience (A₁) coefficient: Keeping other factors constant, if youth's attitudes is negatively looking at self-employment experience increases by a 1 unit, on average the estimated logit increases by 0.5002units, and this shows a positive relationship. However, negatively looking at self-employment experience is statistically insignificant since the p-value (0.1443) > (0.05).

Prefer to work in big government position (A₂) **coefficient**: Keeping other factors constant, if youth's attitudes is preferring to work in big government position increases by a 1 unit, on average the estimated logit increases by 0.8132units, and this shows a positive relationship. However, Preferring to work in big government position is statistically insignificant since the p-value (0.0544) > (0.05).

Starting own business is better than having a job (A₃) coefficient: Keeping other factors constant, if youth's attitudes is starting own business is better than having a job increases by a 1 unit, on average the estimated logit decreases by 0.2319units, and this shows a negative relationship. However, starting own business being better than having a job is statistically insignificant since the p-value (0.3278) > (0.05).

Not interested in volunteering to secure a job (A₄) coefficient: Keeping other factors constant, if youth's attitudes is not interested in volunteering to secure a job increases by a 1 unit, on average the estimated logit decreases by about 0.0752units, and this shows a negative relationship.

However, Not interested in volunteering to secure a job is statistically insignificant since the p-value (0.0544) > (0.05).

4.7 Model diagnostic testing

This was done to test the null hypothesis that all the slope coefficients are simultaneously equal to zero. The researcher used likelihood Ratio Statistic which follows the $\chi2$ distribution with df equal to the number of explanatory variable (excluding the constant) and the hypothesis was stated as below.

Ho: $G=N_1=N_2=N_3=N_4=N_5=A_1=A_2=A_3=A_4=0$

Basing on the table above, it was noticed that the likelihood Ratio Statistic (**LR**) is = **12.28558** and its probability value is (**0.266398**) > 0.05 implying that whole model is statistically insignificant.

CHAPTER FIVE

5.0 CONCLUSION, POLICY IMPLICATIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary of the study, policy implications and recommendations, and areas for further research

5.1.1 Summary of Findings and Conclusion

Youth unemployment has been among the major problems not only to Rubirizi District, Uganda government but worldwide and policy makers have not been considering it as serious socio-economic problem. With high poverty rates in the country most of the families have high expectation of their children to find jobs and contribute to the family development. This study intended to examine the factors that determine youth employment in Rubirizi town council, Rubirizi District, Specifically, the study examined the effect of youth's attitudes towards work on youth unemployment in Rubirizi town council, and it examined the effect of education level on youth unemployment in Rubirizi Town council, it was also intended to determine the effect of Non-cognitive skills on youth unemployment in Rubirizi Town council. The online questionnaire was used to collect data and the research was able to get all required responses from the youth within 5 days.

From descriptive analysis, out of 155 youth interviewed, 78.06% were unemployed and only 21.94% were employed. The results from descriptive analysis indicated that about bout **83** of the youth who participated in the study had stayed in the surveyed area for over 10 years, **33** of the youth who participated in the study had stayed in the surveyed area between 6 and 10 years, and **20** of the youth who participated in the study had stayed in the surveyed area between 1 and 5 years, and few of them (**19**) had stayed in the surveyed for less than 12 months.

And **63%** of the youth interviewed were male, and **only 37%** of the youth interviewed were female. **56.13%** of the youth interviewed were not satisfied with the present education system, **36.77%** of the youth who participated in the survey were partially satisfied with present education

system, **3.87%** of the youth responded that they were satisfied, and only **3.23%** of the youth were very satisfied with the present education system.

5.1.2 Findings on whether Non-cognitive skill has an effect in getting a job and assist to get income

- All the non-cognitive skills considered in the model like Inter-personal skill, Communication skill, Person's dependability skill, Self-confidence skill, Persistence skill have a positive effect on the logit, though they are all statistically insignificant since their respective p-values are greater than 0.05.

5.1.3 Findings on the effect of education level on youth unemployment in Rubirizi Town council.

According to the research findings, **32.26%** of the youth interviewed had attended tertiary level of education, **29.03%** of the youth had attended secondary level, **16.77%** of the youth interviewed had attended primary level, the least number of the youth interviewed had no formal education which constituted **10.97%,** and **10.97%** had also attended post-graduate studies. This implies that on average majority of the youth in the surveyed area were able to access education. However, **56.13%** of the youth interviewed were not satisfied with the present education system, and only **3.23%** of the youth were very satisfied with the present education system.

- This implies that on average many youth were not satisfied with the present education system. Therefore there is still a hung gap to be addressed in education sector with an intention of vocationalizing the current education system which trains job seekers in steady of job makers.

5.1.4 Findings on the effect of youth's attitudes towards work on youth unemployment in Rubirizi town council

- The findings revealed that, all youth's attitudes towards work examined were statistically insignificant and the coefficient of not interested in volunteering to secure a job (0.0752)

44

shows a negative relationship. This implies that youth are were not interested in volunteering to secure the future jobs. On addition the coefficient of Starting own business being better than having a job (0.2319) shows a negative relationship as well. This implies that youth had no plans of starting their own business.

5.2 Recommendations made

From the findings presented above, it is clear that measures to overcome youth unemployment in Rubirizi Town council are required. The following recommendations were made by the researcher:

- Youth should have positive attitudes towards work in order not be negatively looking at self-employment experience, and should start by volunteering in order to gain work experience and once employed have to focus on high work performance before demand of high payments. However, Government should intervene to finance the youth through project creation and setting up more industries which may increase employment opportunities in Rubirizi town council.

- Youth should aim at acquiring high level education in order to have all requirements for the available jobs, However youth also suggested that there should be creation of vocational training institutions, this can be achieved by Government through reforming education curriculum in both secondary and vocational schools to emphasize income generating activities through entrepreneurial skills development, increased investment in industries as well as curriculum to be invested in to emphasize knowledge base. This is reason as to why most youth were not satisfied with the current education system which trains job seekers in steady of job makers.

- Youth should improve on all non-cognitive skills, since they all had positive relationship to employment status before seeking for the available opportunities. This is because many employers or managers of this era usually prefer to work with employees who are able to work and relate with other colleagues.

5.3. Further Research

The researcher suggests that the following areas can be researched further:

1. Since the study was limited to factors that determine youth unemployment, there is need to research on effects of youth unemployment in the same area of the study.

2. Further research should be carried out to investigate factors influencing youth employability in Rubirizi District and other areas.

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APPENDICES

Appendix I

TIME TABLE

Table 5.1: showing the time table followed by the researcher

Tasks and Months	APRIL	MAY	JUNE	JULY	AUGT	SEPT	OCT	NOV	DEC
Writing Proposal									
Data collection									
Data analysis and report writing									
Reviewing& submission									
Defending									

Appendix II

Online questionnaire: Can be accessed by clicking the link below

https://forms.gle/zjppj9xJvruKE4jt9

It contains the questionnaire and the summary of the anaylsis of this research.