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Master's Thesis of Public Administration

Tackling the Youth Unemployment in Uganda

**A Review of Selected Government Initiatives for youth
employment across Uganda**

**청년실업 문제를 해결을 위한 우간다의
정부선정 시책의 검토**

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Graduate School of Public Administration

Seoul National University

Public Administration Major

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**Tackling the Youth Unemployment in Uganda.
A Review of Selected Government Initiatives for youth
employment across Uganda**

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Abstract

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Uganda has one of the world's fastest growing and youngest populations in the world according to the Population Reference Bureau's 2018 World Population Data Sheet. While this can be a good foundation for economic growth, it also poses a significant challenge to the country in the form of widespread youth unemployment, which can jeopardize the country's political stability and long-term development. Youth unemployment has been steadily and suddenly rising as a result of this expanding young population. Therefore, this thesis examines the key causes of youth unemployment in Uganda.

According to the IMF Country Focus, this puts the country under pressure to produce more than 600,000 jobs per year for its growing labour force while also ensuring that the benefits of development are distributed fairly. In order to achieve this goal, the Ugandan government has embarked on a number of noteworthy job creation projects in recent years, some of which have been spearheaded by the President, His

Excellency Yoweri Kaguta Museveni. In Uganda, youth unemployment is a major problem among both educated and illiterate youth. In recent years, well-intentioned donors have set up programs in the country aimed at putting young people to work, but the study only focuses on the government's strategic plans and initiatives to address the problem. Although a large number of young people have benefited from these projects, the great majority of young people have made little or no progress, and thus this study delves into two of the most significant government employment initiatives namely; Uganda's Youth Livelihood Programme (YLP) and The Operation Wealth Creation (OWC), their impact, challenges and proposed suggestions or solutions to youth unemployment.

Majority of the respondents agreed to the fact that youth unemployment is largely due the fact there are no jobs in the country closely followed by high population of the youth. On top of that, this large population of the youth often migrates from rural to urban (towns and cities) thereby fighting for the few available jobs, many others said; lack of skills favourable for the job market (skills mismatch) was very much a factor. The focus group discussion ably proposed solutions to youth unemployment with very much focus on skilling the youth. Based on these findings, recommendations were developed to help address the problem of youth unemployment, which include: combating corruption in government institutions, equipping young people with more skills for self-employment, providing career guidance to the youth in terms of attitudes toward certain jobs, particularly in the agricultural sector, controlling rapid population growth, and providing more practical education through vocational institutions, among other things.

Key words: Youth unemployment, Youth Livelihood Programme, Operation Wealth Creation, Uganda Industrial Research Institute, Youth population, Unemployment rate.

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ABBREVIATIONS

IMF	International Monetary Fund
YLP	Youth Livelihood Programme
OWC	Operation Wealth Creation
MGLSD	Ministry of Gender Labour & Social Development
URI	Uganda Industrial Research Institute
UN	United Nations
NYP	National Youth Policy
YLF	Youth Livelihood Fund
UNNGOF	Uganda National NGO Forum
SMEs	Small Medium Enterprises
UNDP	United Nations Development Programme
IYF	International Youth Fund
NDP	National Development Plan
UPPAP	Uganda Participatory Poverty Assessment Project
IRC	International Rescue Committee
BBC	British Broadcasting Service
MPs	Members of Parliament
LCI	Local Council One
LED	Local Economic Development
MOSTI	Ministry of Science, Technology, and Innovation
GDP	Gross Domestic Product
NAADS	National Agriculture Advisory Services
UPDF	Uganda People's Development Forces
MAAIF	Ministry of Agriculture Animal Industry & Fisheries
IFPRI	International Food Policy Research Institute
NASFAM	National Smallholder Farmer Association Malawi
EOC	Equal Opportunities Commission
FGD	Focus Group Discussion

Chapter One: Introduction

1.1 Introduction and Background.

Youth unemployment has been a hot topic on both the national and global development agendas in recent years. The root issue is the large number of youngsters entering the labor market each year, and for most low-income countries, particularly those in the Sub-Saharan region Uganda inclusive, it extends beyond the large youth population to include low-quality education and no skills training. This study attempts to define the scope of the problem by examining the factors that contribute to high youth unemployment in Uganda, as well as examining two selected government initiatives to deal with the problem. While the world appears to be focused on climate change, artificial intelligence, and security concerns, it is critical to prioritize youth unemployment. Many nations (governments), including Uganda, have invested extensively in youth employment programs in order to find answers. Uganda's Youth Livelihood programme (YLP) and Operation Wealth Creation (OWC) are two of the notable initiatives the government of Uganda established to fight youth unemployment.

Even with these seemingly good initiatives, youth unemployment is not decreasing, but rather growing. Probably, the focus of the discussion should be on creating a more favourable investment and business climate. While youth unemployment is a global issue, the scale of the problem varies from country to country. According to Teklu Gebretsadik (2016), while both developed and developing countries are concerned about unemployment, the likelihood of unemployment in developing countries, particularly Sub-Saharan Africa, has increased due to rapid population growth and limited economic development, among other factors.

1.2 Statement of the Problem

Uganda has a 2.44% unemployment rate, with a 2.48% youth unemployment rate (World Bank, 2021). In recent years, the Government of Uganda has embarked on a number of noteworthy job-creation initiatives, some of which were pushed by the President. Although a large number of youth have benefited from these activities, the great majority of youth have made little or no progress, and this research delves into the key factors for youth unemployment in Uganda, impact of the selected government initiatives, their difficulties, and suggestions.

Youth unemployment is a major challenge in Uganda, affecting both educated and illiterate young people. In recent years, well-intentioned donors have set up programs in the nation focused at putting young people to work, but the research will only look at the two government's stated priorities and attempts to address the problem. There is no shortage of initiatives in Uganda to address this problem; in fact, many well-intentioned donors have established programs in Uganda over the years aimed at putting youth to work, and the government has established numerous initiatives as well, but youth unemployment continues to rise year after year. We must continue to address the causes of this significant surge in the hopes of assisting the nation with one of the world's youngest populations.

With a staggering estimated 78% of total population under the age of 30, Uganda has a significant development potential, which is why the government should pay close attention to this energetic large youth population; otherwise, if left untapped, it could become a major development challenge, as we have already seen that despite numerous government initiatives to create jobs, the youth unemployment problem is not going away.

1.3 Aim and objective of the Research.

The purpose of this study is to look at the causes of youth unemployment in Uganda, as well as to look into two significant government initiatives for youth employment

in Uganda.

The study will be guided by the following precise objectives: -

- a) To determine the factors that influence Ugandan youth unemployment.
- b) To identify and debate specific government efforts aimed at reducing youth unemployment, as well as the obstacles that these projects face, including proposed solutions.

1.4 Research Questions

These objectives are represented in the following Research Questions: -

- i What factors influence youth unemployment in Uganda?
- ii What specific initiatives has Uganda's government used to combat youth unemployment?
- iii What are the challenges that the chosen government initiatives are facing and the proposed solutions to the said challenges?

1.5 Scope and boundary of the Study.

The purpose of this research is to look into the factors that contribute to youth unemployment in Uganda and to assess some of the government's youth employment initiatives. The research examines how youth employment has changed since 1986, when civil and political turmoil ended, restoring stability and the rule of law after many years of authoritarianism, with a focus on the year 1995, when Uganda's present Constitution was promulgated. Uganda's Youth Livelihood Programme (YLP) and Operation Wealth Creation are two government initiatives for youth employment that are examined in this research (OWC).

The study's scope is limited to unemployed youth in Uganda's five regions, namely Kampala Capital City, Northern region, Central region, Western region, and Eastern region, youth leaders from Kampala, Uganda's capital, officials from the Ministry of

Labour, Gender, and Social Development (MGLSD), officials from Uganda Industrial Research Institute (UIRI), and officials from the selected government initiatives, namely YLP and OWC.

Chapter Two: Literature Review

2.1 Background Theory on Youth Unemployment:

According to Mark Casson (1979), an unemployed person is someone who is looking for work and would take it if it were provided at the current money pay. The sort of job referred to is usually a regular full-time job. In the developing world, where over one billion people are between the ages of 15 and 24, youth employment is becoming a prominent concern as per the UN (United Nations, 2019). Uganda has one of the world's youngest populations, with 78 percent of its people under the age of 30, therefore a great development potential. Because of Uganda's rapidly growing young population, unemployment has become a serious worry. However, if this large youthful population remains untapped, it might become a major development burden. Abel, John Bosco, and James (2021). Extremism, political instability, and poverty have all been fostered by massive unemployment among youth. Because jobless youth are easy victims for extreme organizations taking advantage of the situation, violent actions, criminality, and drug usage are also on the rise. The good news is that different initiatives to remedy this problem have been made.

According to Patricia Ackah-Baidoo (2016), Sub-Saharan Africa is witnessing an unprecedented youth unemployment problem. It is a good bet that the long-term demise of some industries (structural unemployment) is also to blame. Structural unemployment occurs when other production inputs, such as land and capital, are in low supply, as is the case in Uganda. There might be a variety of additional factors, according to the World Bank research from 2009 and the Peace Child International report from 2013. More reports on the issue of youth unemployment from around

the Sub-Sahara have come to the same conclusion. Uganda's unemployment problem is similar to that of the Democratic Republic of Congo, Nigeria, Mali, South Sudan, Burkina Faso, Malawi, Guinea, Niger, Cameroon and many other Sub-Saharan African countries, however, not much has been done to involve youngsters, and, moreover, governments' answers to the problem are distressingly and troublingly inadequate.

The African Development Bank (AFDB) held a series of Ministerial Conferences on Youth Employment Prospects and Entrepreneurship in each subregion of Africa, including East Africa (Uganda), in late 2016 and early 2017, with the goal of facilitating results-oriented policymaking in support of youth employability, entrepreneurship programs and projects, with a focus on policies and actions required to foster human capital development and create high-value-added jobs. AfDB (2017). In their study on Jobs for Youth in Africa, the African Development Bank (AfDB) (2018) stated that Africa's big youthful population is a tremendous asset with numerous untapped potentials that, if adequately utilized, will drive Africa's economic growth. Because the majority of African youths do not have stable jobs or a solid economic future, these potentials may not be realized as quickly as they could be, which is why the time to address youth unemployment in Uganda is/should be now, not tomorrow. Because of their lack of practical educational and economic approaches, the youth unemployment rate in the majority of Sub-Saharan nations is increasing. Uganda, like the majority of Sub-Saharan African countries, is plagued by unemployment, particularly among young people which is the centre of discussion herein and seemingly, Uganda's policymakers have failed to come up with practical solutions.

According to Patricia (2016), youth unemployment is one of Africa's most difficult and crucial socioeconomic concerns. Africa is the world's youngest continent, with over 70% of its inhabitants under the age of 25, but the focus is on Sub-Saharan Africa, where young people make up the majority of the region's unemployed. The

African Union established its Youth Decade Plan of Action (2009–2018), with the objective of reducing Africa's youth unemployment rate by 2% each year. African governments, however, have fallen short of this target, failing to provide enough employment to absorb the millions of young people who enter the labor force each year. On International Youth Day, 12 August 2019, the United Nations Department of Economic and Social Affairs predicted that the global youth population will peak at roughly 1.4 billion individuals around 2065. According to the United Nations Advisory Committee for the International Youth Year, there were around 1.2 billion youth aged 15 to 24 in the globe in 2019, accounting for 16% of the worldwide population. The United Nations defines youth as those aged 15 to 24, however in Uganda, the Ministry of Gender, Labour, and Social Development defines youth as people aged 18 to 30.

In 1985, the share of youth in the entire population was 19.3 percent, but in 2019, Central and Southern Asia had the most youth (361 million), followed by Eastern and South-Eastern Asia (307 million), and Sub-Saharan Africa (211 million). By 2050, the youth population in the poorest nations (Uganda inclusive as of now) is expected to grow by 62 percent. The United Nations Committee on Development Policy produced a list of the world's 47 least developed nations as of February 2021, which is greatly dominated by Sub-Saharan African countries, including Uganda. According to the study, the world's youth population is expected to grow by 62 percent over the next three decades, from 207 million in 2019 to 336 million in 2050, with Sub-Saharan Africa seeing the greatest increases, which is one of the main reasons for the escalation of the youth unemployment debate. The persistent rise in youth unemployment has negative consequences, including the promotion of drug addiction among youths, crime and violence, psycho-social problems among youth, commercial sex work, and economic costs, such as negative effects on economic development and higher medical costs due to the risk of contracting deadly diseases such as HIV Aids, lung and liver diseases as a result of idleness, drugs, and alcohol. Abel Egessa, John Bosco Nnyanzi, and James Muwanga (2021). The authors go on

to say the rising youth unemployment has negative consequences and is the result of a complex interaction of causes.

Mbulaheni Albert Dagume Agyapong Gyekye (2016) lays forth a number of theories that have been proposed to explain the unemployment problem. According to classical economic theory, unemployment is only a temporary occurrence, and that the free market forces would eventually return the economy to full employment. To put it another way, the labor market is always obvious on the premise of flexible salaries and complete information. When this assumption is not true, the market may not be clear, resulting in the traditional involuntary unemployment. People are not working because they have chosen not to work or because they are part of a frictional or structural unemployment, according to this view.

2.2 The case of Uganda's youth unemployment from 1986

Uganda obtained independence from the United Kingdom in 1962, and the country immediately became a rural economy dominated by agriculture. Following a decade of political and economic stability (around 1960-1970), Idi Amin conducted a lethal military coup in 1971, ushering in an era of political and economic turbulence that lasted until 1986. Yoweri Kaguta Museveni's National Resistance Movement gained control and has since remained the country's dominant political party. During the first two decades of the government, civil unrest in the northern half of the country impeded economic progress significantly. Following that, there has been a period of relative stability, despite the fact that gains in peace and stability have obscured severe governance difficulties, such as rising inequality, youth unemployment, and public-sector corruption. Eria Hisali, Marios Obwona, Isaac Shinyekwa, Julius Kiiza (2016).

According to Isaac Shinyekwa, Julius Kiiza, Eria Hisali, and Marios Obwona (2016), in the early 1980s, the agricultural sector, which was managed by village-level

'collectives,' produced more than 80% of national revenue. Agriculture and light industry increased at a greater rate than heavy industry. According to the limited numbers that were (irregularly) given and publicly publicized between 1981 and 1985, industrial production rose at a rate of 9.5 percent per year and income per capita grew at a rate of 6.4 percent per year. The economy was characterized by small-scale production, low labor productivity, high unemployment, material and technological shortcomings, and lack of food and consumer goods.

2.3 Selected Government Initiatives for Youth employment.

Uganda produces up to 30,000 graduates each year, putting further strain on the labour market. The limited public-sector positions available can only handle a small portion of this massive number of graduates. Uganda Government has established a variety of initiatives targeted at providing jobs for young people. These policies include those intended at creating a favourable climate to produce employment, as well as those targeted at improving youths' skills and knowledge to make them more employable (Gemma & Mbowa 2014).

Table 1. Size of Uganda's Civil Service, 2015-2019

Groups	2015	2016	2017	2018	Column1	Column2	2019
					Male	Female	Total
Traditional civil service[1]	22,455	22,965	21,734	22,145	10,086	12,476	22,562
Teaching service	164,995	159,690	159,670	159,866	64,331	98,763	162,981
Police and Prisons	49,221	53,078	53,293	52,870	11,284	40,971	52,255
Public Universities	6,379	6,453	5,835	6,754	2,566	4,332	6,898
Local Governments	57,322	66,265	68,221	70,743	31,127	42,570	73,697
Total	300,372	308,451	308,753	312,379	119,394	199,112	318,392

Source: Ministry of Public Service, Uganda

From 2015 to 2019, table one above indicates a relatively modest number of civil servants compared to the overwhelming population of Uganda. The government needed to find alternatives, therefore the Youth Livelihood Program (YLP) was started in 2004, followed by Operation Wealth Creation in 2013. There are other programs, such as the Emyooga Fund and the Parish Development Model but the research only looks at two namely; YLP and OWC. In 2001, Uganda implemented the National Youth Policy (NYP) with the purpose of increasing youth economic contributions. The strategy was enacted in response to deteriorating youth circumstances, which included a surge in youth movement from rural to urban areas that was not followed by job creation. A growing number of young people were dropping out of school, and government funds to assist them were scarce. The Youth Livelihood Programme YLP and Youth Livelihood Fund YLF were created to

provide financial and other assistance to youth-led small businesses. The goal was to encourage not just the growth of small businesses, but also the creation of jobs.

2.4 Youth Livelihood Programme (YLP)

Uganda's government has implemented a variety of programs and initiatives aimed at addressing the problem of youth unemployment. The National Youth Policy (NYP), implemented in 2001, is one of the most significant. Agriculture and related sectors have been the emphasis of the NYP since 2001 as this has been Ugandans' primary source of income. Makumbi (2018) discusses the Youth Livelihood Programme (YLP) and its related Youth Livelihood Fund (YLF) as examples of government initiatives developed under the National Youth Policy (NYP) to help young people find jobs by offering grants and other support to small groups of young entrepreneurs. Its primary purpose was to aid them in establishing new businesses, thereby providing jobs for young people. In addition to financial assistance, teenagers require assistance in a range of areas, including increasing awareness about career opportunities, strengthening vocational and entrepreneurial skills, and providing advise and guidance on how to start small enterprises.

Uganda adopted the (NYP) with the explicit goal of enhancing youth economic contributions, which eventually led to the formation of the YLP, a government of Uganda project formed as one of the government's answers to Uganda's youth unemployment and poverty. According to the Ministry of Gender, Labour, and Social Development (MGLSD), the YLP comprises Uganda's capital city as well as all 112 districts developed from the country's four primary regions, namely the Central region, Western region, Northern region, Eastern region, and the capital city Kampala.

Cabinet and Parliament agreed and assigned a budget of Uganda Shillings 265 billion (about US\$ 100 million) for the first five years of operation, from 2013-2014 to 2017-2018. Despite the enormous budget approved, the youth unemployment rate

has continued to rise. According to the Annual Labour Force Survey 2018/19, there were four million youth in employment (aged 18-30 years), specifically those engaged in any activity for at least one hour to produce goods or provide services for pay or profit, which means that Uganda's unemployed youth population is staggering when compared to the total youth population. While various studies have been undertaken to evaluate the Youth Livelihood Program (Ejang, Openjeru, Uwonda et al 2016, Miranda Bukenya et al 2016), no conclusive research has been conducted to evaluate the program's impact on the well-being of the youth. The majority of preliminary research has concentrated on documenting program implementation success, with little or no emphasis made to quantifying the program's impact on youth well-being. Furthermore, there are contextual gaps because prior studies have only been conducted in specific areas and regions of the country, rather than the entire country.

2.4.1 Impact of Youth Livelihood Programs.

Youth-supporting programs have been around for a long time in wealthy nations, but they are relatively new in developing countries. James (2008). Such initiatives have had a direct or indirect impact on the lives of young people, both socioeconomically and politically. Dodge, Daly, Huvton, and Sanders (2012). AAIU, DRT, UNNGOF, (2012) report that while there are still gaps in the uptake of vocational education in Uganda, it has been crucial in increasing the skills of the youths. Hands-on training for youth in skills such as carpentry, mechanics, and sewing, among others, is emphasized in this type of schooling aided by the Youth Livelihood Programme. Ogbuanya (2015). This has laid the groundwork for adolescent self-employment, with many of those who have finished vocational education reporting success and some respite in breaking into the job market. When compared to their university peers, this has also made it easier for such young people to be sponsored by government programs such as the YLP. Projects focusing on vocational skills training have been reported in various urban neighbourhoods where kids have benefited from the YLP (MGLSD, 2015), that is, employment that need hands-on

skills such as welding, carpentry, plumbing, construction, and so on. Small and medium-sized enterprises (SMEs) have shown to be beneficial, and vocational education serves as a foundation for their formation (UNDP. 2014). Despite its benefits, the therapy has a number of drawbacks, including low recovery rates.

This has established a foundation for self-employment among the youth, with many of those who have completed vocational education reporting success and some relief to penetrate the job market. In comparison to their university counterparts, this has also made it simpler for such youths to be sponsored through government programs like the YLP. In numerous urban neighbourhoods where youth have benefited from the YLP, projects focused on vocational skills training have been documented (MGLSD, 2015), that is, jobs that require hands-on skills, such as welding, carpentry, plumbing, building etc. Small and Medium Enterprises (SMEs) have shown to be advantageous, and vocational education acts as a basis for their establishment (UNDP. 2014). Despite its advantages, the program has a number of challenges, including poor recovery rates, corruption, and nepotism (Ogbuanya et al, 2015).

The YLP has been demonstrated to have a significant impact on results in other areas, such as health. Promiscuity and risky conduct among youth are reduced when they have assured access to funds. Youth livelihood programs are an approach for lowering illnesses, particularly those linked to a person's lifestyle, such as sexually transmitted infections (James, 2008). Many young people wind up in the sex trade in order to make a livelihood, putting them at danger of illnesses like HIV and AIDS, as well as undesired or early pregnancy, which is one of the causes behind Uganda's large youth population hence an increased rate of unemployment. HIV infection rates are high in Uganda, particularly among the young population and university students. Furthermore, youth livelihood initiatives lower the likelihood of youths participating in drug use because one major reason why youth end up in drug use is unemployment. (International Youth Foundation (IYF) 2012). Thanks to YLP for

their attempts to solving the situation however much needs to be done.

Recognizing that youngsters are a highly dynamic demographic group with enormous energy, it is possible that they will cause civil unrest in society if they are not appropriately prepared and their expectations are not satisfied (Chingutta. 2003). According to Lombard (2014), a key source of civil unrest has been the isolation of African youths from opportunities and services. Unemployed young people are more prone to recruitment into rebel organizations and terrorism since they have less to lose in most cases (Andre. 2015). While youth livelihood initiatives may appear to be costly to manage and sustain in the short term, their long-term worth much transcends the costs. For example, YLP's improved socioeconomic possibilities for young women have resulted in lower cases of spousal violence, newborn and child maltreatment.

Since as a result of being one of the poorest countries in the world, Uganda has had to deal with the issues of teenage marriages and pregnancy, as unemployed youths have no other option (AAIU, DRT, UNNGOF, 2012). While culture has been blamed for a big portion of teen marriage and childbirth, poverty and unemployment have also been mentioned as major contributors (MGLSD. 2015). Initiatives like youth livelihood programs have improved young girls' access to services and overall living circumstances (Ilempel & Fiala. 2012) by providing capital to start small businesses. This is achieved through enhancing their skills and knowledge in order to earn a living rather than being forced to rely on others and be exploited. Beneficiaries include not just the young women, but also their immediate family, including siblings, children, and parents. In essence, these programs break the cycle of reliance by empowering unemployed young women to actively participate in the labour market.

2.4.2 Challenges facing Youth Livelihood Programme (YLP).

Despite the fact that youth livelihood programs are still relatively new in poor

countries like Uganda, they are being implemented despite a number of problems, some of which are listed in the literature below;

Many developing countries, like Uganda, have a strong desire for aid. The large population of young people, known colloquially as the "youth bulge" (Urdal 2014), presents a significant challenge for such initiatives in countries where they have been implemented, and Uganda is no exception, with a population growth rate of 3.3 percent per year (World Bank, 2020), significantly higher than the average yearly growth rate of 1.7 percent. This has operated as a substantial disincentive to comprehensive preparation and help. Because of limited financial resources and heavy demand from other industries such as energy and infrastructure development, this is the case (NDPII). While there are many compelling reasons to invest in the plight of the "young people," many developing nations that either have or plan to build youth livelihood programs face the challenge of identifying a resource basis to ensure the programs' long-term viability (MGLSD, 2015). The complexities of economic benefit are perplexing, especially as most youth livelihood support programs have long-term advantages. The resource conundrum is a significant difficulty during resource allocation, and it promotes intrinsic exclusion in program targeting and benefits in the long term.

Failure to achieve comprehensive results creates socioeconomic inequities, which is another of society's issues (UPPAP. 2020). Resources are critical for the long-term viability of youth livelihood program initiatives. As a result, Uganda established a revolving fund structure (MGLSD. 2014). This arrangement allows young people to get cash for business start-ups, which they subsequently repay at a 5% interest rate after the first fiscal year. Despite this, according to mid-term YLP evaluation reports, many youngsters reject the program because they are terrified of being imprisoned if they do not repay the loans. As a result, YLP has faced yet another significant hurdle.

Corruption, like other development projects, has been identified as an obstacle to the implementation of youth livelihood programs, particularly in poor countries such as Uganda (International Rescue Committee (IRC) 2012). According to a BBC article on Africa's progress in 2015, corruption is one of the key factors preventing the continent's favorable shift toward development. Despite the limited resources, financial resources intended for the implementation of youth livelihood projects have been plundered through multiple frauds (Odomore, 2015).

In various locations of Uganda, it has been claimed that YLP cash is being provided to the elderly and other people who are not targeted by the program (MGLSD. 2015). Corruption, particularly in the public sector, is threatening the successful implementation of youth livelihood programs in developing countries such as Uganda. A variety of elements influence the successful implementation and eventual fulfilment of any program's anticipated advantages in development, the most important of which is the implementers' dedication to the plan (NCVO. 2006).

Local politics has also had an adverse effect. Previous research on the success of the YLP found that the program put a lot of pressure on politicians and leaders to make it more youth-focused. Sensitization and awareness were achieved through the establishment of youth councils. These individuals, together with other officials such as area Members of Parliament (MPs), resident district commissioners (RDCs), and local council chairpersons (LC1), are involved not only in the sensitization but also in the monitoring of the program's execution and the identification of beneficiaries. However, these individuals frequently use the program to advance their own political careers at the expense of the program's success by spreading false information that the funds are a free government grant rather than a revolving fund, causing the program's effectiveness to suffer and limiting its potential for recovery.

2.5 Operation Wealth Creation (OWC)

Another notable initiative launched by the President of Uganda in July 2013 is

Operation Wealth Creation (OWC). It is a program designed to effectively facilitate national socioeconomic transformation, with a focus on increasing household incomes and wealth creation through the transformation of subsistence farmers in order to eradicate poverty. OWC highlighted important issues to address, including facilitating structural economic transformation to create more jobs for the multitudes of young people who graduate from educational institutions each year. For the past few years, Operation Wealth Creation has been the most popular government initiative, with a large number of people, both young and old, benefiting from it across the country, yet concerns persist about whether what is being done is realistic.

OWC has been a prominent government program intervention in Uganda to promote Local Economic Development (LED). The initiative has been positioned as an intermediary to accelerate national socioeconomic development, with a focus on increasing household incomes and building local economies by transforming subsistence farmers into commercial farmers (President's Office, 2018). The OWC initiative, which was initially piloted by retired army veterans, was subsequently developed to especially target rural agricultural development. Since gaining political independence, the government of Uganda has directed agricultural programs and strategic policy initiatives aimed primarily at transitioning the industry from subsistence to commercial farming (Annet, 2014).

According to the World Bank economic update on Uganda (World Bank Group, 2019), agriculture remains the largest economic sector in terms of national production and employment, and its economic contribution extends beyond the production sector into the broader food system, including agro processing, manufacturing, and other services. Unfortunately, although employing more than 70% of the country's workers, accounting for more than half of all exports, and accounting for about a quarter of GDP, the agricultural and agro-food system's employment potential remains virtually untapped (NAADS Secretariat, 2017).

As a major national agricultural transformation program, OWC operates by utilizing Uganda Peoples Defense Force (UPDF) military operations to improve household income support and community-level coordination of previously uncoordinated NAADS program activities. The government had terminated the NAADS program, which had similar aims of transforming the agriculture sector through agricultural inputs, agribusiness support, and value chain development to increase household food security and incomes (Masaba & Semakula, 2013). As a result, OWC was developed as a single-spine agricultural extension method reporting directly to the Ministry of Agriculture, Animal Industry, and Fisheries (MAAIF), with military operators serving as its principal implementers (MAAIF, 2017). Because this was an innovative approach to agricultural extension services, a wide range of stakeholders were involved, including government officials, political, religious, and cultural leaders, as well as farmers and their organizations. The basic foundation for carrying out OWC activities was stakeholder participation.

Agriculture commercialization and increased household incomes were thought to be dependent on successful stakeholder involvement. Over the last two decades, almost all Sub-Saharan African countries have started LED policy changes focused at the agriculture sector (Hall, 2017). Indeed, the International Food Policy Research Institute (IFPRI) rethought the shift from subsistence to commercial agriculture as a critical component of local economic growth in developing countries, with particular concerns regarding food security and nutritional outcomes (Carletto, 2017).

In Tanzania, for example, a similar initiative, the Kilimo Kwanza Initiative, began in 2009 with the purpose of guiding the growth of the agricultural sector and transforming it from a subsistence to a commercial enterprise. This project, according to Mohamad Naim (2016), also aims to increase agricultural output, eliminate food insecurity, and relieve poverty. Mkonda and He (2016), for example, noted that, although being anticipated to ease challenges as described in its pillars, Kilimo Kwanza has not addressed the concerns facing the sector as depicted in the

project's ten pillars. They also stated that all of the problems envisioned to be solved remain, such as a lack of capital, which remains a significant issue despite the establishment of the Tanzania Agricultural Development Bank (AfDB) to provide loans to farmers, as well as poor infrastructure, poor technology, and a lack of incentives to engage in agriculture. Similarly, the National Smallholder Farmer Association of Malawi (NASFAM), an agricultural-based LED program, encouraged commercialization of agriculture by presenting the attitude of farming as a business between its members, who were primarily smallholder subsistence farmers, and the Malawian government. NASFAM operated on the assumption that smallholder agricultural intensification and commercialization were essential for improving employment, productivity, and profitability (Chirwa & Matita, 2012).

Furthermore, it has been challenging to reform and adjust agricultural performance in conjunction with traditional leaders. This looked to be the most serious problem for NASFAM, combined with high rates of illiteracy, which impeded information transfer. However, none of the agricultural-based LED projects in the region have targeted the military as LED strategy implementers in the same way that Uganda's OWC has. Furthermore, there was a lack of knowledge, data, and information on how the various stakeholders would work with the military to implement Uganda's OWC-based LED systems (Riwthong, 2017).

A series of policy and regulatory initiatives have been put in place, including new policies on irrigation research and facilitation, seed distribution to farmers, the establishment of agricultural finance platforms, and even the establishment of structures and institutions to support agricultural extension services in rural areas (Hall et al., 2017). According to a World Bank Group research (2019), these actions have been insufficient and, in some cases, harmful, as with the NAADS project. Agriculture, however, remains an important and necessary business in Uganda, and it is one of the areas targeted by the OWC LED effort to reduce youth unemployment. According to a research conducted by Uganda's Equal Opportunities Commission

(EOC), Operation Wealth Creation is a program that aims to commercialize agriculture by increasing household income and reducing poverty. Subsequent research (for example, the Parliamentary Report on OWC, 2017; the Equal Opportunities Commission Report, 2016) has revealed that the program has a variety of obstacles that make it difficult to run effectively.

2.6 Summary of the most recent Government Initiatives

Another important program initiated by the president is the Emyooga Presidential Initiative Fund. Emyooga is a term for specialized skills enterprises/groups derived from a local Ugandan dialect (Runyankole). It is a presidential program launched in August 2019 by Uganda's President as part of the government's ambitions to shift 68 percent of Ugandan homesteads from subsistence to market-oriented production, enhanced employment/job prospects, as well as increased access to specialized financial services in rural regions, particularly for youth, are among the primary objectives. More than 75% of the 18 businesses targeted by this initiative are managed and controlled by young people.

Finally, and perhaps most crucially, the Parish Development Model is the latest initiative launched early 2022. It is a bottom-up technique aiming at bringing national development planning to the grassroots. Article 176 of Uganda's constitution calls for decentralisation in order to ensure people's involvement and democratic control in decision making. The Local Government Act of Uganda distinguishes two sorts of administrative units at the sub-county level: parishes and villages. Uganda has a total of 10,694 parishes, each with a population of 450 to 30,000 people. The Parish Development Model (PDM) is a method for organizing and implementing public and private sector interventions for wealth generation and job creation at the parish level as the lowest economic planning unit, and the good news is that there will be a youth on every Parish Executive Committee. The government has lately established mechanisms and procedures for planning, budgeting, and delivery of public services under the Parish Development Model.

People at the parish level will determine development priorities based on policies developed at the national level. The notion is that by empowering individuals at the most basic administrative levels to identify and allocate resources for their own social needs, growth may be skewed in favor of the disadvantaged. According to the strategy, the overarching goal is to strengthen the decentralisation process, boost household incomes, and promote responsibility at the local level thereby solving youth unemployment as well. (Madina Guloba, 2022)

Chapter Three: Research Methodology.

3.1 Research Design and Procedure

The study was based on a qualitative approach. Survey questionnaire, and focus group discussions were used in the study to get insight into people's attitudes and beliefs about the reasons of youth unemployment in Uganda, as well as thoughts on the two key government initiatives for youth employment. The study makes use of a variety of data sources, including documents, journals, and other instruments.

3.2 Qualitative Research Design.

The qualitative research approach was used to better comprehend what the participants are saying and to hear their voices (Lichtman, 2013). To that purpose, the researcher devised both closed and open-ended questions in which the participants, notably jobless youth, may openly express themselves about their experiences without employment and offer suggestions on what the government might do better.

Snowball sampling of unemployed youth aged 18 to 30 years is used in this study. Unemployed youth from all regions of Uganda were sought, including the Northern region, Western region, Central region, Eastern region, and Kampala Capital City, in order to gain a more comprehensive understanding of their perspectives and

experiences. The rationale for selecting different parts of the country is because each of these regions has distinct characteristics, some of which are cultural in nature and would result in bias if not taken into account. As a result, the goal was to interview many jobless youths from various backgrounds, such as education level, gender, area of residence/region, and so on.

3.3 Population and Sample

The qualitative approach primarily focused on identifying the reasons for youth unemployment in Uganda and assessing the government initiatives for youth employment namely YLP and OWC. Information was gathered through the use of questionnaires administered to a variety of respondents, both female and male unemployed youth from all the 5 regions of the country, as well as focus group discussions (FGDs) with 9 key informants.

Basic information, such as age, employment status, education level, duration of unemployment and length of job search were requested from the respondents, specifically unemployed youth. At least three Focus Group Discussions (FGD) were held involving officials from the Ministry of Gender, Labour and Social Development (MGLSD), officials from the Uganda Industrial Research Institute (UIRI), officials from Operation Wealth Creation, youth leaders in Kampala Capital City, utilizing a semi-structured questionnaire to learn more about the challenges, and proposed solutions to the challenges faced by the said government initiatives. This helped the researcher to gain a better understanding of the progress of the government initiatives as well as the problems they confront and most importantly the proposed solutions.

3.4 Participants

Interview questionnaires were held in different phases. First, pilot interviews were conducted on 20 unemployed respondents in Kampala capital city and in the second phase interview questionnaires were finalized according to the need of the research throughout all the 5 regions of the country and 91 participants made responses.

Participants were selected through snowball sampling. Pilot interviews were conducted from 20 unemployed youth based in the Capital and this was useful in order to formulate proper questions for our real study and also to look for ways of reaching out to unemployed youth in all the regions of the country besides the capital city in order to avoid bias. These Pilot interviews also helped in the research direction and since all the first 20 responses were Kampala capital city based, the researcher had to devise means of engaging unemployed youth from across the other 4 regions of the country to avoid bias and as such each region polled at least a reasonable number as reported below. It also helped the researcher to choose specific questions; therefore, pilot interviews gave a direction on what to target and what to leave out. The 4 regions; northern Uganda, western Uganda, Eastern Uganda and Kampala city are all reflected in the map of Uganda below;

Figure one: Map of Uganda showing the 5 regions (Western, Central, Eastern, Northern, Kampala)



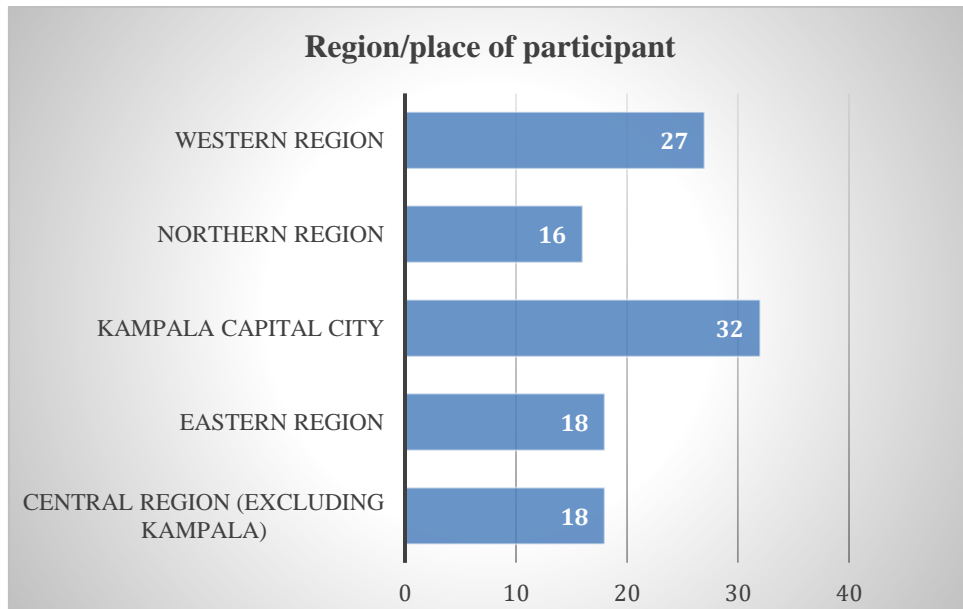
Source: World Atlas; Uganda Maps and facts

3.4.1 Finalized Participants.

After conducting pilot interviews from 20 participants, 91 participants were drawn. These participants were randomly selected by snow ball sampling with a target of reaching unemployed youth from all the 5 regions of the country namely; Northern Uganda, Western Uganda, Central Uganda, Kampala capital city and Eastern

Uganda as shown in figure 1 above. The reason for choosing the Capital city as an independent region is because so many youth are concentrated therein therefore it would somehow lead to biased findings, as a matter of fact, the main reason for the increasing the number of respondents after the initial pilot study was because all the first respondents on pilot study were residents in the capital city and yet the researcher’s intention from the onset was to get respondents from all the 5 regions. So this helped to explore the experiences of unemployed youth and how they are currently handling the job search process. Details regarding the participants’ region/place is stated in Figure 2 below, for all the 5 regions of the country.

Figure 2: Region/place of participants



Source: Primary Data

On addition, three Focus Group Discussions (FGD) were held involving officials from the Ministry of Gender, Labour and Social Development (MGLSD), officials from the Uganda Industrial Research Institute (UIRI), officials from Operation Wealth Creation, youth leaders in Kampala Capital City, utilizing a semi-structured questionnaire to learn more about the challenges, and proposed solutions to the

challenges faced by the said government initiatives. Whereas the thesis advisor examined the validity of the questionnaire and suggested recommendations, they were followed. The instruments were finalized upon receiving the feedback and recommendations from the committee. Concerning the focus group participants, all these were experts and hence they can be easily trusted especially on the proposed solutions to the challenges that the government institutions face in combating youth unemployment since they all work in the exact fields of government.

3.5 Data Analysis

The study gathered raw data, which was then analyzed using thematic analysis approaches. Thematic analysis is a qualitative approach for identifying themes, or some degree of patterned response or meaning within a data set (Braun & Clarke, 2006,). It extends beyond words or phrases to studies that involve identifying and characterizing both implicit and explicit ideas' (Guest, MacQueen, & Namey, 2012,). This involved identifying, analysing and reporting patterns within data. Numerical data such as age and gender was analysed using excel sheet to generate percentages, tables and graphs.

3.6 Ethical Considerations

Insofar as research integrity is preserved, research was done by correctly citing the various authors to avoid plagiarism, and all the various Respondents are appropriately informed of the goal, duration, and potential use of the research results, the research did not offer any serious ethical difficulties. The identities and personal information obtained will be kept in strict confidence and later destroyed and this was duly communicated to each of the respondents/participants. Finally, the required permissions were sought from the appropriate organizations or institutions, and any information gathered throughout the study will not be shared with any other third parties without the respondents' explicit agreement and or consent.

Chapter Four: Findings, Analysis and Interpretations

4.1 Respondent Demographic Characteristics

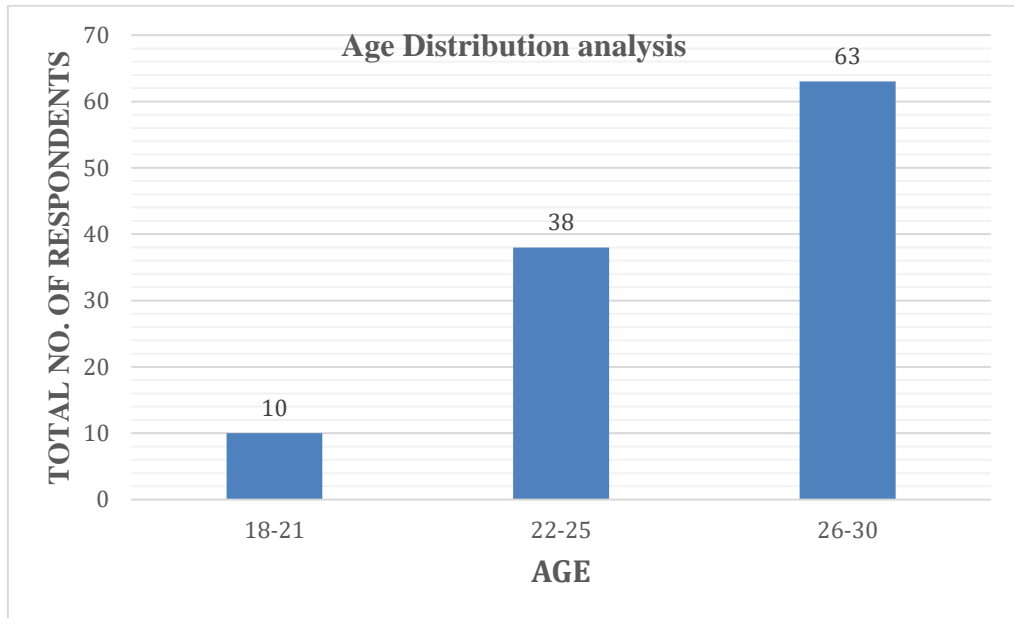
There were more female responders than men among the survey respondents. Female participants outnumbered male participants by 57.7 percent to 42.3 percent, respectively. The probable reason is that according to the overall population of Uganda, the female population amounts to approximately 23.19 million, while the male population amounted to approximately 22.55 million inhabitants which means that female population is higher than male population hence a balanced survey.

4.2 Age distribution of respondents.

Uganda has one of the world's youngest populations, with more than 78% of the population under the age of 30. With just under eight million young people under the age of 15, the country also has one of the worst rates of youth unemployment in Sub-Saharan Africa. Although Uganda is achieving economic progress, it confronts tremendous hurdles in serving the needs of its young people today, as its population continues to expand at a 3.3 percent annual pace. The National Youth Policy defines youth as all young people, male and female, between the ages of 12 and 30.

Therefore, for purposes of this research, the age of the unemployed youth was considered and graded between 18-30 years in line with the National Youth Policy and the Constitution of the Republic of Uganda, 1995. Several scholars have pointed out that age determines the involvement of a person in any activity (Sproll, 2004). The findings are presented in Figure 3. The figure below shows 10 unemployed youth were between 18-21 years of age representing 9%, 38 unemployed youth were between 22-25 years representing 34.2% and the third category was 63 unemployed youth representing a percentage of 56.8%.

Figure 3. Age Distribution of respondents



Source: Primary data

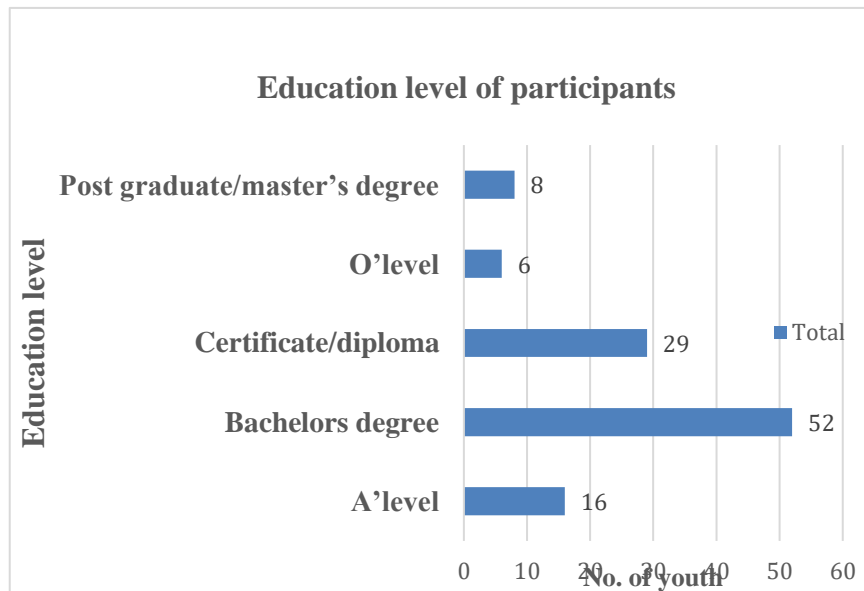
4.3 Education level of participants.

One of the most often proposed explanations for youth unemployment is that young people are unemployed because they are unskilled, and they are unskilled because they are untrained and poorly educated. As a result, it has been usual to attribute a prominent role to education in addressing the problem of youth unemployment (Jallade, 1987).

The findings presented in Figure 4, show that an overwhelming 47% of the unemployed youth/respondents have a bachelors degree, 7.2% have post graduate/masters degree. 29 youth representing 26% have got either a certificate or diploma and lastly 5.4% of the respondents had attained Ordinary level and 16% of the respondents had Advanced level. Note, all these respondents were unemployed youth as the target group save for the focus group discussions (FGDs) that comprised of experts in the field and shall be discussed later. All of the respondents had attained some form of education but the results clearly indicate that the highest number of

unemployed youth had by far attained a bachelor's degree.

Figure 4: Education level of participants



Source: Primary data

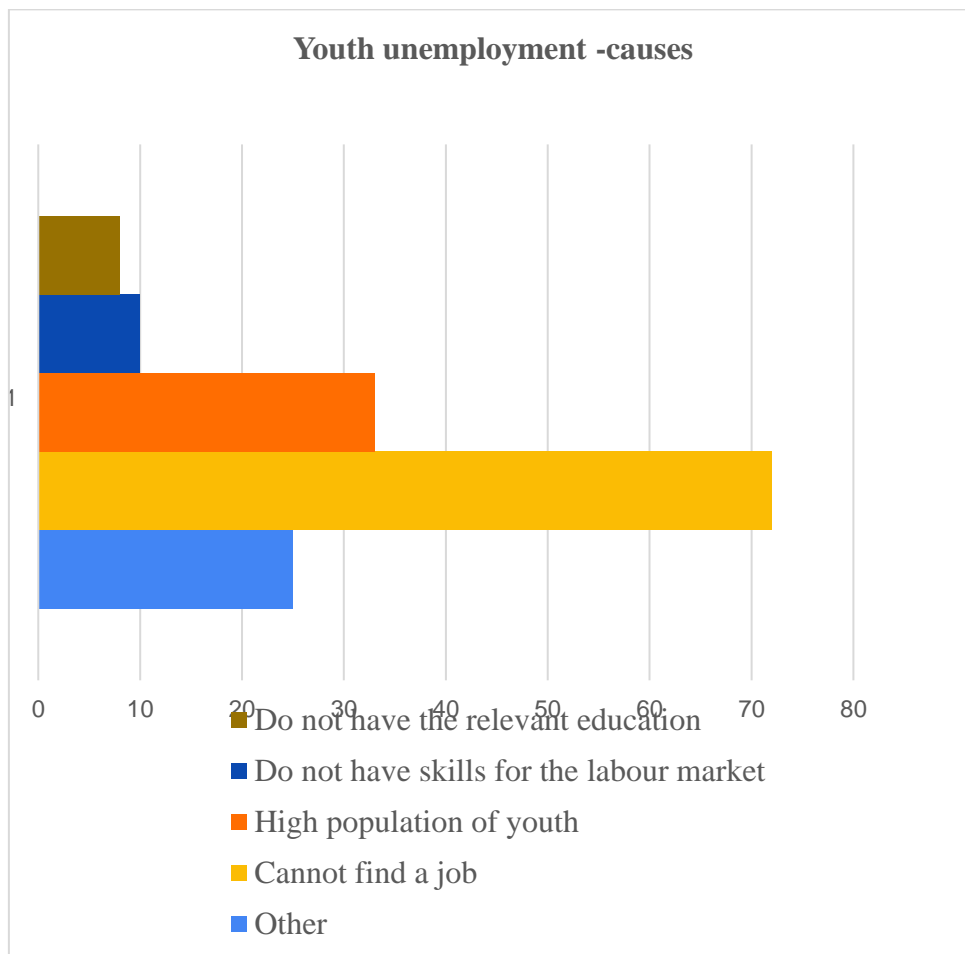
The findings were quite surprising insofar as when asked about YLP and OWC in addressing youth unemployment, so many said they have not even heard about YLP or OWC at all which means that the Government must step up and make these initiatives more popular across all the regions. About YLP, 26.1% reported that they strongly disagree with its capacity to solve youth unemployment while 19.8% agreed and 15.3% were neutral. A total number of 18% reported, “Agree”, 2.7% “strongly disagree” while a whopping 18% reported that they have never heard about YLP at all. For OWC; 21.6% “Strongly disagree”, 26.1% “disagree”, 15.3% “neutral”, 22.5% “agree” while 3.6% “strongly disagree” and another whopping 10.8% reported that they have never heard about OWC.

4.4 Causes of youth unemployment in Uganda

It was observed that 64.9 percent of respondents strongly agreed and stated that they are unemployed because they simply couldn't find a job, while 29.7 percent decried the fact that due to a sharp increase in youth population, youth unemployment has also increased, and 9 percent stated that one of the major causes of unemployment in Uganda, particularly among the youth, is a lack of labor market skills. This is consistent with Briggs (2014), who stated that another important source of unemployment in Uganda, particularly among the youth, is a lack of training facilities and adequate vocational guidance. The survey results also found that 7.2 percent of young people do not have the necessary education for work. Finally, 22.5 percent responded "other," implying that there are multiple other causes of youth unemployment in Uganda, and they were given the freedom to name some of them, which they did, such as weak leadership and corrupt individual attitudes. This is also consistent with Briggs et al. (2014), who found that a lack of jobs is connected to bad leadership and a corrupt mentality among those in authority in Uganda. Furthermore, there is a lot of money misappropriation and power retention by policymakers.

Uganda's large youth population is a key source of youth unemployment. The rising number of unemployed is due to rural-urban migration and overall population increase. This was one of the issues identified by O'Higgins (2000) as one of the key causes of youth unemployment, and it has been discovered that youth unemployment in Uganda is partially driven by a growth in the youth population. According to the evidence obtained, youth unemployment cannot be generalized as being caused by a single factor, but rather by a number of factors, as stated by the respondents such as; lack of relevant skills for the job market, lack of relevant educational qualifications, high population, rural-urban migration, corruption, tribalism, lack of jobs etc.

Figure 5: Causes of youth unemployment in Uganda



Source: Primary Data

4.4.1 High Population of the youth

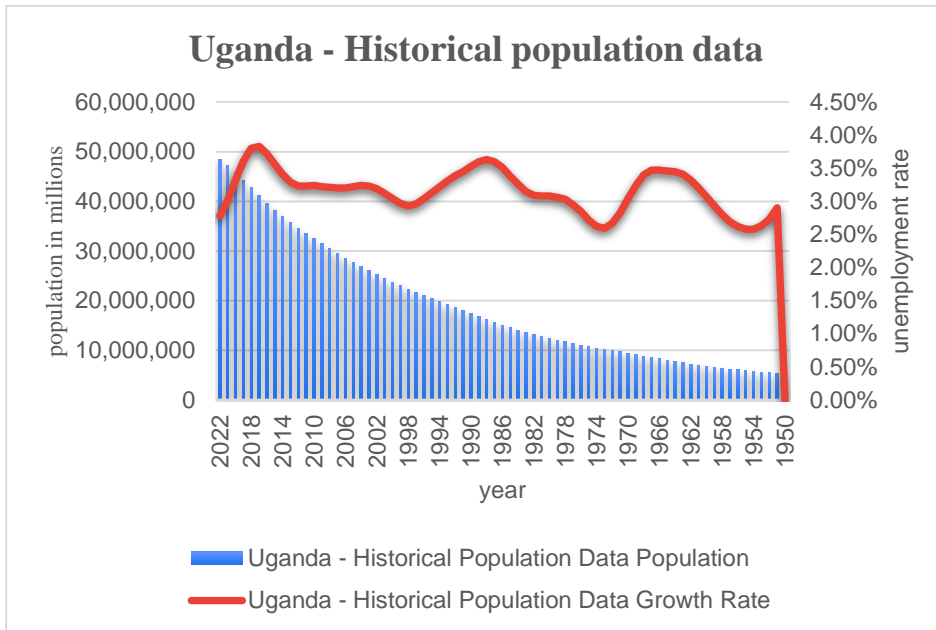
Another reason for youth unemployment identified in the research from the respondents/unemployed youth was the high population of youth in the country. Young people between the ages 15 and 24 constitute roughly 20 percent of sub-Saharan Africa’s population, making it the youngest continent in the world (African Union, 2019) and the number of young people continues to rise. The World Bank estimates that by 2050 half of the 1 billion people in sub-Saharan Africa will be

under the age of 25, highlighting the importance of creating employment opportunities for Africa's youth.

By some estimates, 10 million new jobs need to be created every year to meet the increasing demand for jobs (Fox and Gandhi, 2021). Yet the job creation capacity of African economies is only half of what it should be, and the lack of adequate employment opportunities has slowed the continent's structural transformation and progress on poverty reduction. For the case of Uganda, the United Nations – World Prospects has highlighted as follows for 4 years;

- a) The youth unemployment rate in Uganda in 2019 was 2.48 percent, a 0.03 percent decrease from 2018.
- b) Uganda's youth unemployment rate in 2018 was 2.51%, a 0.03 percent decrease from 2017.
- c) Uganda's youth unemployment rate in 2017 was 2.54%, a 0.06 percent decrease from 2016.
- d) The youth unemployment rate in Uganda in 2016 was 2.60 percent, a 0.04 percent decrease from 2015.

Figure 6: Uganda’s Historical population data 1950-2022



Data Source: United Nations - World Population Prospects

4.4.2 Rural to Urban Migration

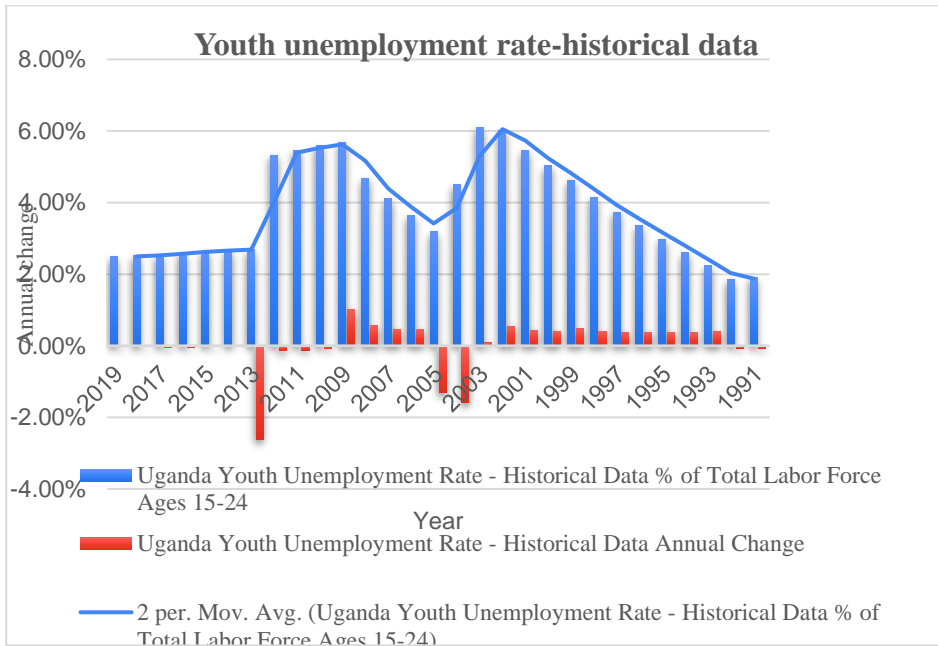
The issue of rural-urban migration also has a key part in the country's rising youth unemployment rate. In certain ways, migration is related to increased enrolment in the country's general education system. Increased enrolment leads to an increase in the number of young people entering the labor force, as young people from rural regions come to cities and towns in search of work. According to the data, when asked whether they would consider moving to find job, 46 percent said they would go to town, 38 percent said they would move to the Capital City, and 23 percent said they would relocate to a rural location. This has resulted in a drop in agricultural workforce, under-utilization of existing infrastructure in rural regions, and housing shortages and unemployment in urban areas (Monitor Newspaper, October 22, 2018).

It is certain that the formation of such phenomena is accompanied by the gradual

growth of issues such as urban sprawl, squatter settlement, a lack of basic utilities, and so on. On a National Television talk program on November 7, 2020, it was reported that the youth in rural regions are selling their property, particularly land, to acquire boda bodas (motorcycles) and then relocating to towns and capital city. You cannot regain land after it has been lost. Consider the prevalence of boda boda accidents in Uganda, where study published in the East and Central African Journal of Surgery found that a cyclist had a greater likelihood of injury or death in an accident than persons in vehicles.

A staggering 921 (61.4 percent) of the 1500 trauma patients hospitalized throughout the research period were collected and examined in Kampala. Road traffic accidents (RTCs) accounted for 51% of all trauma patients seen. 75 percent of the 428 patients hospitalised after RTCs were attributable to boda boda accidents." This means that again so many of these youth after such accidents end up jobless hence the increasing unemployment rate. Similarly, security in Uganda has not been the best either with so many of these young cyclists being robbed and murdered in cold blood and their motorcycles and money taken, again adding to the number of unemployed youth.

Figure 7: Youth unemployment rate-historical data (Uganda)



Data Source: World Bank

The World Bank data shows a very insignificant reduction in the last few years which means that the problem of youth unemployment is continuing to expand given the ever increasing youth population in the country and like the rest of sub sahara Africa.

4.4.3 Lack of jobs

Another reason for youth unemployment identified was simply “lack of jobs”. Out of the respondents, 64.9% strongly agreed and stated that they are unemployed simply because they just couldn’t find a job. Here is a brief breakdown; about 78% of Uganda’s population is below the age of 30 years. With a life expectancy averaged 64.06 years, a 0.51% increase from 2021, and yet the retirement age is at 65 (for most private organisations), statistically there are literally more chances of jobs opening up due to death than there are due to retirement but such jobs are quite few. However, chances of getting a job because someone has retired are slim. The

Labour statistics indicate that there are more youth below the ages of 30 employed than there are older people. This is coupled with the fact that according to Enterprise Uganda, more than 500,000 people are expected to enter the labour market every year vis a' vis the 9000 jobs that are created and as a result of this, many respondents were live to the fact that they are unemployed simply because they couldn't find any job. To show the severity of the matter, in July 2017, the New Vision (Uganda's leading daily newspaper) ran an article in which they stated that a record 10,000 people turned up for 27 job slots that had been advertised by Parliament of Uganda. Of these only 4,000 were shortlisted. In short, there are many more people than jobs available. Actually to put it simply, unemployment merely means that there are no jobs.

4.4.4 Skills mismatch (Lack of required skills for the labour market)

The respondents highlighted this as a major factor for the high youth unemployment in the country. A total of ten respondents (9%) stated that many young people lack the necessary abilities for the employment market. Youth enter the labor force in the hope of making a living. There are instances when they can't discover opportunities (a matching problem). Sometimes youth may not have the relevant skills for the available opportunities, therefore they must return to school or find another means to get the necessary skills. In this instance, individuals must seek out or create other chances, such as beginning a self-employed firm, even though these new prospects may not allow them to work to their full ability at first. (Fox and Gandhi, 2021)

It is obvious that there are jobseekers with varying levels of qualification, but they lack the necessary abilities to match with the positions accessible in the employment market. Another possibility is that there are young individuals seeking for work in the market, but private-sector companies prefer those with past work experience. Employers often do not want employees who have just graduated from high school and have no prior skills or experience. As a result, it is clear that the mismatch

between demand and supply is a major source of worry in this setting (Kinga, 2005)

4.4.5 Lack of relevant education for employment

There is broad agreement that formal education is a significant factor of employment status. Educated employees have three benefits over less educated individuals: better salaries, more job stability, and greater economic mobility. However, in the case of Uganda, education is becoming increasingly vital in order to fulfill the expectations of tomorrow's jobs. The findings (7.2%) of the unemployed youth/respondents reveal that a great number of youth are unemployed because they do not have the relevant education for employment. So many youth go to universities and tertiary institutions for the sake of getting a degree or diploma without career guidance.

4.5 Solutions to youth unemployment in Uganda

Respondents, especially unemployed youth, were asked about solutions to youth unemployment in Uganda. This was an open-ended question, and the results are shown below. One of the major solutions to youth unemployment in Uganda is the need to control the fast growing population, which they say can be accomplished by authorities providing better social services in villages that are ranked high in attracting large numbers of youths to the city, as well as setting up activities that can keep people occupied in villages.

The researcher discovered that there is a need to reform the education system, and this will help if the education system is adjusted to be more practical since it would equip the youth with vital skills to start their own small businesses. Uganda's education curriculum needs to be revised to suit Uganda's situation, particularly to address the unemployment problem, which means that the system needs to be changed from theory to practice in order to produce people who can start something with their hands and brains to support themselves rather than waiting for jobs in the formal sector, which involves a lot of competition and technical know-how demands of working experience even when it is clear that someone is a fresh graduate.

According to the survey, respondents advised that free business training be provided to Ugandan youth, and the majority of our respondents felt that free business training is necessary. The training will assist in providing the youth with the required skills to start, operate, and support their own enterprises. This training will help them to take use of the free resources available in their communities while also making them productive members of the community. As a result, the rising rate of youth unemployment will be reduced.

The findings were quite surprising insofar as when asked about YLP and OWC in addressing youth unemployment, so many said they have not even heard about YLP or OWC at all which means that the Government must step up and make these initiatives more popular across all the regions.

4.6 Focus Group Discussions

In this qualitative study, three focus group discussions were used for data collection aiming to identify factors for the increased youth unemployment in Uganda. Much focus however was centred on the challenges faced by the selected government initiatives for youth employment and proposed solutions for the same. The researcher categorised the focus group participants as experts in this field as all of them are employed and directly working in the government with wide knowledge of the subject. Using a semi-structured question guide, three focus group discussions were conducted consisting of 3 male and 6 female participants from the Ministry of Gender, Labour and Social Development (MGLSD) specifically under the Youth Livelihood Programme, officials from Uganda Industrial Research Institute, (UIRI), a Government Parastatal charged with science and technology innovation, officials from Operation Wealth creation (OWC) and officials from the National Youth Council in Kampala capital city. Using Microsoft word for analysis, an inductive thematic approach was used for data analysis. To ensure sufficient diversity of opinion, participants were drawn from different disciplines and recruited using

snowball sampling.

Data obtained from the audio (telegram) was transcribed verbatim in Microsoft Word using speech-text-demo.ng.bluemix.net, an online transcribing tool. All quotes were encoded using the Microsoft word for analysis using an inductive analysis approach. Focus groups participants were males and females totalling 9 (n = 9) and represented different key sectors of youth employment; namely; Youth Livelihood Programme under the MGLSD, Operation Wealth Creation, National Youth Council-Political wing, Uganda Industrial Research Institute. All the focus group members were employed in the aforementioned departments and directly engaged in youth affairs and last but not least, all the focus group members had academic qualifications of bachelors degree and above. The emergent themes associated with the topic of the focus group questions were resolved:

TABLE 2. Participant demographics (n = 9) of FGDs

	Column1
Gender	
Female	6
Male	3
Age	
25–29	2
30–35	4
36–40	3

Institution		
i	Ministry of Gender Labour & Social Development (Youth Livelihood Program)	2
ii	Uganda Industrial Research Institute	3
iii	Operation Wealth Creation	2
iv	National Youth Council	2
Job Title		
i	Social Development Officer	1
ii	IT Business Development Executive	2
iii	IT Business Development Coordinator	1
iv	Field Coordinator	2
v	Secretary Youth affairs/women	1
vi	Legal Officer	1
vii	Public Relations Executive	1
Highest academic qualification		
i	Degree	3
ii	Masters	5
iii	Doctorate	1

Source: Primary Data

From the focus group discussion, participants stated the possible causes of youth unemployment in Uganda. However they didn't deviate from the similar factors stated by the unemployed participants. In the discussion, it turned out that the factors for the high rise of youth unemployment in Uganda are; lack of skill, education, increased population of youth, migration and corruption. Participant no. 1, (**FDG 1**) in the focus group discussion stated as follows;

“In regard to youth unemployment in Uganda, it is estimated that the percentage of youth in Uganda is 60 to 70 percent. So it's quite common to find many youth even graduates who finish school and do not have jobs. This is mostly because they lack the much needed skills. The kind of education system in Uganda it not so practical, it's more theoretical and does not give much input when it comes to the practical world we live in. And because of lack of skill, they are unable to find employment and cannot even create their own jobs. On top of that, the high level of corruption does not help or remedy this at all but instead we have an influx of even some of the most excellent students not being taken up by the job market in the country due to corruption”.

The main topic of the focus group discussion was the obstacles experienced by the selected government efforts for youth employment in Uganda, namely the youth livelihood program and operation wealth creation, as well as remedies and recommendations. Two UIRI participants No. FGD 2 and FGD 3 both explained that the best solution is to provide hands-on skills training in diverse areas such as food processing, laundry and cosmetics production, weaving and textile, bamboo value addition, carpentry, metal fabrication, minerals and materials processing, and so on, in order to promote value addition, and when the youth have these skills, it is easier for them to find employment or start their own businesses. These trainings and many others are conducted by UIRI and most of them at free or very low cost as explained by FGD 2.

According to Participant no FGD 2, UIRI successfully connects talent, technology, funding, and know-how to utilize entrepreneur talent and thereby accelerate technology and skill adoption. Regarding youth development, participant no FGD 3 reported that UIRI, among other things, provides the following functions; provides mentoring and assistance to innovative, early-stage entrepreneurs, improves business performance, increases profitability and growth, and provide SMEs with technology and managerial assistance to help them develop their inventions to their full potential and assistance in obtaining funds, market penetration, and entrepreneurship. All these are what an ordinary youth in Uganda lacks and certainly with the very few available jobs, many youth will be left idle.

Participant FGD 9, the Public Relations Executive was shocked that so many young people did not appear to know about UIRI, and one of the explanations she stated was that the government's support for this institute was still insufficient. It is critical that the government establishes diverse UIRI centres in all parts of the country other than the capital city, viz; Western, Eastern, Central, and Northern regions and seriously engage YLP and OWC to to send the youth to attend these trainings. What's more, the institute's technology transfer priorities are based on very good criteria such as ease of use, accessibility and affordability (in fact, the majority of it is provided for free), which will improve local skills and expertise and thus solve the problem of unemployment caused by a lack of skills as explained by FGD 3. In a brain storming session, all the UIRI officials; FGD 2, FGD 3 and FGD 9 highlighted a few areas where UIRI offers specialized training some of which include, but not limited to the following:

Technology of Printed Circuit Boards (PCBs)

PCB technology enables the production of high-precision, high-volume electronic circuits for a wide range of products. The technique involves transferring computer software-designed circuit pathways onto boards (single or double-sided) to generate templates, which are then converted into working circuits by inserting electrical and

electronic components. The incentive for the institute to acquire PCB manufacturing technology originates from the fact that it is a crucial necessity for Uganda's electronics sector's development. It is critical to note that all electronic gadgets (from calculators to computers) are presently imported, even though some of these might be made locally at a fair cost and this is a crucial area the youth can acquire the skill. As a result, it is expected that the adoption of PCB technology would lay the framework for a local electronics sector, eventually leading to import substitution. So far, E-TECH Ltd, one of the institute's incubatees, has used the acquired technology to build electronic teaching equipment for schools. This is highly considered an untapped opportunity for the youth and can considerably lead to technology progress and lessen youth unemployment.

Technology for Bamboo Processing

During the focus group discussion, FGD 02, the UIRI Business Development Officer, stated that Uganda has an abundance of bamboo resources, particularly in the mountain forest regions of Elgon in the country's eastern region, the Rwenzori mountains in the country's western region, and Echuya, Bwindi, and Mgahinga in the country's western region. Different little pockets of bamboo are also found in various regions of the nation, including Bbajo, Mukono in the central region, and Metu in the northern region. Individual families' usage of bamboo has so far been limited to modest applications such as rural housing, food, crafts, and fuel. With skill and technology, youth can tap into it. Recognizing the potential for producing a variety of high-value bamboo products (mats, textiles, carpets, floor boards, curtains, car seat covers, decorative ornaments, and so on), the UIRI has trained staff in all aspects of bamboo value addition and acquired processing technology for the production of tooth picks in collaboration with the China Bamboo Research Centre (CBRC). This project will be expanded in the future to encompass the production of a wider range of products by the purchase and retrofitting of new machines to the current line. Using a set of replicated bamboo gear, an offsite processing facility has been established in Kabale District (western region), closer to the source of the raw

material.

Handmade Paper Technology

A Presidential Directive to Professor Charles Kwesiga, Executive Director of UIRI, to study the feasibility of pushing the movement to develop affordable biodegradable paper packaging materials provided the incentive for UIRI to speed up its efforts in paper manufacturing technology transfer. This regulation was issued in response to the government's policy of forbidding the use of non-biodegradable colored low density polyethylene bags with a thickness of 30 microns or less, commonly known as Kaveera. On a local scale, UIRI is teaching youth to actively participate in the project to create and execute hand-made paper utilizing natural fibers such as banana stems, sisal, cotton linter, papyrus, bagasse, pineapple leaves, recycled paper, and cotton carpets.

According to focus group participant FGD 9, this initiative has the potential to be a tremendous success in reducing poverty and unemployment among the country's young people with sufficient financing. This project resulted in the development of a commercially viable hand-made paper production prototype that includes the following machines: pulping, calendaring, and pressing. So far, the prototype manufacturing line has generated acceptable quality paper while also strengthening the production process team's technical talents and understanding. A variety of objects have been made in relation with this. Examples include shopping bags, gift bags, envelopes, invitation cards, calendars, diaries, notebooks, file covers, and art paper.

Small-Scale Natural Soap Producing

Soap is a necessity whose demand now exceeds supply; as a result, much soap and associated things are imported. Because to the covid epidemic and the beginning of the Russia-Ukraine war, soap is now one of the most costly things in Uganda. Participant no. FGD 5 emphasized that if the nation had funded UIRI and trained as

many young people as possible in small-scale natural soap production, the situation would be better in terms of both costs and jobs. Some people of our community, according to the facts, continue to use traditional leaves for sanitation when washing. To address this, the institution has established a project to promote and create natural soap production techniques, with the purpose of expanding this technical potential within communities and skilling the youth. According to focus group participant FDG 5, the products would retain the traditional essence of natural soaps while being created utilizing current technology and procedures. The primary purpose of the initiative is to work with communities to build capacity for low-cost local soap production. The predicted project impacts include, the use of locally available raw materials, increased household income, and the eradication of youth unemployment.

Making Use of Cow Horn

In Uganda, cow horn is a rich and unusual raw resource that is mostly untapped. The possibilities for using cow horns are practically unlimited. This adaptable material has been used to make a range of crafts and decorations, buttons, table ware, and various accessories. Such high-value commodities have not been produced in significant commercial quantities in the nation thus far. As a result of this discovery, the institution has created the cow horn value addition project, which is handled by the Engineering Division's Wood Technology division. The staff has acquired the procedures and basic equipment required to condition and process cow horn into a range of goods such as key holders, ear rings, bangles, and other ornamental things. This is yet another fantastic opportunity for youth skill development and job creation in order to scale-up production and develop the capacity to make high-precision items such as buttons and shoe soles etc. Remember that, as Participant No. FGD 6 stated, the bulk of such things are imported yet we have all the potential to make them from here but lack the required skills.

Hatchery Design and construction

Poultry products account for around 20% of protein consumption in developing

nations. Despite this, there are little concerted attempts to boost indigenous poultry output. This is mostly due to the numerous issues that remain unresolved along the industrial value chain. Among these is the technological capability to increase chick output by utilizing advanced hatcheries. UIRI is developing, building, and testing a semi-automated hatchery. The current prototype's capacity makes it suitable for use by domestic poultry farmers. The gadget is intended to incubate batches of 500 - 600 eggs and has the capacity to do so and considerably this is good news for the youth especially those in rural areas (rural chicken production), and if given support and full backing by Central government, this can help unemployed youth to a big extent.

Silk Processing Initiative

Silk is a natural protein fibre produced by silkworm larvae that feed on Mulberry plants. Silk filaments are strong continuous threads that are twisted together to produce a single strand for textile manufacturing in a process called reeling. The looped silk thread can be used to weave delicate silk textiles or "re-reeled" to produce thicker thread for more powerful applications. The Engineering Division's Wood Technology division is in charge of this endeavor, which has already built five machines for an NSC farmer training project in the Bushenyi District in Western Uganda. A total of 20 reeling and 5 re-reeling machines were developed for the project's second phase. Already, the method enables silkworm growers to add value to their cocoons by producing silk thread yarn for sale to textile companies. Furthermore, with the recent inclusion of the Democratic Republic of Congo to the EAC, the regional bloc currently consists of seven countries: Uganda, Kenya, Tanzania, Rwanda, Burundi, South Sudan, and the new Democratic Republic of Congo, which joined in April 2022 during a ceremony in Nairobi, Kenya which means a larger market for goods.

Project on Weaving Technology

Weaving is a textile process for creating fabric or cloth. This is done using loom machines, which can be manual or automated. The loom setting and the weaving

technician's competence determine the pattern of the fabric produced. Most of the youth involved in weaving do so on a very small scale and moreover entirely using hands which becomes costly and of low benefit. Government's Wood Technology team is also working on this project, having developed, built, and tested a variety of wooden looms. Previously, these units were used to manufacture woven items like scarves and shawls in a variety of color combinations. The idea is that if this is well structured, more youth can get involved.

Project for Multi-Nutrient Animal Feeds

The organization has constructed and tested a few multi-nutrient animal feed producing equipment. The project's purpose is to provide low-cost equipment to local farmers for making high-nutrient-content animal feeds in order to boost livestock output. Increased milk quality and production are especially important, with a focus on the use of locally available ingredients. The organization will also keep track of how the manufactured meals affect livestock quality. It is crucial to note that the western and eastern parts of the country have a lot of cattle, which might be profitable and a solution to unemployment with government assistance.

4.7 Challenges faced by Government initiatives for youth employment (findings from focus group discussion)

From the discussion, participant no. FGD 1 who is an employee of MGLSD that oversees the YLP, gave detailed opinions on the challenges of the youth livelihood programme. First, he talked about the overwhelming demand for support of all local governments amidst budgetary constraints. The demand for the support from the youth is very high despite the budget constraints meaning that the funding that comes to the program does not equate to the demand from the youth and that overwhelming demand means that only few youth can be selected to participate rather than that the bigger number of youth, we all know that more than 70% percent of Ugandans are youth so the demand for the support is very high while the budgets for the provision

of those funds is still so restricted.

Participant no. FGD 8 mentioned the challenge of; negative campaigns by political leaders. Here, she said that political leaders go about telling the youth that the money shouldn't be paid back, that the money is from the government and so they should simply eat the money and this strategy is used to score political points especially towards elections and hence a very big challenge. Participant No. FGD 5, stated that the first roll out of youth livelihood program saw situations where people took the money and disappeared because at first they thought it was their money to eat so they ate the money and when the time of repayment came, they couldn't repay because the political leaders had assured them that it is their money from the government basically like a grant, while the Youth Livelihood Program is an evolving fund meaning that as the people pay back the YLP gets the money to give to other people.

Another challenge stated by FGD P7 is repayment. Paying back the money in fact forced and led the MGLSD to collaborate with other partners like security and other agencies which could actually help in handling these default cases but also another thing is that when people fail to pay, there is an issue of rescheduling payments and refinancing because in some cases one of the challenges also was the natural calamities. In event of natural calamities, one would fail to get the benefits and then so that would need the refinancing or rescheduling of payments to enable the person to pay back or in case of the Youth Livelihood program, to enable the group to be able to pay back.

As presented in the focus group discussion, some of the failures threatening the country's largest government initiative for youth employment (OWC) are sparse and weak farmer groups and institutions, late delivery of inputs to farmers, delivery of low quality and quantity of inputs, and the high mortality rate of planting materials and breeding stock attributed to drought and poor management. Others include vendors dumping inputs on farmers who do not need them as expressed by participant

FGD No. 5, he also explained about the inadequate legislative framework and regulation in agriculture to punish and control counterfeit inputs, and giving incorrect inputs to incorrect ecological zones. Participant FGP No.5 said that these issues have consistently been an impediment to the functioning of OWC considering that it's the main initiative helping in the agriculture sector that dominates up to more than 70% of the population.

4.8 Solutions to the above challenges

Participants no. FGD 6 and FGD 1 both proposed an increase in the budgetary allocation from the government but at the same time, FGD 7 added that help from donors and also help from the private sector on how to ease that burden of financing this whole program was a welcome strategy because youth unemployment is such alarming. Secondly, some local governments have very Low technical capacity to handle some of these things; for example slow action, understaffing, so these issues actually affect how the program is implemented because remember the program is implemented at local government level so even when all policies and guidelines are made at the ministry, when it reaches local government level, staff are needed and then they need to be also working at the same pace as quickly on implementing these steps in formulating the group, sensitising them and making sure they actually start the businesses.

According to participant no. FGD 4, recent YLP evaluations have revealed that a number of changes are required for the program to achieve its goals. Examples include; a thorough and organised preparation for the youth groups and most probably to have them legally registered for easy identification and monitoring. One of the most crucial things we lack as a nation is proper data and record keeping hence difficult to monitor these youths. To optimize the success of the YLP, youth groups must be equipped in terms of skills and entrepreneurship training. Although some groups receive enough training, others are frequently underprepared for the tasks needed to be executed effectively. She further stated that Government must increase

funding to institutions like UIRI to set up training facilities in all the regions of the country outside the capital. As a UIRI employee and trainer of the youth in skilling, she stated that UIRI's major focus is to empower youth in skills and nurture their entrepreneur aspirations.

Over the years UIRI has embarked on a path of building the capacity of youth, training them in adding value to agriculture produce, technology development while also boosting their capacity to innovate, develop products and utilize appropriate technology for entrepreneurship. Unfortunately, just a few youth can afford to travel from the various four regions to the capital city for skilling because it will require a lot of expenses which the youth may not have but FDG 3 proposed that Government can empower this parastatal, UIRI and increase its funding to set up training areas in all regions of the country. FGD 6 proposed that OWC officials should partner with other government bodies such as vocational institutions and UIRI to train the youth in agriculture before they give them seeds or animals or any help whatsoever otherwise so many youth when they receive these inputs from OWC end up selling them with immediate effect.

Chapter Five: Findings Summary, Conclusion, and Recommendations

This chapter provides an overview of the research findings as well as the researcher's recommendation.

5.1 Findings Summary

This research directly addressed youth unemployment, as well as the causes contributing to Uganda's high youth unemployment rate and a review of two selected government initiatives for youth employment namely; Youth Livelihood programme and Operation Wealth Creation specifically the challenges and proposed solutions.

In the study, pilot interviews were conducted on 20 unemployed respondents in Kampala capital city and in the second phase interview, questionnaires were finalized according to the need of the research throughout all the regions of the country. Hence, 32 respondents (including the 20 for pilot study) were selected in Kampala Capital city, 18 respondents were selected from Eastern region, 16 respondents were selected from northern region, 27 respondents for western region and finally 18 for central region. All these were unemployed youth selected through snowball sampling.

Pilot interviews were conducted from 20 unemployed youth based in the Capital and this was useful in order to develop appropriate questions for our actual study and also to look for ways of reaching out to unemployed youth in all the regions of the country besides the capital city. The pilot interviews also aided in the conception and direction of the research since all the first responses were Kampala capital city based, the researcher had to devise means of engaging unemployed youth from across the other 4 regions of the country to avoid bias and as such each region polled at least a reasonable number.

The sample was made up of 57.7% female and 42.3% male with majority of them having attained bachelors degree. 47% have a bachelors degree, 7.2% have post graduate/masters degree. 26% have got either a certificate or diploma and lastly 5.4% of the respondents had attained Ordinary level while 16% had Advanced level. With these academic qualifications, It demonstrates that they are well-versed with the subject under consideration.

In addition, the researcher held FGDs with a team of specialists. Three focus group discussions were held with three male and six female participants from MGLSD specifically under the YLP, officials from the UIRI, a Government Parastatal charged with science and technology innovation and skilling, officials from Operation Wealth Creation (OWC), and officials from the NYC. It was found

that A, the high rate of youth unemployment in Uganda is due to a huge population of young people, a lack of skills, a general lack of jobs, rural-to-urban migration, and an unclear school curriculum. The focus of the focus groups was on education and skill development which really stood out.

5.2 Conclusion

With one of the world's largest young population and other alarming issues, the youth unemployment crisis has reached new heights, resulting in a number of implications that demand the government's immediate attention. Suffice it to say, the private sector must be facilitated to join the fight as well. It is very evident from the number of job enrolments per year compared to the number of youth and fresh graduates per year that the problem is still far from over.

Youth unemployment is not a new problem that has arrived suddenly. The government and related agencies are taking different measures and mitigation strategies, including the Youth Livelihood Program and Operation Wealth Creation. Youth employment challenges are frequently best managed by modifying existing employment regulations to address youth-specific requirements like youth entrepreneurship, remedial education, and vocational training. However, therapeutic approaches may be beneficial in some cases. Nonetheless, the severity of the problem outweighs the steps and support offered to alleviate it. The findings were quite surprising insofar as when asked about YLP and OWC in addressing youth unemployment, so many said they have not even heard about YLP or OWC at all which means that the Government must step up and make these initiatives more popular across all the regions.

5.3 Recommendations

Several recommendations were voiced consistently by respondents throughout the interviews and focus group sessions.

There is no silver bullet for increasing youth employment, but a variety of initiatives

should have a mutually reinforcing effect. While there is limited concrete data on cost effectiveness, there is evidence that all options (for example, particular skills training, numerous service interventions such as job placements or pay subsidies, and entrepreneurship development) have equal impact potential. The potential for strengthening youth employment may be expanded by integrating diverse techniques (e.g., vocational training, apprenticeships, work experience programmes, etc.).

The inclusion of skills training at early stages of school education, such as elementary and secondary levels, is critical for equipping kids with the skills needed to enable them develop their own employment. In order to generate job creators who are creative and ingenious enough to create their own employment rather than searchers, the educational system should be more practical than theoretical. According to the study, skills training is one of the choices the government has pursued to address youth unemployment, but more has to be done to provide youth with hands-on skills to establish their own jobs.

Because agriculture accounts for the majority of Uganda's economy, it is critical to mechanize the industry and attract young people to work in it. Young farmers' associations/cooperatives must be formed in order for them to have access to training and extension services, financial services, and agricultural inputs such as demand-driven better seeds, as well as to facilitate sale of their output. While OWC is doing a wonderful job in the agriculture sector, much more has to be done and every effort must be made to teach the youth in agriculture.

Corruption is one of the issues exacerbating the country's youth unemployment crisis. Funds intended for youth initiatives are frequently diverted by government officials who are rarely held accountable, worsening the youth unemployment problem. In this sense, if youth are to be involved in meaningful employment, the government must guarantee that corruption is dealt with. His Excellency Yoweri Kaguta Museveni, President of Uganda, has publicly criticized corruption and

proclaimed zero tolerance for theft in public offices over the years. This was supposed to be demonstrated by the establishment of the Anti-Corruption Court and the National Strategy to Combat Corruption, as well as the Directorate of Ethics and Integrity in the President's Office and the Anti-Corruption Unit of the State House, among other institutions put in place to combat corruption but yet not so much is done by all these numerous institutions and organs.

Raising awareness is also an important part of reducing youth unemployment. Youth should be informed about their negative views about particular jobs. It is true that so many young people will rather sell sizeable property such as land and then use the proceeds to buy a motorcycle, migrate to the town or city and start riding a motorcycle for a living rather than using the said land for agriculture. The challenge with motorcycle business are so numerous for example insecurity and accidents. In fact the biggest number of accidents in Uganda are due to reckless driving of these riders coupled with the fact that this business is not well regulated. Therefore, career guidance must be made mandatory for the youth.

The government should assist the youth in areas where they face unique challenges, such as linking increased youth entrepreneurship with access to financial services, incubators, and start-up support, reducing bureaucracy for business registration of youth-owned businesses, and organizing periodic financial literacy trainings for youth to help them manage their business finances well. This is where UIRI becomes extremely important. UIRI is a government parastatal agency overseen by the Ministry of Science, Technology, and Innovation (MoSTI), established by a parliamentary act in 2002 as a competence and capability center that champions innovations, skilling, and translates applied research results into practical applications that lead to high quality efficient industrial products, processes, and the development of highly skilled human resources. Increased financing for this Institute is desperately required, to set up more training centres in parts of the country other than the capital city.

Instead of attempting to provide jobs for a few people who may or may not have the necessary credentials, the government should strive to establish a safe atmosphere for self-employment. As previously stated, the majority of respondents claimed that they are jobless simply because there are no jobs available. Encourage entrepreneurship so that youth can generate their own jobs by making soft loans available to them. Some respondents believed that OWC and YLP were actually distributing funds to the wrong individuals rather than jobless youth. It is also recommended to revise the present national curriculum to address concerns of unemployment, such as education focusing on entrepreneurial skills, financial literacy, savings, and resource management. The national budget should prioritize job creation possibilities and must assist job development by generating and tracking employment.

5.4 Limitations

Given that the research was done online with minimal official data available online and on official government sites, the researcher had a significant barrier in obtaining official government papers on the issue under investigation from Uganda. Furthermore, the focus group respondents were small in number since most target respondents were too busy to participate in the interviews, while others simply turned down. Despite the fact that all of these problems reduced the volume of data available to examine the study topic, adequate results were obtained.

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국문초록

청년실업 문제를 해결을 위한 우간다의 정부선정 시책의 검토

Robinson NKWATSIBWE

서울대학교 행정대학원

글로벌행정전공

Population Reference Bureau의 2018년 세계 인구 데이터 시트에 따르면 우간다는 세계에서 가장 빠르게 증가하고 젊은 인구를 보유한 국가 중 하나이다. 이는 경제 성장을 위한 좋은 기반이 될 수 있지만 광범위한 청년 실업의 형태로 국가에 중대한 도전을 제기하며 국가의 정치적 안정과 장기적인 발전을 위협하게 할 수 있다. 청년실업은 이러한 청년인구의 증가로 인해 꾸준히 그리고 갑자기 증가하고 있다. 따라서 본 논문은 우간다 청년실업의 주요 원인을 살펴보고자 한다.

IMF Country Focus에 따르면 국가는 성장하는 노동력을 위해 연간 600,000개 이상의 일자리를 창출하는 동시에 개발 혜택이 공정하게 분배되도록 해야 한다는 압박을 받고 있다. 이 목표를 달성하기 위해 우간다 정부는 최근 몇 년간 주목할만한 일자리 창출 프로젝트에 착수했으며 그 중 일부는 대통령 요웨리 카구타 무세베니(Yoweri Kaguta Museveni)가 주도했다. 우간다에서 청년 실업

은 교육을 받은 청년과 문맹 청년 모두에게 중요한 문제이다. 최근 몇 년 동안 선의의 민간 기부자들이 청년들의 일자리 창출을 목표로 프로그램을 세웠지만, 이 연구는 문제를 해결하기 위한 정부의 전략적 계획과 이니셔티브에만 초점을 맞추고 있다. 많은 청년들이 이 프로젝트의 혜택을 받았지만 대다수의 청년들은 거의 또는 전혀 진전을 이루지 못했다. 따라서 이 연구에서는 가장 중요한 정부 고용 이니셔티브 중 두 가지, 즉; 우간다의 청년 생계 프로그램(YLP)과 부 창출 프로젝트(OWC)의 영향과 도전 과제를 다룰 것이다.

대다수의 응답자는 청년실업의 주요 원인이 일자리가 없다는 사실에 동의했으며, 그 다음으로 청년 인구가 많기 때문이다. 게다가 이 많은 청년 인구는 종종 시골에서 도시(도시와 도시)로 이주하여 이용 가능한 소수의 일자리를 위해 싸우고 있다. 즉, 취업 시장에 유리한 기술 부족(기술 불일치)이 가장 큰 요인이었다. IMF Country Focus은 청년 기술에 중점을 두어 청년 실업에 대한 해결책을 제안했다. 이러한 연구 결과를 바탕으로 정부 기관의 부패 퇴치, 청년들에게 더 많은 자영업 기술 제공, 특정 직업에 대한 태도 측면에서 청년들에게 진로 지도 제공을 포함하여 청년 실업 문제를 해결하는 데 도움이 되는 권장 사항을 제안한다. 특히 농업 부문에서 급속한 인구 증가를 통제하고 직업 기관을 통해 보다 실용적인 교육을 제공할 것이다.

주요 키워드: 청년실업, 청년생계사업, 부의 창출 운영, 우간다 산업연구원, 청년인구, 실업률

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