

AN INVESTIGATION ON THE EFFECTS OF HIGH YOUTH UNEMPLOYMENT IN ZAMBIA: A CASE STUDY OF ITALA COMPOUND IN MKUSHI DISTRICT.

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ABSTRACT- *The study aimed at investigating the effects of high youth unemployment in Zambia of Mkushi district in Itala compound of central province. The study employed a case study design. Structured and Semi-structured questionnaires were used to collect quantitative and qualitative data.*

The study had a main objective which was to investigate the effects of youth unemployment. The specific objectives were: to assess the major cause of unemployment among the youths, to find out the impacts of unemployment among the youths, to investigate how these youths survive without any employment and to determine government programs that could help mitigate youth unemployment.

Data was collected using questionnaires and guides from 70 youths purposively selected. It was then analysed using Statistical Package for Social Sciences (SPSS), Microsoft word and excel.

This research followed a realization that there can be no solution to the problem of high youth unemployment unless the causes of such unemployment are initially identified. The study was a survey in which 70 unemployed youths were respondents as it was felt that they were in a better position to give critical primary data since they understood their situation and its causes better than anyone else. The findings indicated that economic recession and lack of exposure to job market was the major contributory factor to the unemployment levels of youths in the district of Mkushi. Other causes

indicated are lack of industries, lack of skills, low levels of education attainment, corruption and nepotism and low entrepreneurship levels coupled with financial challenges. This however results into criminal activities, prostitution and excessive beer drinking and poverty due to low or no income; hence, in correcting the problem of high unemployment among youths, the country must attend to the causes first. The study recommended that in order to improve the livelihoods of the youths of Mkushi district, local youths should be given priority when there are activities within their communities such as road construction, drainage construction etc. Building of more affordable schools at all levels and ensuring that high quality education is provided to the youths. The government should create jobs in order to reduce the consequences of high youth unemployment, the government and all stakeholders should confront this matter before it generates into uncontrollable situation. The study also recommended that youths must be encouraged to do farming, as agriculture is the main economic activity of Mkushi district, with maize, cotton, groundnuts and sunflower being the major crops. The district has abundant land resources that can sustain crops, livestock and fish farming. It has great agriculture potential for development in farming, tourism, mining and other industrial activities.

KEYWORDS- *Unemployment, youth unemployment, youth, effects of unemployment, living conditions.*

D) CHAPTER ONE: INTRODUCTION

1.0 Introduction: This study investigates the effects of unemployment particularly on youth unemployment in Zambia, specifically in Mkushi district of Central Province of the republic of Zambia with an estimated population of 127,096 of which 63,634(50.1%) are male and 63,472 representing (49.9%) are female as indicated in the 2010 census of population and housing of Zambia (Population summary Report 2012). However, this chapter is the introductory part of the study and the researcher provides the background; statement of the problem; purpose of the study; significance of the study; research objectives; research questions; theoretical framework and operational definitions.

1.1 Background

Youth unemployment has become a global problem with 185 million people unemployed world wide of which almost half are youths who are aged 15 to 24 years (ILO, 2013).

Zambia, once a middle-income country, attained its independence in 1964 with its economy stable. The economic activities included mainly copper mining through which Zambia sustained its living. After being independent the country was regarded as a prosperous middle-income country with its Gross National Product (GNP) between \$ 760 and 9,360 in 1998 (UNDP 2007). This growth started to decline very quickly because of inflation, low copper prices, and poor government policies. However, in 1970, the economy experienced a sharp decline mainly due to the decline in world copper prices and an increase in oil price. In order to empower indigenous Zambians with jobs, the Zambian government in the late 1960s to early 1970s started transforming the economy from a market system to command economy system that characterized increased government participation in running the economy, central planning for the economy and nationalization. The repercussion

was an upswing in performance in the labour industry up until 1991. After 1991 with the reintroduction of a market economy, over 220 companies were privatized. The counter effect of privatization was the closure of most sectors of the industry and consequently loss of employment and employment opportunities for the youths in particular. Unemployment among the youths is an escalating social, economic and political crisis in Zambia, if the problem of unemployment is not attended to, it has the potential to disrupt national cohesion, economic development, peace and stability of the country. Unemployment leads to high poverty levels, crime and prostitution among young ladies in Mkushi in order for them to earn a living a situation which is unfortunately unacceptable.

Reducing poverty, preventing excessive inequality, and generating adequate employment are some of the three most important goals of a macroeconomic strategy that seeks to improve the living standards of the population. Poverty, inequality and unemployment are each a complex phenomenon and difficult to capture with a single measure, particularly in a low-income economy undergoing change (UNDP 2006).

The problem of youth unemployment and underemployment in Zambia particularly poses a complex economic, social and moral policy issue. It is also well known that this problem is part of the overall problem of youth unemployment and underemployment that afflicts almost all countries. Unemployment is not a hard bone to chew for just unfortunate poor countries, but it is a problem that is not discriminative and biased and because of this, unemployment bites and it indeed bites down on the whole world including developed countries. It does not take one to have eyes to see that youth unemployment is rising around the world. According to the United Nations Report of 2009, the World recorded the highest unprecedented

increase in youth unemployment and in this regard, the number of youths who were unemployed reached 78.8 million in 2010, thus the global rate of youth unemployment reached 12.6%.

In a study that was conducted in 2010 indicated that unemployment rates for the 30 wealthy Countries that belong to the organization for Economic Cooperation and Development (ECD) ranged from as low as 17.6% in Spain to 32% in Netherlands. The US unemployment rate was 9.4% in July 2009, above the European Union rate of 8.8%. Additionally, it was announced in the year 2010 by the International Labour Office that youth unemployment globally has reached the highest level on record.

According to ILO estimates, the severity of youth unemployment situation is understated because many of these young employed people are underemployed. In many economies however, young women are particularly disadvantaged because they have higher rates of unemployment than young men. Of the few people who are employed, many are required to work long hours for a low pay, often in the informal sector. An estimated 59 million young people between 15 and 19 years of age are currently engaged in hazardous forms of work. Youth unemployment is a serious tragedy to the young people such that they involve themselves into bad vices. Youth unemployment has heavily affected the youths in Zambia as well as sub Saharan and has reached potentially acute levels. In sub, Saharan Africa the share of youth unemployment in total is very high, reaching as much as nearly 80 per cent of the total unemployed in some countries. In the 1990s, both sub Saharan African and North Africa recorded the World's highest youth unemployment and total unemployment rates. In Zambia particularly, it is very difficult to find formal employment than informal and the private sectors are equally suffering. In countries where data is available, it is

estimated that only 5 to 10 per cent of new entrants into the labour market can be absorbed by formal economy, while the bulk of new jobs is generated by the informal economy. Evidence from studies in 1990s in various sub-Saharan countries shows that the informal economy is by far the main source of employment in urban areas in most countries. In countries such as Mali, Uganda and Zambia, over 70 per cent of urban workers were informally employed as estimated by International Labour Organization. Sustained unemployment can make youths vulnerable to social exclusion, as youth enter the workforce with limited job prospects; underdeveloped skills and inadequate education are most at risk for long-term unemployment, intermittent spells of unemployment and low wage employment throughout their working lives. Furthermore, youth unemployment contributes to high levels of poverty. Focusing on employment creation efforts on youth and urban governance could help reverse these trends, and spell the start of active and productive workforce participation and the promotion of social integration. It is argued that urban governance is inextricably linked to employment creation. Through good urban governance, citizens are provided with the platform, which will allow them to use their skills and talents in full to improve their social and economic conditions. Cities in developing countries suffer from high unemployment among their youth population reinforcing high and rising crime rates, a loss of feelings of safety, neighbourhood decay, etc. Local and national government are responding to these challenges by adopting urban development programs in order to increase employment, security, and the quality of life, access to basic utilities, housing conditions and services.

It is in this context however, that the study intends to investigate the effects of youth unemployment in Zambia particularly in Mkush's Itala compound

and to provide strategic solutions that may improve living standards among youths, such as enjoying a long and healthy life, having access to resources that enable people to live in dignity.

1.2 Statement of the Problem

The employment environment in Zambia is deteriorating. Zambia as a country has serious problems with high youth unemployment and poverty levels amongst the youths and has continued to have increased public debts (World Bank report 2015) fluctuations are always there and worse still have no definite direction despite the policy measures that are being taken to tackle the problem currently experienced. According to the Zambia Labour Force Survey (LFS 2012), the population aged 15 years and older in Zambia was estimated at 7.9 million which was an increase from 6.7 million in 2008 and 6.2 million in 2005. The labour force participation in 2012 was 75.9 per cent compared with 74.5 per cent in 2008 and 80 per cent in 2005. The percentage of males in the labour force was 48.4 per cent compared with 51.6 per cent of females. About 58.9 per cent of the persons in the labour force were residing in rural areas while 41.1 per cent were residing in urban areas. The total number of employed persons in 2012 was 5, 499, 673 and the unemployed was 466, 526. Of the employed population, the majority (52.2 per cent) were working in agricultural sector. The percentage of the employed population who were in the formal sector was 15.4 per cent compared with 84.6 per cent who were in the informal sector. Out of the employed persons in the formal sector, 58.7 per cent had attained grades 8-12. The majority of the persons employed in the informal sector were engaged in agricultural related activities, 59.9 per cent while the majority of the persons employed in the formal sector were engaged in educational activities (16.0 per cent). It is against the backdrop that the researcher seeks to

investigate the effects of youth unemployment in Zambia of Mkushi district.

1.3 General Objective

The general objective of the research study was to investigate the effects of youth unemployment in Zambia

1.4 Specific Objectives

- i. To assess the major causes of unemployment among the youths in Itala compound
- ii. To find out the impacts of unemployment among the youths in Itala compound of Mkushi district
- iii. To investigate how these youths, survive without any employment.
- iv. To determine government programs that could help mitigate youth unemployment.

1.5 Research Questions

- i. What are the causes of unemployment among the youths?
- ii. What are some of the effects associated with youth unemployment?
- iii. How do these youths survive under unemployment conditions?
- IV. What kind of programs can the government put in place to mitigate youth unemployment?

1.6 Theoretical framework

This research adopted two theoretical frameworks; the Keynesian theory of unemployment and the search theory. According to the online Business Dictionary (2017) the Keynesian theory of unemployment is described as a situation whereby low wage rates, which aim at increasing employment levels fails because the economy is in

recession and the employers are facing low demands for their goods and services. This implies that in the Keynesian theory, employment depends upon effective demand, which results in increased output. The Keynesian economists argue further that the number of unemployed workers exceeds the number of job vacancies, so that even if full employment were attained and all open jobs were filled, some workers would still remain unemployed due to some mismatch in the economy. Hence, Keynesian economists see the lack of demand for jobs as potentially resolved by government intervention. Their prescription for reducing unemployment is deficit spending by government to boost employment and increase in aggregate total demand.

The theory further suggested intervention through an expansionary monetary policy that increases the rates, thereby leading to an increase in non-government spending (Harris and Seymour 2005). On the other hand, the search theory argues that unemployment is as a result of employees quitting their jobs in search of new and better paid jobs. This theory falls under frictional unemployment; this however, involves a certain optimum time spent searching in order to find the best paid job

1.7 Significance of the Study

Findings of this research will add to the knowledge and understanding of the subject on an investigation on the effects of high youth unemployment. This study is significant in the sense that it will: Determine living standards and how this affects the well-being of youths. It will generate greater awareness among public and private organizations on the importance of having proper and practical strategic management policies as a vehicle to employment creation. Additionally, it will provide useful knowledge on factors that might impact and contribute to the successful adoption of strategic management policies in

organizations. It will also help in meeting the pillars of the Seventh National Development plan by reducing poverty rapidly through employment creation and higher returns to labour hence improving the well-being of all. Therefore, this study will appreciate how youth unemployment affects the standard of living of people in Itala compound and the effects this has on the people thereby providing strategic solutions that may help reduce unemployment and improve standard of living /lifestyles for the people of Mkushi district.

1.8 Limitation of the Study

Access to people was most of the time difficulty as most of them were not willing to participate in the survey giving excuses of either being busy or expecting some incentive of some kind which were not available due to limited resources.

Purposive sampling methods were used. Youths aged between 15 to 35 years and who were unemployed were the targets. There was some bias in the way some respondents answered the questions. This was noticed after rephrasing certain questions. Certain respondents did not want to indicate that they faced hardships.

II) CHAPTER TWO LITERATURE REVIEW

2.0 Overview

This study sought to investigate the effects of youth unemployment. In this chapter, the researcher focuses on reviewing the related literature which dwells on youth unemployment and its effects. Literature review is significant as it gives the researcher an understanding of the other studies done in the area under investigation

2.1 Causes of Youth Unemployment

According to ILO estimates (2004) it was discovered that youth unemployment has affected many around the world, this includes developed

and non developed countries. Moreover, Cities in developing countries suffer from high unemployment among their youth population reinforcing high and rising crime rates. (United Nations Development Programme, 2006).

According to a study conducted by Gunther Schmid (2013) on youth unemployment in Korea, it was discovered that discrimination hindered them from providing employment to the youths. Saez, E. (2013), In addition, they also discovered that corruption was another aspect that prevented them from providing employment as well as economic slumps.

Furthermore, mismatch between skills demanded by existing jobs and skills provided by the educational system Duell (2010). Economic and population growth was one of the contributing factors to failure in providing jobs to the youths. On the other hand, there are 200 million people in Africa between 15 and 24 years of age. This represents about 20% of the population. According to the Population Research Bureau (PRB), Africa has the fastest growing and most youthful population in the world. Over 40 per cent of its population is under 15. Africa's high fertility rate is responsible for this. This demographic finding portends challenges and opportunities. The challenges are economic and social; both are highly connected. As the population expands, jobs must be created. If these jobs are not enough, there will be many young people who are unemployed. According to the International Labour Organization, 3 out of 5 Unemployed people in Africa are young people (Biodun 2012).

In another comparative study of youth unemployment in Nigeria, Adebayo (1999), the study pointed out a number of various causes that led to unemployment and these included low standard of education.1) corruption.2) rural urban

migration.3) (Okafor 2010). However, the findings of the study were that unemployment in

Nigeria increased from 21.1% in 2010 to 23.9% in 2011 with youth unemployment at over 50%. From 2011 to 2013 there is an increase of 16% unemployment growth rate in Nigeria. From all indications, youth unemployment is a menace in Nigeria and constitutes a real danger and a threat to Nigeria's democracy. This is because these youths could be manipulated to undermine the stability of Nigeria's democracy at any point in time. Against this background, there is the need by government at all levels, international community and other stakeholders to embark on massive job creation to take these youths off the streets. Granted, there may not be a quick fix to this problem, but all the stakeholders must as a matter of fact do something urgently. The general conclusion was that that the government should invest heavily in educations to enable the youth become self-reliance instead of Job seekers through skills development and training.

Zambia's population is one of the youngest in the world, with a median age of 16.6 years (compared to a global average of 29.2) and is projected to be one of the three youngest countries in the world (United Nations 2012). Estimates vary depending on how unemployment is measured, and the age cohort used, but youth unemployment is significantly high ranging from two to five times higher than for adults. According to the 2008 Labour Force Survey, 15- to 34-year-olds make up 65 per cent of the working population, and youth unemployment was estimated at 28 per cent.

The 2012 African Economic Outlook found that unemployment was much higher among urban youths than rural youths and higher among young women than men (AFDB 2012). A 2010 Central Statistical Office Survey supported this finding, observing five per cent unemployment for rural

youth (ages 20 to 24, and six per cent of men / four per cent of women) compared to 45 per cent unemployment for urban youth (42 per cent of men and 47 per cent of women) (CSO 2010).

Blaug (1973) discussed that in developing countries, qualified educated persons have to wait for a long time to get a job. There are various factors but corruption is one of the factors that is responsible for the mismatch between the demands & supply of educated youth. In his view, the stigma of unemployment Raffiet al (1977) carried out a study regarding the number of unemployed persons and their job priorities. The study report found that 95% of the unemployed people wished professional, managerial or administrative positions in their career. According to the results of labour force survey, only 53 per cent of post graduates are accommodated in the professions of their choice. The sectorial preferences seem unrealistic to these professionals. Similarly, three fourths of unemployed persons indicate their preference for having government sector jobs. The study shows that out of 25-years age-group category only 13% worked in the government sector while others in private sectors. Khan and Ali (1986) carried out a study regarding lack of career-orientation among the educated unemployed youths as one of the major reasons of being unemployed. Furthermore, the study found that among the males and females, 15% and 35 % respectively were categorized as poor performers.

Additionally, most young people with jobs are in informal employment, with 90 per cent of the overall labour force in the informal sector, 71 per cent of which is in agriculture.

The issue of jobs is important to all Zambians and discussions on how to create jobs and reduce unemployment pervade the media, policy documents, and debates. In the 2013 Afrobarometer Survey “unemployment” topped

the list of the most important problems facing Zambia that the government would address, with 19 per cent respondents choosing it (Afrobarometer 2013). This situation has not changed much from 2009 when unemployment was ranked the second biggest problem, after farming and agriculture.

In a study of youth unemployment, a Situation Analysis of (2014) by Tunji Akande, it was discovered that high population growth rate and poor teaching, training and deficient in school curricular has contributed to unemployment because students are not provided with adequate skills and also lack of vibrant industries to absorb the competent graduates.

2.2 Impacts of Youth Unemployment

Youth unemployment currently stands at over 75 million people worldwide and young people are three times more likely to be unemployed than adults (ILO, 2011). Significantly, young people are also more vulnerable to the state of the economy. The recent financial crisis increased youth unemployment by 1%, double the effect on the adult rate of a 0.5% rise. Of all the determinants of unemployment, over the past 3 years, age has been the most significant – more than geography, education level and gender (ILO / IMF, 2010).

However, High levels of youth unemployment are always a source of concern because of the profound impact unemployment has on young people’s lives. Research on the psychosocial consequences of unemployment is extensive. Studies of young people show that unemployment leads to a reduction in self-esteem, diminished levels of wellbeing, and frequently isolation from peers (Geneva 2001). While in many countries most young people encounter a period of unemployment, the experience is often fleeting, and jobs are secured with little external intervention. Youth unemployment turns problematic when it becomes long-term and when

it leaves young people without the means to provide for their basic needs. In the Eastern European transitional economies, long-term unemployment among youth tends to be relatively widespread. In some countries in this region, for example, more than half of the young people who are unemployed have been out of work for over a year, a situation that ILO describes as "alarming. (ILO 1996) Clement (1977) conducted a research on rising effect of unemployment among the youths in Liverpool and used questionnaire and oral interview in his investigation where it was indicated that prostitution and crime as one of the effects as a result of economic hardship. It was noted that 61% of these prostitutes are unemployed.

Abuya et al (2003) used a quantitative design and investigated the influence of unemployment on education in Kenya using data from the Kenya Demographic Health Survey (KDHS) of 2003. They identified Social Economic Status (SES), knowledge, attitudes, autonomy and factors as pathways through which education could influence unemployment; they argued that social economic status was the most important pathway linking education to unemployment outcomes. Their conceptual model; the human capital and status attainment of schooling hypothesized that schooling enabled people to acquire skills to use to work in the various sectors of the economy hence improving their wellbeing.

The dependent variables examined were education and living conditions of the youths.

Unemployment was the independent variable and was categorized as no education, primary, secondary and higher. (Daniel 1998)

Smith (2011), Mlatsheni (2007) and Guma (2011) studied the situation of youth unemployment in Southern Africa and found out that the number of unemployed youths was rapidly rising with most of

them becoming mentally affected by the hopelessness of their situation while others were turning to violence or becoming drug addicts who would be unemployable. Due to poverty associated with unemployment, most unemployed youths in Southern Africa lacked the means to be mobile to get to where jobs were being offered in good time as this required money. Thus, it requires money to travel to go and earn money. It also means that unemployment breeds more unemployment and once caught up in the debacle; it is difficult to come out of it (Rankin and Roberts, 2011).

According to Beck, the increase in the number of unemployed will be common to many societies. Beck is of the view that the traditional groupings of class and social stratum will cease because of further advances in modernization, and that social inequality will become individualized. Beck states that, in a society in which unemployment has increased, there will no longer be a relationship between unemployment and class, so it will become difficult to see unemployment as a social problem.' Hitherto, families functioned as the traditional system for overcoming the anxiety and uncertainty arising from risks such as unemployment. However, because of the development of the welfare state in Western industrialized societies since the end of the Second World War, families have been absolved of their duty of support. Individuals now must accept unemployment as the fate of the individual and endure it alone (Beck 1998).

However, in a society like Japan, where the family bears the main responsibility for welfare (Esping-Andersen 2000), families must come under pressure to cope in some way with unemployment. This situation is similar to Zambia. This is because there is a major impact on family life because of the unemployment of one family member. Economic problems emerge because of unemployment. There is also the possibility that the children's progression

to a higher level of schooling will be affected. There can even be situations in which it results in the dissolution of the family, through separation or divorce. Unemployment is one of the most important life events for understanding the relationship between socioeconomic disparities and families in modern society. Accordingly, it is meaningful to research the effects of unemployment on living conditions in terms of the family aspects. Despite this fact, the impact of unemployment on family life tends not to become apparent in most surveys.

However, there is a claim that unemployment furnishes both the opportunity and the motive for crime. There is a strong upwards trend in both unemployment rates and certain reported crimes in the UK over the past two decades. Robbery, assault, burglary, theft, murder and rape appear to have risen threefold, or worse so has unemployment. In the United States, the trends in unemployment and reported crimes are both less pronounced but there is still some positive correlation in both aggregate time series. However, it is evident from newspapers reports that most of the criminals are unemployed youths.

In the state of Haryana, it is only the army of unemployed youths i.e. involved in liquor smuggling and in other crimes. (Black, 2007). The world youth population currently consists of an estimated number of 1.2 billion as per the United Nations report. The ratio of the youth-to adult unemployment rate in the world and Africa in particular equals three (ILO 2006), which clearly points out the substantial difficulties of youth participation in the labour market. Many countries around the world have however put in place deliberate policies aimed at reducing youth unemployment. Latin America & the Caribbean have experienced a sharp increase in youth unemployment rates during the crisis, from 13.7 in 2008 to 15.6% in 2009. A similar trend is noticed

in South Asia where the youth unemployment rate has increased by 0.5 percentage points between 2008 and 2009, and by a further 1.1 percentage point during 2009–10. Further studies reviewed that, North Africa and the Middle East on the other hand stand out in terms of their overall unemployment problem, and these are the only two regions where the unemployment rate exceeded 10 per cent in 2011 for the population aged 15 and above. It was noted also that, South-East Asia and the Pacific has been affected less by the crisis in terms of the youth unemployment rate, and managed a slight reduction in the rate between 2008 and 2009. In 2011, at 13.5 per cent the youth unemployment rate was 0.7 percentage Points below the level in 2008. Although the economic crisis had been detrimental for both young men and women, at the global level. Unemployment rates alone do not demonstrate the scale of this issue, with 358 million young people more broadly classed as NEET (Not in Education, Employment or Training) and young people figure disproportionately among the working poor. In South Asia and Sub-Saharan Africa, the high employment-to-population ratios of youth in the poorest regions show far more young people stuck in circumstances of working poverty than are without work or looking for work (ILO, 2011). Enabling young people to become entrepreneurs can play a critical role in tackling youth unemployment, empowering youth to become the job creators and economic drivers of the future. Although there is an increasing recognition of its social multiplier effect and economic potential, young people continue to face significant barriers to entrepreneurship, lack of access to finance, weak enterprise culture and inadequate education (The Guardian 2013)

The World Bank (2008) notes that youth employment is more prevalent in urban areas and worsening conditions in the rural areas leading to

rural-urban migration. This is evident in many big cities in Africa including Lagos and Johannesburg, just to mention a few. Further, it was discovered that unemployed youths are therefore readily available for anti-social criminal activities that undermine the stability of society. An unstable society increases the risk of the market. This scarbache of the Africa Rethe World Bank says unemployed and underemployed youth are more exposed to conflicts and illegal criminal activities many of them fall prey to armed and rebel conflicts“ (Biodun 2012).

Additionally, other studies reviewed that, unemployed youths do not only engage in conflicts and criminal activities but also increased debts and relative poverty, excessive beer drinking, drug abuse, prostitution suicide, early marriages which is a serious threat to political stability of the country as youths are considered to be key to national development.

2.3 How Youths Survives Under Unemployment Condition

According to ILO, about 160 million people in the world today are unemployed and many more subsist on the margins of the economy or have jobs that do not provide them with adequate means to ensure their survival. Nearly 40 per cent of those without work are young people, and levels of unemployment tend to be two to three times higher for this group than for the adult population. For those young people who are employed, many find themselves in low-paying temporary jobs with few protections. With the world population projected to grow by 110 million during this decade and with technological advances leading to further “rationalizations” of labour demand, some 500 million new jobs have to be created within the next 10 years merely to maintain the status quo. Current trends in job creation offer little hope that growth on this scale can be achieved. (Oxford University

Press 200) The situation is particularly grave for young people, as demographic trends suggest a huge imbalance between the supply of young workers and the demand for their labour. For growing numbers of young people, employment is precarious and may not provide an income sufficient to cover basic necessities. according to Brussa 2000. In industrialized countries, the demand for a flexible workforce and the increased use of part-time and temporary employment contracts have led to a heightened sense of insecurity and risk.

In developing countries like Zambia, a rising number of young people work in the informal economy, where they earn low wages and are often subjected to poor or even exploitative working conditions. (Government of Zambia 2000). For young people who remain in developing countries, self-employment is often the only option for survival. Youth entrepreneurship can be encouraged through a variety of means, including special programmes that facilitate access to credit.

Owing to their lack of collateral and business experience, youths are considered very high risk by lenders, making it difficult for them to gain access to credit. Programmes can therefore be developed to provide small business loans to young entrepreneurs. (Maxwell 19970) Many youth currently rely on savings or turn to family and friends for start-up funding. The study reviewed that those without such alternatives have little chance of starting their own businesses unless special credit programmes are set up for them.

Studies have further indicated that young people in their twenties are more likely to achieve success in entrepreneurial ventures than those who are still in their teens. Clearly, entrepreneurship is not for everyone, and so cannot be viewed as a large-scale solution to the youth employment crisis. Entrepreneurship requires some business acumen

and an entrepreneurial spirit, which many youths do not have and cannot acquire, even after training. Furthermore, micro and small enterprises tend to experience very high rates of failure, so they have a limited capacity to create Sustainable employment. Self-employment can therefore be considered part of an integrated youth employment strategy, but not a solution in itself.

There is evidence that young people, out of necessity, are increasingly turning to the informal sector for their livelihood. The intermediary zone between unemployment and traditional employment is characterized by informal, part time or casual jobs that do not have the benefits or security of regular employment; this category also includes subsistence self-employment, or “forced entrepreneurship” (Chigunta2012). Consequently, faced with poverty and the lack of possibilities for better jobs, many young people have no alternative but to turn to informal activities to earn an income. With economic growth being insufficient to support the absorption of new labour force entrants, there is a danger that informal work will become the only option for large numbers of young people, thereby making the objective of decent employment for all increasingly unattainable. The distinction between employment and unemployment is gradually losing much of its meaning as young people move into and out of the informal sector, where neither term has any real relevance. (Craine, 1997).

In a study of entrepreneurship, as a possible solution to youth unemployment in Africa conducted in (2016). It was discovered that youth unemployment in Africa, especially sub Saharan Africa, has remained stubbornly high. This situation has compelled unemployed young people in particular those not at school to venture into self-employment in the informal sector.

Another study argued that although the optimism concerning the entry of youths into entrepreneurship may be justified, the effect in terms of reducing unemployment and underemployment is a complex one. Further arguments stated that in many industrialized countries most young people work in the lower tier services characterized by poor working conditions and lack of job insecurity, poor wages and working conditions.

According to Audretch (2007) Entrepreneurship appears to provide both pathways out of poverty and mitigation against severe poverty for some young people.

However, the majority of youths face a vast complex of issues and challenges in starting and running viable businesses that makes it difficult for them to pursue successful livelihoods. Another study of Pierre et al, (2005) examines livelihoods, poverty and vulnerability in urban Zambia. This qualitative study of living conditions in urban Zambia is part of the World Bank’s Poverty and Vulnerability Assessment (PVA). It analyses the living conditions of individuals, families and communities in informal urban settlements, and their coping mechanisms in response to social and economic shocks since the mid-1990s.

2.10 Summary of the Literature Review

The purpose of literature review is to make a case for further investigation and research on the subject of an investigation on the effects of unemployment among the youths in Zambia.

III) CHAPTER THREE: METHODOLOGY

3.0 Overview

This section outlines the means that led to the achievement of the main objective of this study. It included explanation and justification of the research design, which basically outlined the research approach and research methods. This chapter further explained the methods and sources of data collection, the target population, sample size, study site, the sampling procedure and the data collection instrument used the method of data analysis, validation and ethical considerations.

3.1 Research Design

In this study, the researcher used a case study research design. The case study was used because of its ability to collect data from large populations by using questionnaires and its emphasis on fact finding and that it allows the researcher to generalize the data. This design was chosen as it had both qualitative and quantitative elements that could enable the researcher to collect both qualitative and quantitative data and make inferences from the collected data in the study area.

A mixed method approach is considered so that the researcher could have a holistic picture of the issue under investigation to overcome the weaknesses of each one of them and take advantage of their strengths (Creswell, 2009). According to Trochim (2006) quantitative research often translates into the use of statistical analysis to make the connection between what is known and what can be learned through research, whereas qualitative is defined as a study which is conducted in a natural setting (Creswell, 2005). Qualitative research approach will provide an enquiry for understanding a social or human problem based on building a complex, holistic picture, formed with words, reporting detailed views of information and conducting it in a natural setting.

3.2 Target Population

The intended population were residents of Itala compound under Chibefwe ward of Mkushi District. The respondents consisted of unemployed youths who were recruited at various public places including but not limited to bus station, restaurant, shops and markets. Participants were asked if they are aged between 15 and 35 years to participate in the survey. Individuals under the age of 15 or older than 35 years did not participate because they do not fall under the definition of a youth. The study is solely an investigation on the effects of youth unemployment in Zambia: a case study of Mkushi district in Itala compound central province of Zambia.

3.3 Sample size

For the purpose of this study, a sample population of 70 respondents was targeted as the researcher was investigating the effects of youth unemployment district. Therefore, a total of (70) questionnaire was distributed so as to get data that was representative enough. The sample size was arrived at using the Taro Yamen Formula for sample size as shown below.

$$\text{WHERE } n = \frac{N}{1+N(\alpha)^2}$$

α is the level of significance or margin of error

(5%) n is sample size

N is the sample frame, in this case the population of Mkushi District which is estimated at 127,096 according to CSO (2010).

$$\text{Therefore. } n = \frac{N}{1+N(\alpha)^2}$$

$$n = 127,096 / 1 + 127,096 (0.05)^2$$

3.4 Sampling Technique

This research used the judgmental/purposive sampling approach. This approach is part of the non-probability sampling techniques. Judgmental sampling employs the discretion of the researcher to collect data from various respondents based on good judgment. However, Purposive sampling techniques are primarily used in qualitative studies and may be defined as selecting units (e.g., individuals, groups of individuals, institutions) based on specific purposes associated with answering a research study's questions. Maxwell (1997) further defines purposive sampling as a type of sampling in which, particular settings, persons, or events are deliberately selected for the important information they can provide that cannot be gotten as well from other choices". The community areas in itala compound were divided into units and these included bus stations, restaurants, grocery store/shops and markets centers. Sampling is the process of selecting units such as people, or organizations from a population of interest so that by studying the sample we may fairly generalize our results back to the population from which they were chosen (Trochim, 2006) Purposive sampling is a strategy to choose small groups or individuals likely to be knowledgeable and informative about the phenomenon. The groups selected in this study were assumed to be knowledgeable of the problem (McMillan and Schumacher, 2000). In this case respondents were selected based on the purpose of study which was Dependent on the researcher on an investigation on the effects of unemployment among the youths in Mkushi district. Thereafter purposive sampling technique was applied to the elements from each of the selected clusters to give equal chance to all the people in the area.

3.5 Data collection instrument

This section outlines the methodology which was used in the collection of data for the study. The

researcher used both primary and secondary sources as explained below:

A mixed research approach of quantitative and qualitative was used in this study. Creswell (2005) states that mixed methods approach falls under the pragmatic worldview, collection of both quantitative and qualitative data sequentially in the design. Additionally, in quantitative research, data can be collected from many participants at many research sites by administering questionnaires. Researchers rely on gathering information either by sending or administering testing instruments to participants. Data is usually collected through the use of numbers which can be statistically analysed (Kumar 2011:168). Therefore, data was done by administering a Semi- structured questionnaire consisting of closed and open-ended questions. It was used to elicit pertinent information from the subjects. Similarly, a qualitative research aimed at describing, making sense of, interpreting or reconstructing in terms of the meanings that the subjects express (Thiers 2001). This method was most suitable for this study to capture stories of respondent's experiences. Although, quantitative aspects were used through the administration of questionnaires to collect data on the subject of "an investigation on the effects of high youth unemployment in Mkushi, qualitative data was then used to further broaden the scope of data collected. The strengths of qualitative approach as noted by Hitchcock and Hughes (1995) are that it allows the researcher to learn at hand about the social world being investigated by means of

3.6 Data collection procedure

The researcher got an introductory letter from the institution for data collection in the field. data were collected through the questionnaires distributed to the respondents and were given back to the researcher upon being filled in as all participants were based in the study area. The questionnaire

contained both qualitative and quantitative sections which had open and closed ended questions; the qualitative part comprised more of open-ended question.

3.7 Data Analysis

The researcher analysed the collected data manually using totals, percentages and frequency distribution tables. The quantitative data was analysed and summarised through the usage of narrations. Additionally, simple analysis was done using Microsoft excel (MS). Qualitative data was manually presented in form of descriptive statistics using tables, pie charts, percentages, cross-tabulation tables etc. Conversely, qualitative data from interviews and open-ended questions was analysed using thematic (content) analyse in form of explanations. The study further employed i the Statistical Package for Social Sciences (SPSS V 22) to analyse data. SPSS is the most frequently used software for quantitative analysis (Jennings 2001). V 22) to analyse data. SPSS is the most frequently used software for quantitative analysis (Jennings 2001)

3.8 Ethical Consideration The researcher did not offer financial or other inducement to participants in order to obtain participants for the project. The researcher did not fabricate or falsify data in their publications.

Confidentiality of the study participants was maintained by not identifying them by name. Names of the participants were however known to the researcher only who held this information in the strictest confidence

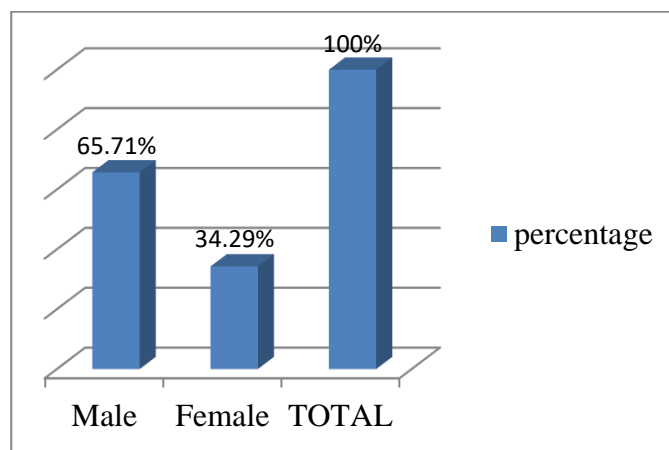
IV) CHAPTER FOUR: RESULTS

4.0 Overview

This section presents the findings of the study these are presented in line with the research questions which are what the causes of unemployment among the youths, what are the impacts of

unemployment, what kind of programs can the government put in place to mitigate youth unemployment and how do these youths survives under unemployment conditions?

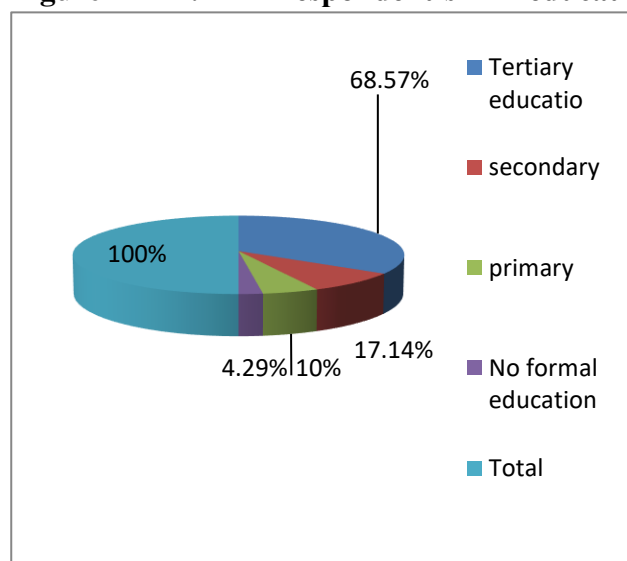
Figure1: Respondent 'Gender.



Source: Field Work (2020)

Figure 1 above demonstrates that of the 70 respondents who were interviewed for this study, these were female accounting for 24 (34.29%) and male accounting for 46 (65.71%). Therefore, it can be deduced that the majority of respondents who participated in this survey were male and the minority being female.

Figure 2: Respondent's education



Source; fieldwork (2020)

The researcher sought to establish the academic qualifications of the respondents. The results shows that out of 70 respondents involved in a study, of those who participated accounting for 3(4.26 %) did not attain any form of education, 7 (10%) attained primary education, 12 (17.14%) attained Secondary education, 18 (25.74%) had certificates, and an 21 (30%) had diplomas while 9(12.86%) had university degrees. These results show that the education level of the respondent is relatively high with minority being (4.26%)

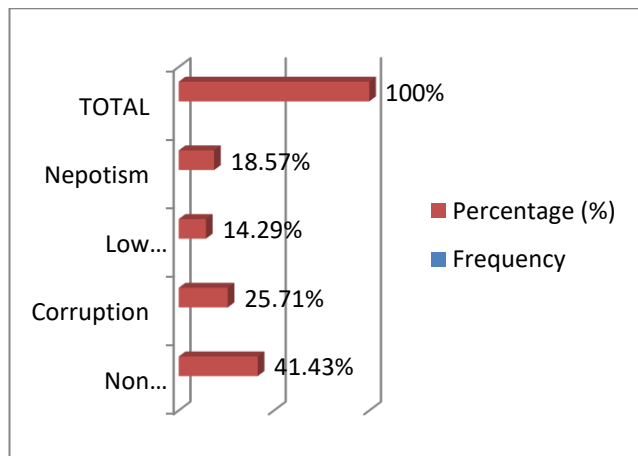
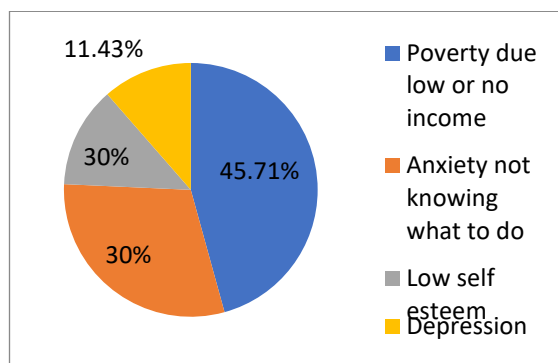


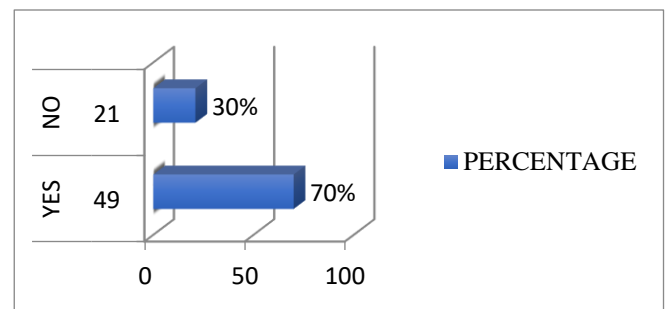
Fig3. Source: Fieldwork (2020)

Study reviewed that (41.43%) was due to non availability of work (14.29%) low levels of education attainment, while (25.71%) said was corruption while (18.57%) Nepotism. The pointed out that corruption is rampart and has the potential to derail development by its effects that increases the cost of goods and services that causes underdevelopment and has the power to discourage

potential foreign investors and public donors thus making it impossible for donors to be reluctant in offering financial aid.

The study results above shows that unemployment has devastating effect on the youths, in determining the effect that unemployment brings on youths, the results shows that the majority accounting for 32 (45.71%) said that poverty due to low or no income, while 21 (30%) anxiety not knowing what to do, another 9 (12.86%) leads to low self-esteem and the minority accounting for (11.43%) reported that they face depression.

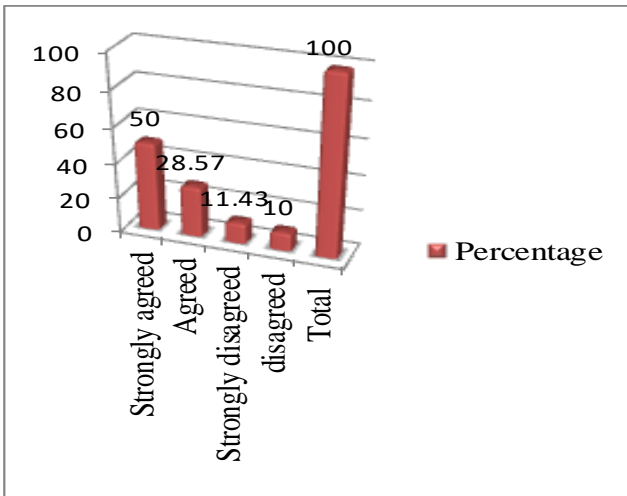
Figure 5: percentage (%) distribution on outcomes of youth unemployment



Source: Fieldwork (2020) Does youth unemployment lead to depression, low self-esteem and anxiety? In response to this question 49(70%) said yes while 21 accounting for (30%) said no.

Unemployment is one of the most dramatic events in one's life. Job loss leads to an income reduction which causes stress and leads to lower well-being.it lowers self –esteem and may cause deterioration in health or depression. People with low self-esteem have low expectation of success, and as a result they fail to make the best use of capacities they have. Depression increasers the chance of risky behaviours such as drug or alcohol addiction. anxiety causes nervousness, restless or being tense feeling of danger, panic.

Figure 6: economic recession

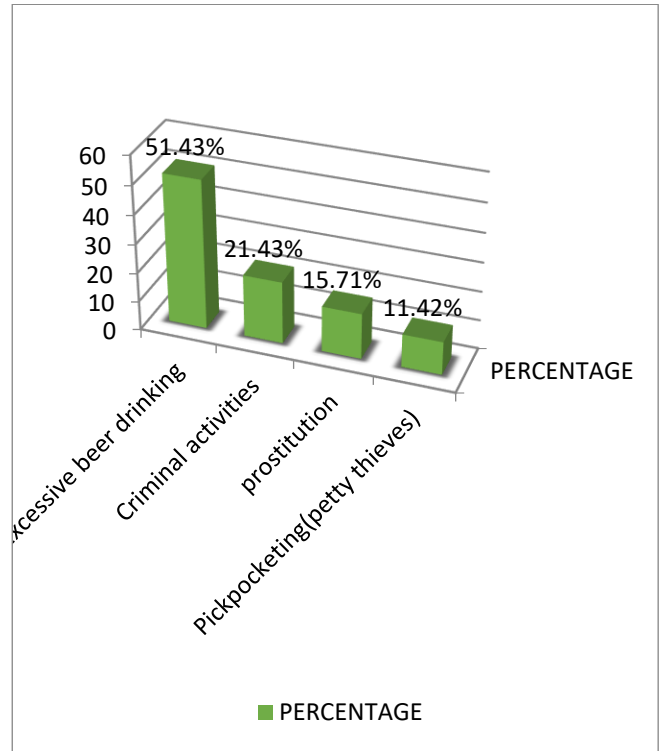


Source: Fieldwork (2020)

Respondents were also asked if they agreed that high youth unemployment is caused by economic recession that has hit the country in recent past. The study however reviewed the following, of the 70 respondents who participated in this particular survey, about 35 (50%) strongly agreed that economic recession has highly contributed to high youth unemployment, another accounting for 20 (28.57%) agreed while 8 (11.43%) strongly disagreed and 7 (10%) disagreed to this fact.

Economic Activities

The study sought to capture the means of economic activities to support livelihoods of respondents based on respondents' self-reporting. To amplify on the respondents' income generation, the study considered the following issues



Source: Fieldwork (2020) Fig 7

Activities of unemployed youths the response above accounting for (51.43%) said excessive beer drinking, while (21.43%) criminal vices, (15.71%) said indulge themselves into prostitution and (11.42%) pickpocketing (petty thieves). The majority of the respondents said that unemployment leads to greater alcohol consumption due to unemployment challenges That increases tension and anxiety hence leading to increased alcohol use. 15.71 of the respondents indicated that prostitution is one of the activities and consequence of unemployment on young ladies because of economic hardships hence certain vices are practiced to make ends meet. The responses are presented in the chart on vices indulged by the unemployed youths.

Table 1: How do you survive without employment?

CATEGORY	FREQUENCY	PERCENTAGE
Business Venture	30	42.86%
Daily Piece Work	25	35.86%
Survival of the fittest	15	21.71%
TOTAL	70	100

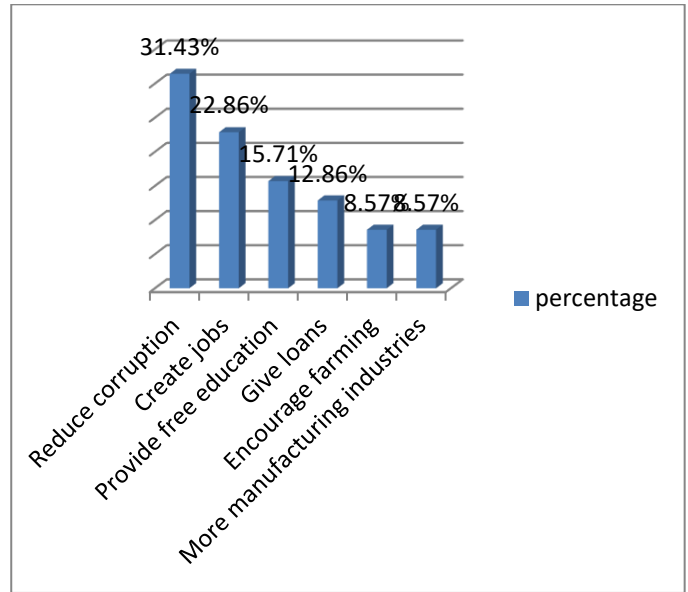
SOURCE: Field work

The respondents were asked to state what they did to survive without formal employment, however, responses were as follows accounting for 30 (42.86%) survive on business, while 25(35.71%) depend on daily piecework for survival another 15(21.43%) its survival of the fittest. Further, it can be noted from the above percentage distribution that the majority of the respondents are into informal employment as they rely on business activities to earn a living to be able to meet their daily basic needs.

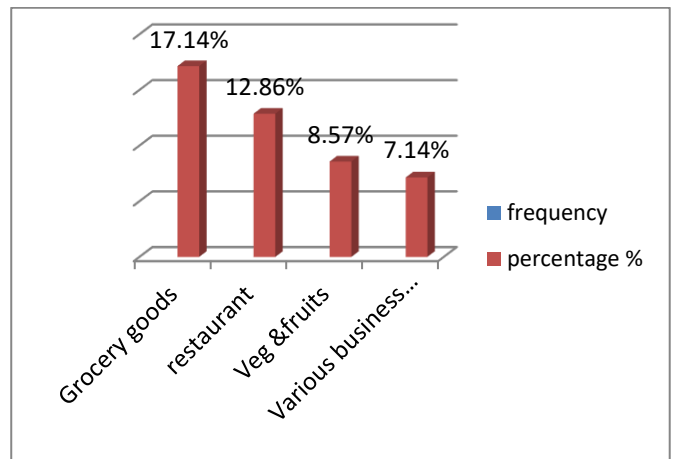
Figure 8: What kind of business/activities do you do to look after yourself/family

The results are shown in the chart below that respondents are involved in different business activities as these businesses help them sustain themselves.

Government works in a variety of ways to improve living conditions, in this case, the government of Zambia. Respondents were asked to state one thing the government could do to reduce unemployment.



The responses were as follows; 16 (22.86%) said the government should create more jobs, 11(15.71%) said the government should provide free education and skills training to youths, 22 (31.43%) said the government should reduce Corruption and nepotism, another 9 (12.86%) said the government should encourage loan empowerment to youths, while 6(8.57%) said the government should setup more manufacturing industries and reduce commodity and 6 (8.57%) thought the government should encourage land empowerment and farming. The majority of the respondents said it is important for the government to create employment in order to reduce or avert the consequences of youth unemployment.

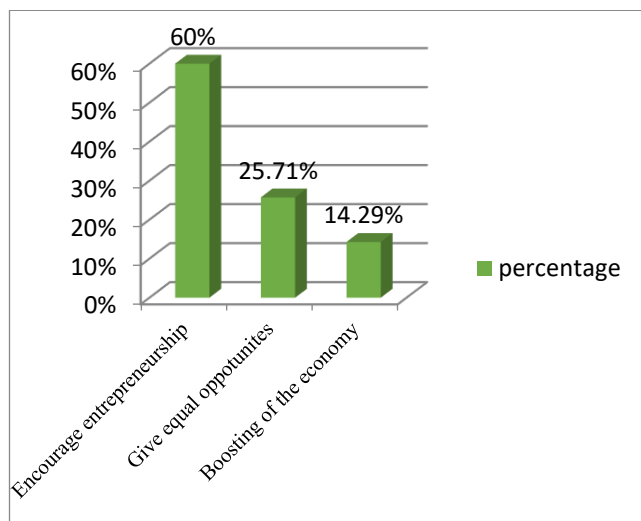


Source: Field work (2020)

Business activities they were doing to look after themselves and the following were the responses; 12.86% said that they were involved in household chores, while 17.14 % said that they were into groceries, and selling other goods, 28.57% said that they were into barbershops and saloons, 8.57% were into selling fruits and vegetables, 7.14% were doing various activities which were general in nature , 14.29% were not doing anything while 11.43% are into restaurant activities.

Figure 9: Youth Intervention Programs in Reducing Unemployment

The questionnaire provided freedom to respondents to suggest key strategies to reduce youth unemployment in itala compound. The finding indicates that government to encourage entrepreneurship, to give equal opportunities to all the disadvantaged youths and by boosting economic growth.



Source: Fieldwork (2020) Fig 9

The results were shown in the figure above as follows (25.71%) government should encourage entrepreneurship while (60%) provide equal opportunities to all the disadvantaged youths and (14.29%) boosting of economic grow.

V) CHAPTER FIVE: DISCUSSION OF RESEARCH FINDINGS

The purpose of this study was to investigate the effects of Youth unemployment in Zambia in Mkushi District of central province; specifically, in Itala compound, this chapter discusses the findings as presented in the previous chapter. However, discussion of the findings of the study was guided by the research objectives which were to:

- (i) To assess the causes of unemployment among the youths in itala compound
- (ii) To find out the impacts of unemployment among the youths.
- (iii) To investigate how these youths survives without ant employment
- (iv) To determine government programs that could help mitigate youth unemployment.

5.1.1 To assess the causes of unemployment among the Youths.

The research results showed that 41.43% said that one of the major causes of unemployment was due non availability of work, low levels of education attainment, while 18 (25.71%) said was due to high corruption levels and 13 (18.57%) said it was because of Nepotism however, from the above percentages it can be deduced that one of the major reason to youth unemployment is that youths are not exposed to job markets as jobs are not available.

Further, respondents who participated for this survey alluded that jobs are not easily found in the area representing 43(61.43%) while 9(12.86%) said they are easy then 5(7.14%) very easy and 13(18.57%) didn't know. The majority of the respondents in this survey accounting for 43(61.43%) said that jobs are not easily found in the area as they are hardly available. The study also

revealed that (60 %) of the respondents said that jobs are not available and another 20% are not in line with people s age groups, another 20% didn't know.

The respondents further indicated that, finding jobs in the area is never easy as jobs themselves are not available, when an opportunity of a job comes around then it's just under seasonal recruitment which comes only after maize have been harvested, these jobs that become available during this season are for food reserve agency (FRA) where they employ as Depot Clarks for a period of 6 months thus the majority of the respondents said jobs are not available accounting for (60%).this alone entails that the jobs available are not just in line with peoples age group but are equally not available in the area, when available only a few individuals benefits because the unemployed usually exceeds the jobs available.

Respondents were also asked if they agreed that high youth unemployment was caused by economic recession that has hit the country in recent past. The study however reviewed that 35 (50%) strongly agreed that economic recession has highly contributed to high youth unemployment, another accounting for 20 (28.57%) agreed while 8 (11.43%) strongly disagreed and 7 (10%) disagreed to this fact.

The study showed different opinion from the respondents on what they felt was the cause of unemployment among the youths, of the 70 respondents who took part in this, their responses were as follows accounting for 14 (20 %) lack of exposure to job markets, while 9 (12.85%) was due lack of industries, 13 (18.57%) lack of skills another accounting for 15 (21.43%) said it was due to low levels of education attainment and preferences of white collar jobs , 17 (42.29%) Corruption and Nepotism. and 2 (2.86%) low Entrepreneurship Levels coupled with financial

challenges. corruption and nepotism seem to have greatly contributed to high youth unemployment levels thus with this analysis we can strongly argue that we have achieved our first objective.

According to Gunther Schmid (2013) on a study of effects and solution to youth unemployment in Korea, it was discovered that discrimination hindered them from providing from employment to the youths. Saez, E. (2013), In addition, they also discovered that Corruption was another aspect that prevented them from providing employment as well as economic slumps.

5.2 To find out the impacts of unemployment among the youths.

The results showed that youth unemployment has devastating effects hence the majority accounting for 32 (45.71%) said that some effects of youth unemployment is poverty due to low or no income, while 21 (30%) anxiety not knowing what to do, another 9 (12.86%) leads to low self-esteem and the minority for (11.43%) reported that they face depression. Poverty is experienced highly by the unemployed.

Further, it was noted that, the effects of youth unemployment on family level show the following results accounting 32 (45.71%) who said children are unable to feed well, yet 25 (35.86%) said that children are unable to go to school, while 9 (12.86%) unbroken sickness cycles and the others accounting for 4(5.71 %) said unemployment on family level leads to presence of high temper. It's been pointed out from the respondent who participated in this study with the findings that have the majority of 32 (45.71%) that most children at family level are unable to go to school because of lack of proper income.

Further it was noted that, activities that most unemployed youths engaged themselves into are worrisome of which (51.43%) said excessive beer

drinking, while (21.43%) criminal vices, (15.71%) said indulge themselves into prostitution and (11.42%) pickpocketing (petty thieves).

The study showed responses in regards to whether unemployed youths engaged themselves into conflicts and debts, the findings showed that 43 (61.43%) strongly agreed while 13(18.57 %) Agreed, another 9(12.86%) strongly disagreed and 5 (7.14%) Disagreed it was also reviewed that. Different views were given with regards to unemployment and its effect on marriages of which (55.71%) strongly agreed specifying divorce and separation, (34.29%) agreed. (5.71%) strongly Disagreed while (4.29%) did not agree nor disagree to whether youth unemployment leads to dissolution in marriages.

High levels of youth unemployment are always a source of concern because of the profound impact unemployment has on young people's lives. Research on the psychosocial consequences of unemployment is extensive. Studies of young people show that unemployment leads to a reduction in self-esteem, diminished levels of wellbeing, and frequently isolation from peers (Geneva 2001).

However, there is a claim that Unemployment furnishes both the opportunity and the motive for crime. There is a strong upwards trend in both unemployment rates and certain reported crimes in the UK over the past two decades. Robbery, assault, burglary, theft, murder and rape appear to have risen threefold, or worse: so, has unemployment. In the United States, the trends in unemployment and reported crimes are both less pronounced but there is still some positive correlation in both aggregate time series. However, it is evident from newspapers reports that most of the criminals are unemployed youths. In the state of Haryana it is only the army of Unemployed

youths i.e. involved in liquor smuggling and in other crimes. (Black 2007).

5.3 To investigate how these youths survives without any employment.

5.3.1 Economic Activities

The study sought to capture the means of economic activities to support livelihoods of respondents based on respondents self-reporting.

To amplify on the respondents' income generation, the study considered the following issues:

5.3.2 How do you survive without employment?

The respondents were asked to state what they did to survive without formal employment, however, responses were as follows accounting for (42.86%) survive on business, while (35.71%) depend on daily piecework for survival another, (21.71%)

Further, it can be noted from the above percentage distribution that the majority of the respondents are into informal employment as they rely on business activities to earn a living that enables them to meet their daily basic needs.

Generally, this study has shown that most respondents were involved in various business activities to sustain their livelihood. 17.14% said that they undertook their business activities at a fixed business premise at home, 35.71% carried out their business activities at a market, 8.57% did their business activities by the road side, and however, 27.14% said that they had no fixed location for their business activities while 11.43% did not do anything. Those that had no form of business activities are the ones that were doubling up with relatives or friends.

Respondents were asked to state what kind of business activities they were doing to look after themselves and the following were the responses; 12.86% said that they were involved in household

chores such as maid , while 17.14 % said that they were into groceries, and selling other goods, 28.57% said that they were into barbershops and saloons, 8.57% were into selling fruits and vegetables, 7.14% were doing various activities which were general in nature , 14.29% were not doing anything while 11.43% are into restaurant activities

The study also revealed that 14.29% of the respondents had undertaken their current business activities for less than 6 months, 32.86% for 6 to 12 months, 37.14% for 1 to 4 years 5.71% for 5 years, 10% had not undertaken any form of business activities because they had no capacity and were kept by either relatives or friends. The study further revealed that business activities by respondents were conducted during day, night time or both day and night time.60% carried out their business activities during the day, 10% conducted their business activities both during day and night times while 10 did not have any business activities. And 20% conducted their business activities at night.

In developing countries like Zambia, a rising number of young people work in the informal economy, where they earn low wages and are often subjected to poor or even exploitative working conditions. (Government of Zambia 2000). For young people who remain in developing countries, self-employment is often the only option for survival. Youth Entrepreneurship can be encouraged through a variety of means, including special programmes that facilitate access to credit.

Owing to their lack of collateral and business experience, youth are considered a very high risk by lenders, making it difficult for them to gain access to credit. Programmes can therefore be developed to provide small business loans to young entrepreneurs. (Maxwell 1997) Many youths currently rely on savings or turn to family and friends for start-up funding. Those without such

alternatives have little chance of starting their own businesses unless special credit programmes are set up for them.

5.4 To determine government programs that could help mitigate youth unemployment

The study further reviewed government programs to help people who lacked the things or necessities in itala compound of Mkushi district, the researcher found out that the following in that 45 (64.29%) strongly disagreed that government was not doing enough to help mitigate youth unemployment in the area while 11(15.71%) disagreed, another 8 (11.49%) Agreed, 6 (8.57%) neither agree nor disagreed that government is doing enough. Government works in a variety of ways to improve living conditions of people, in this case, the government of Zambia. Respondents were asked to state one thing the government could do to reduce unemployment and the responses were as follows;16 (22.86%) said the government should create more jobs, 11(15.71%) said the government should provide free education and skills training to youths, 22 (31.43%)said the government should reduce corruption and nepotism, another 9 (12.86%) said the government should encourage loan empowerment to youths, while 6(8.57%)said the government should setup more manufacturing industries and reduce commodity and 6 (8.57%) thought the government should encourage land empowerment and farming.

Further respondents were asked what they thought, if youths developed a sense of self work and self-esteem through youth rights campaign whether the youths would able to get fully involved in fighting youth unemployment and the research found that 45(64.29%) strongly agreed that youth unemployment would reduce,21(21.49%) disagreed that youth unemployment would not change while 10 (14.29%) neither agreed nor disagreed the involvement of youths through

youths' right campaign could reduce youths unemployment.

Finally, the questionnaire provided freedom to respondents to suggest interventions to improve or reduce youth unemployment in itala compound and these included: government to create more jobs, manufacturing industries and give loans to youths if it would help reduce unemployment?

The results were shown in the figure below as follows 7 (10%) disagreed to this fact while another 14 (20%) agreed to this fact and 42 (60%) strongly agreed to this fact and another 7 (10%) strongly disagreed.

According to a study of Nzinga and Tsengan entitled youth unemployment conducted in Ethiopia in 2012 under a descriptive study pointed out that Micro and small enterprises (MSE) have been identified by the Ethiopian government as important sources of employment and job creation. To meet the training needs for such enterprises the government gave special attention to technical and vocational education and training (TVET) (MOE, 2002).it was further noted that Agriculture is the largest sector in the Ethiopian economy contributing over 40 per cent to Gross Domestic Product (GDP), 60 per cent of exports, and employing approximately 85 per cent of the country's population (World Bank, 2012).

Improvements in the quality and quantity of education can raise employment at the individual and country level. In both developed and developing countries youths should be placed at the centre stage in all development thinking and implementation. Because care for these youths is related with: Future investments as these youths are the future of the nation as then youths are considered as key players in national development. (Humphrey, et.al. 2013

The 70 respondents were of the view that government can help empower these youths and improve their livelihoods through providing free education and skills training, Reduce corruption and nepotism, encourage foreign investment, Set up more manufacturing industries, give aid to vulnerable youths, encourage land empowerment and farming for Zambia is a resource rich in minerals and agriculture potential reduce taxes and prices for commodities.

Chapter v: Conclusion and Recommendations

This chapter comprises the conclusion and recommendations of the study. The purpose of this study was to investigate the effects of youth unemployment in Zambia specifically in Mkushi district of itala compound.

5.5 Conclusion

The research aimed at investigating the effects of youth unemployment. We therefore conclude that the effects of youth unemployment are influenced by high levels of corruption and nepotism. Economic recession, low manufacturing industries in the country, as was well as lack of skills and proper policies, non availability of jobs, low levels of education attainment low entrepreneurship coupled with financial challenges.

5.6 Recommendations

The ideas recommended are the researchers own thought out and suggestions that are observed from the literature review. It should be noted therefore that to reduce unemployment and poor living conditions in itala compound, the following recommendation have been proposed based on the research findings of this study.

- The Government should create jobs in order to reduce the consequences of high youth unemployment.

- Reduce corruption and nepotism, encourage foreign investment, set up more manufacturing industries, give aid to vulnerable youths, encourage land empowerment and farming as agriculture is the main economic activity of Mkushi District, with maize, cotton, groundnuts and sunflower being the major crops. The district has abundant land resources that can sustain crops, livestock and fish farming. It has great potential for development in farming, tourism, mining and other industrial activities, further recommendations were to reduce taxes and prices for commodities.
- Youth empowerment through skills and financial literacy training as such programs reduce on dependency syndrome through free hand-outs“ which is not sustainable for the government.
- Building of more affordable schools at all levels and ensuring that high quality education is provided to the youths.
- The government should ensure that there is quality healthy centres and clean drinking water to the community of itala compound.
- The government should create an enabling environment for the private sector to operate freely so that the private sector is encouraged to create more jobs for the youths.
- The Government and all stakeholders should confront this matter before it generates into uncontrollable situation.
- Local youths should be given priority when there are activities within their communities such as road construction, drainage construction etc.
- The government should make it easier for youths to own land where affordable housing units could be built.
- The government should develop an efficient and effective tracking system on utilization of youth empowerment.

VI) ACKNOWLEDGEMENT

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I have no words to express my heartiest thanks and sincere gratitude to my husband David kakompe for been the most vital source of inspiration and encouragement to me. May God almighty bless you all.

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