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DEPARTMENT OF SOCIOLOGY

The Socio-economic Challenges and Job Searching Practices of Unemployed University Graduates: The Case of Adea Berga District, West Shoa Zone, Oromia Region

BY

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the Requirements for Degree of Master of Arts in Sociology

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Declaration

This is to certify that the thesis prepared by Ketema Mezigebe entitled: “The Socio-economic Challenges and Job Searching Practices of Unemployed University Graduates: The Case of Adea Berga District, West Shoa Zone, Oromia Region” submitted in partial fulfillment of the requirements for the degree of Master of Arts in Sociology complies with the regulation of the university and meets the accepted standards with respect to originality and quality.

Approved by advisor and board of examiners:

Advisor _____ Signature_____ Date_____

Internal examiner_____ Signature_____ Date _____

External examiner_____ Signature_____ Date _____

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Acronyms

BoLSA- Bureau of Labor and Social Affairs

COC - Certificate of Competence

E.C- Ethiopian Calendar

ESDP V - The Country's Fifth Education Sector Development Program

ETB- Ethiopian Birr

FDRE MoE- Federal Democratic Republic of Ethiopia Ministry of Education

FGD- Focus Group Discussion

FAO- Food and Agriculture Organization

ICT- Information Communication Technology

ILO- International Labor Organization

KII- Key Informant Interview

MoLSA- Ministry of Labor and Social Affairs

MoYSC- Ministry of Youth, Sport and Culture

MSEs- Micro and Small Enterprises

NGO- Nongovernmental Organization

PASDEP- A Plan for Accelerated and Sustained Development to End Poverty

PES- Public Employment Services

SPSS- Statistical Package for Social Science

TVET- Technical Vocational Education Training

WWW-World Wide Web

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Abstract

Unemployment is one of the major challenges facing both developing and developed countries today. The purpose of this study was to find out the socio-economic challenges and job searching practices of unemployed university graduates of Adea Berga District, West Shoa Zone, Oromia Region. The study used mixed research method. Focus group discussion, in-depth interview, Key informant interview and questionnaire were employed as a data collection instruments. The sampling techniques used in this study were stratified and simple random sampling for quantitative part. For qualitative part, convenience sampling method was employed as sampling techniques. The sample size for quantitative study was 154. Focus group discussion and in-depth interview were used with 13 unemployed university graduates to collect qualitative data. Additionally, qualitative information was collected from 4 key informants. In order to analyze quantitative data, SPSS 23 version was used. Descriptive statistics was used to analyze quantitative data. Chi-square test was also used to test association between some variables. Both narration and thematic analysis methods was used to analyze qualitative data. The findings of this study indicated that social networks and newspaper or advertisement board as the most frequently used job searching methods. The livelihood strategies of most of unemployed university graduates depend on the support of their family, relatives or their friends. The job preference and future aspiration of most of unemployed university graduates is self-employment.

Key words: *Unemployment, Graduate unemployment, Livelihood strategy, Socio-economic challenges*

CHAPTER ONE

Introduction

1.1 Background of the study

Globally, unemployment is one of the social agenda today (Dejene et al., 2016). It is the problem of both developing and developed countries. It also exists both in rural and urban areas (Gamede and Uleanya, 2018; Kassa, 2012). Specifically, Youth unemployment is more prevalent around the world. In 2011, nearly 75 million youth were unemployed around the world. Unemployment is more common among youth than other age group of people such as adults (Broussard, & Tekleselassie, 2012; Dejene et al., 2016; Delbiso, 2013).

Youth unemployment is a notion of global problems, threatening whole humanity including educated and the illiterate mass, especially youth to cope up the magnitude of the problem in their respective locality. It concerns every nation. Young workers everywhere invariably have much higher rates of joblessness and much lower earnings than older workers (Guarcello & Rosati, cited in Lencha, 2017). In Mediterranean countries in particular, it is reported that youth unemployment rates exceed 50%. There is talk of a ‘lost generation’ of jobless people lacking opportunity and hope for a productive and meaningful future. 70% of these young people live in cities (URBACT, 2015).

Unemployment among graduate youth is seen in many countries including industrialized countries (Singam, 2017; Tansel and Tasci, 2010). Universities all around the world are becoming concerned about their graduates’ skills and qualities (Barrie cited in Singam, 2017). In the USA, UK and Australia, the increasingly vocational role of universities has led the governments and businesses to pressurize universities to ensure that their graduates are both employable and professional (Green et al., cited in Singam, 2017). Hence, the current global business environment emphasizes the importance of education for employability, focusing on the development of key skills and experience which is only possible through the proper coordination and cooperation between the universities and the industries. Although producing employable

graduates is the main function of universities, nearly 40 percent of graduates in the world are unemployed or are looking for jobs more than six months after graduate (Singam, 2017).

Even though the following causes are not exclusively the causes for unemployment of university graduate youths, there are several factors that cause unemployment of university graduate youths. Some of them are: lack of national employment policy, low quality of graduates, educational system not tailored and aligned to industry need and inappropriate educational curricula, skill mismatch, corruption, discrimination (on the basis of age, sex, ethnicity, health), job preference, lack of genuine information, poor political governance, family economic status, poor setting of policy direction, inconsistent government policy and harsh business environment (Dejene et al.,2016;Gebremariam, 2017;Hwang, 2017; Lencha, 2017;Longe, 2017; Uddin, 2013; Wakene, 2014).

Graduate unemployment has negative impact on unemployed individuals on their family and their society in general. It harms the economic, social and political status of them. Unemployment may cause deprivation from livelihood, loss of self-esteem, suicide, mental health problem, depreciation of human capital and social isolation, crime, social crisis, lack of economic independence etc(Bezabih, 2014; Caroline, 2011; Lencha 2017; Muleta eta al, 2018;Tansel and Tasci, 2010; Uddin, 2013).

In Ethiopia, number of university graduates is increasing dramatically. Especially, the number of undergraduate or those who successfully completed their study at higher education institutions, and have been awarded a bachelor's or first degree is expanding over the past years. The data taken from the FDRE MoE (2018) shows that large number student were graduated from government and non-government institutions. In 2006 E.C. (2013/14) and 2007 E.C. (2014/15), the number of graduates who have been awarded a bachelor degree were 96,981and 107,567 respectively. In 2008 E.C. (2015/16) and 2009 E.C. (2016/17), the number of graduates were increased to127, 275 and 141,700 respectively. Similarly, it was increased to 133,884 in 2010 E.C. (2017/18). This shows that the number of educated man power produced by higher educational institutions in Ethiopia is increasing over the years.

Over the last two decades, the total labor force of Ethiopia has more than doubled. It increased from 14.7 million in 1984 to 26.5 million in 1994 and further to 33 million in 2005 (it is projected to increase to 81.9 million in 2030). This has placed a huge strain on the labor market even under the most optimistic growth scenario. Employment creation for such a rapidly increasing labor force (4.4% per annum) has become increasingly challenging (CSA cited in Gebretsadik, 2016).

The total labor force of Ethiopia is increasing and the Ethiopian economy has witnessed tremendous improvement in the labor market. However, unemployment in general and graduate unemployment in particular remains widespread in the country. According to Gebeyaw and Chofana, millions of Ethiopians especially the youth and women are unemployed, underemployed or are in the swelling ranks of the working poor (cited in Dibie, R., & Dibie, J., 2014). Dessie (2015) revealed that unemployment and underemployment are more prevalent among women than men.

The government of Ethiopia introduced measures in the past to address the youth unemployment predicament. These measures were such as reform policies that include labor market laws and decentralization of public spending. The government also created enabling entrepreneurship environments to improve the quality of education, stimulate innovation and develop skills through Technical Vocational Education Training (TVET), private sectors involvement, as well as business development services. Despite the policy measures at the national level, the youth unemployment including graduates unemployment problems have not been effectively resolved. This policy dilemma has resulted in citizens' further request for different approach to address the unemployment issue (Abebe and Nebil et al., cited in Dibie, R., & Dibie, J., 2014).

This study is aimed at identifying the socio-economic challenges of unemployed university graduates and their job searching practices. In addition, this study gives the insights on the coping mechanism or livelihood strategy and the job aspiration of unemployed university graduates.

1.2 Statement of the problem

The graduate unemployment rate is one of the current issues being discussed by higher education scholars (Hwang, 2017). It has often been argued that unemployment is high amongst educated youth in developing countries (Denu et al, 2007). In Africa, the issue of graduate unemployment is a very daunting challenge in the labor market. Longe(2017) argues that almost half of the 10million graduates from more than 668 universities in Africa yearly do not get jobs. This shows that graduate unemployment is one of the most critical developmental problems facing the African continent.

In developing countries, youth face not only the challenge of obtaining productive employment, but also obtaining safe and acceptable work. Youth unemployment presents a particular challenge to Ethiopia. According to World Bank's report, Ethiopia faces growing youth landlessness in rural areas and insignificant rural job creation potentially leading to an increase in migration to urban areas and involve in the informal sector (cited in Broussard and Tekleselassie, 2012). Although the subsistence agriculture is estimated to absorb more than 80 percent of the total labor forces, a significant proportion is argued to be underemployed (Wakene, 2014).

The Ethiopian government is trying to solve the problem of youth unemployment nowadays. MSE is the key instrument that regional and city governments are pursuing to expand employment opportunities for youth (Denu et al., 2005 and Bezabih, 2014). Lencha (2017) investigated the experiences of youth engaging in micro and small enterprises in Tabor sub-city of Hawassa city. He found out that it is very difficult for unemployed graduates to find micro and small entrepreneurship. The youth believed the MSEs office workers are very corrupted and favored nepotism. Even though the aforementioned studies tried to assess the problem of youth unemployment and MSE as key instrument to solve this problem, due emphasis were not given exclusively for university graduates as currently the university graduates unemployment problem is becoming very alarming.

Wakene (2014) investigated that nepotism, political affiliation, low quality graduates and skill mismatch as major causes of graduate youth unemployment in Ethiopia. He also reported that lack of experience is another factor that hinder youth from competition for job vacancy. In his study entitled "Addressing the Urban Youth Employment Challenge in Ethiopia", Gebremariam

(2017) investigated lack of money and lack of information about job vacancy as causes of graduate unemployment. However, their studies were not emphasis on the livelihood strategies of unemployed university graduates in their studies.

There are also some studies explored the challenges come up with youth unemployment in Ethiopia. For instances, Bezabih (2014) conducted a research on “Nature of Youth Unemployment in Kazanchis, Addis Ababa”. He concluded that unemployed youth face social and psychological challenges than economic ones. Besides, he found out that depression, inferiority complex and low self-esteem as common problem among unemployed youth. Similarly, Muleta et al. (2018 investigated activities like crimes, prostitution, suicides and drug addiction as consequences of unemployment. However, these two studies focused on studying consequences or challenges of youth unemployment by overlooking to study the job aspiration of unemployed university graduates.

Moreover, studies conducted on youth unemployment and unemployed youth graduates overlooked to study the job aspiration and coping mechanisms of unemployed university graduates. Additionally, only few studies were conducted exclusively on graduate unemployment in Ethiopia. Therefore, this study attempts to fill the gap focusing on investigating the coping or livelihood strategy and the future aspiration of unemployed university graduates.

1.3 Objectives of the study

1.3.1 General objective

The main objective of this research is to find out the socio-economic challenges and job searching practices of unemployed university graduates of Adea Berga District.

1.3.2 Specific objectives

The specific objectives of this study are the followings:

- To examine the job searching practice of unemployed university graduates of the study area.
- To identify the socio-economic challenges that unemployed university graduates face to find a job.

- To explore the coping mechanisms or livelihood strategies of unemployed university graduates of the study area.
- To explore the job preference and future aspiration of unemployed university graduates of the study area.

1.4 Significance of the study

It is obvious that unemployment particularly university graduates youth unemployment is very challenging phenomena that affects not only unemployed university graduates but also affects family and society including children pursuing their education at different level. Therefore, this study is very important for several things. The first is that this study contributes to the existing knowledge gap on the subject matter' unemployment of Youth University graduates. Second, it helps to understand the coping or livelihood strategies that unemployed university graduates used during unemployment. Furthermore, the study helps as a secondary source for further investigation to study unemployed university graduates.

1.5 Limitation of the study

The researcher faced many problems during conducting this research. One of big challenges was lack of interest among the subjects of the study to participate and share their ideas and experiences regarding topic under the study. Many respondents didn't reply the questionnaires. Others were not interested to be interviewed. However, the researcher overcame these problems by developing his social capital with most of unemployed graduates. This means, the researcher succeeded on data collection task by creating a good approach and cooperating with those who have interest to participate in the study.

1.6 Scope of the study

The study was conducted in Adea Berga District, Oromia Region. The target groups were unemployed university graduates of 2009, 2010 and 2011 E.C. The study included graduates from both private and public universities. But, it does not include those who graduated from TVET and self-employed university graduates. Otobo categorizes graduate unemployment into two: graduates who have never worked since graduation and graduates who have lost their jobs seeking re-entry into the labor market (cited in Essien et al., 2015). Therefore, this study

included only graduates who have never worked since their graduation. Additionally, the study focused only on studying the socio-economic challenges of university graduates unemployment, their coping mechanisms or livelihood strategy, their job searching practice and their future aspiration.

1.7 Conceptual definition of terms

Graduate: is any person who has successfully completed a course of study or training, especially a person who has been awarded an undergraduate or first academic degree.

Unemployed graduate: refers to a graduate who is waiting to get a suitable job for his/her qualifications currently being without a job (Singam, 2017).

Underemployment: includes all employed people, salaried or not, involuntarily working fewer than normal hours in their business and who were looking for additional work or were available for work during the reference period (ILO cited by Stephane, 2019).

Youth: - The UN defines youth as the age group between 15 and 24 years old. But according to Ethiopia, Youth is part of the society that include the age ranges from 15-29(MOYcited in Wakene, 2014).

Higher education: is a postsecondary education from universities and colleges where individuals gain skills preparing them for the workplace (Clark cited in Moerane, 2016).

Work experience: is defined as a placement on employer's premises in which a student carries out a particular task or duty, or a range of tasks and duties (DfES, 2002).

Cost of job searching: is expenditure or costs in terms of movement, time, money and other resources associated with job searching (Gebremariam, 2017).

Geographical mismatch: geographical mismatch in this study defined as different locations of job vacancies and job seekers (Van Aardt cited in Moerane, 2016).

Livelihood strategies: are means of making a living, the various activities and resources that allow people to live (FAO, 2007).

Corruption: is any unnecessary benefits a person get in the form of either in goods or services.

1.8 Operational definition of terms

Graduate: in this study, graduate is any person who has obtained an undergraduate degree or bachelor degree from both private and public university.

Graduate Youth: in this study, graduate youth is part of the society that include the age ranges from 21-29. Because, the age of almost all of university graduates falls in this age ranges.

Unemployed graduate: for this study, the meaning of unemployed graduate is operationalized as a bachelor degree holder graduate who is currently finding a job.

Underemployment: refers to working a job that do not match with ones' own educational qualification and it also include working for fewer hours per day/week under specified work hours considered in the country/study area by low salary.

Higher education: in this study refers to an education given from both private and public university.

Job market information: is information regarding the availability of job vacancies.

Job searching skills: is knowledge or skills that help a person to find a job.

Livelihood strategies: are the means that unemployed graduate youth use to overcome the challenges they face during the time of their unemployment.

Corruption: in this study, it is any unnecessary benefits unemployed person give for employer to be employed.

Cost of job searching: is any financial expenditure that unemployed graduates face in the process of searching a job.

Socio-economic challenges: in this research, the socio-economic challenge is defined as the challenges that unemployed university graduates face while they search a job.

CHAPTER TWO

Literature review

2.1 Introduction

This chapter focuses on reviewing the work of previous studies regarding graduate unemployment. Accordingly, this chapter discusses studies conducted by other researchers concerning unemployment in general and graduate unemployment in particular. Different theories of unemployment are also presented in this chapter.

2.2 Theories of unemployment

Social capital theory

According to Black and Hughe, Social capital is defined as the patterns and qualities of relationships in a community (cited in Moerane, 2016). This theory advances on the necessities of the social relation which help as the means to find a job. The importance of social networks in labor markets is pervasive and well documented (cited in Calvo-armengol and Jackson, 2004).

The theory of weak ties explains how social ties use in diffusing ideas and information. According to Granovetter, people more often found jobs through their weak social ties, as opposed to relying on their family or close friends. The theory measured tie strength through the frequency of contact, asking respondents how often they saw each contact around the time they acquired the piece of job information (cited in Liu et al, 2017).

In addition to contact frequency, studies have proposed a combination of factors to indicate the strength of social ties. Such as the duration of interaction, the amount of effort individuals invest in a relationship, the extent to which the social ties provide reciprocal utility (e.g. social support), and the level of intimacy exchanged in a relationship. Based on these criteria, weak ties are generally defined as social relations requiring little investment, and they are composed mostly of acquaintances or other loosely connected actors, as opposed to kin or close friends. Weak ties are more likely to channel novel information than strong ties because of bridging ties. Bridging ties

are social connections that link two unconnected network clusters. In other words, bridging ties provide the only path between two disconnected clusters (Granovetter cited in Liu et al, 2017).

Therefore, according to theory of weak ties, people more often found jobs through their weak social ties than strong ties (via their family, kin and close friends) (Cranckshow, 2014; Granovetter cited in Liu et al, 2017) . In another word, according to the theory, searching jobs through weak social ties helps unemployed university graduates to access potential employment opportunities.

The job matching theory

The job matching theory is based on the idea that the labor market is composed of jobs of many different skills and experience levels, as well as workers of many different skills and experience levels. According to Jovanovic, the most skilled workers (i.e. the most educated) should occupy the most skilled positions and there is a mismatch if either the supply of educated workers or skilled positions surpasses the other (cited by Asalfew, 2014). The job matching theory states that workers prefer such a match because they have the opportunity to utilize all of their skills, increasing their feelings of usefulness, which allows them to command higher salaries. Employers prefer such a match because individuals who are optimally utilizing their skill sets will maximize productivity for their firm, and will stay longer at the firm (cited by Asalfew, 2014).

According to Wakene (2014), businesses in a certain area may require young people with advanced information technology skills. A young person living in this area but without these skills will have difficulty finding a job because of his/her skills are not matched to the demand. In addition, a young person with the required skills (information technology skills) but living in an area where not in demand because employers are looking for agricultural workers will have difficult time finding work or may become underemployed.

The Theory of Job Search

The theory of job search explains the stages that typical unemployed person looking for work is expected to pass through. According to this theory, unemployed person collects information about job vacancies on stage one. On the second stage, he/she decides to apply for the vacancies

that he/she learns of based on the expected value of getting a job. Finally, he/she accepts the offer of any job for which he/she applied in getting it. The success of individual's application depends on his/ her personal characteristics. Thus, they concluded that individual factors and the degree of competition from other job seekers could affect the chance of finding a productive job (Stephen and Jackman cited in Asalfew, 2014).

2.3 Empirical literature review

2.3.1 Meaning of unemployment, youth unemployment and graduate unemployment

The concept of unemployment, youth unemployment and graduate unemployment are interrelated. However, they have different meanings. Unemployment is one of major social problems which affect the life of people. It is broader than youth unemployment and graduate unemployment. Unemployment is the condition which is characterized with the incapability of an individual to find a job of any kind (Bezabih, 2012). Asres (2000) also defines unemployed as a person was 10 (ten) years old and over and not engaged in productive or gainful activities during the reference period but was actively looking for work or was discouraged job seeker. In other words, unemployment is defined as a situation in which a person is skillful or has ability to work, actively looking for job and willing to work; however, he/she cannot find some job (Ahmed, 2016).

As defined by united nation, youth unemployment is simply the unemployment of youth (cited in Bezabih, 2012). Various countries define youth differently. Different age ranges have been used in defining youth. For example, Uganda has used the age ranges 12-30; Mauritius 14-29; South Africa 14-28; India 15-35; Nigeria 18-35; Djibouti 16-30 for defining youth (Ministry of Youth Sport and Culture(MYSC) of Ethiopia cited in Lencha 2017). National Youth Policy of Ethiopia defines youths as to include part of the society who are between 15-29 years old (Lencha, 2017). Youth unemployment for Ethiopia is unemployment of youth between 15-29 years old.

The definition of graduate unemployment is different from definition given for general unemployment and youth unemployment. Its meaning depends on the level of education. Unemployed graduates will be denoted as recently graduated youths (16-35) years without unemployment (Oluwajodu et al., 2015). More clearly, Oppong and Sachs (2015) describe

graduate unemployment as the number or the proportion of degree holders (graduate and post-graduate) in a given economy who are capable and willing to work but are unable to find jobs.

2.3.2 Job searching practices and challenges of unemployed university graduates

Job search is the process that aims to match job seekers to suitable job opportunities (Green et al, 2011). Literatures witness that finding a job is very difficult. Even though there are a lot of agencies out there that can provide help, it can still be a difficult process (Timmons, Hamner & Bose, 2003). However, unemployed youth including university graduates use different job searching mechanisms that help to find jobs. There is standard classification of job search methods which are called formal and informal job searching method. The formal methods cover advertisements through newspaper or other public media and public or private employment services. Informal methods include both direct approaches to potential employers and approaches through relatives, friends or associates (social network) (Blomer, 2015; Holzer, 1988; Try, 2005).

According to Blomer (2015), younger and older people use different methods of job searching. Most young job-seekers use formal job searching methods while older job-seekers use informal job searching methods. These formal job searching methods are job sites, company sites and employment agencies. When older people search a job, they use more informal methods like contacting friends, company employees and former colleagues. He concluded that different age groups use different job search methods. The different age groups are approached differently.

Job-searching strategies can vary widely in effectiveness. The use of combination of these strategies can broaden job-seekers' abilities to look for work in several different career paths instead of staying on a path one have ready travelled without much success (Work book, 2012). Similarly, research does support the position that the degree and intensity of job seeking activities are important. To this end, the way one looks for a job may be as important as one's qualifications for that job. For example, Wielgosz and Carpenter (cited by Erickson, 1995) reported that significant differences in job searching duration depends upon the job search methods employed. Their research demonstrated that among the unemployed, individuals who

used multiple job search methods found jobs much more quickly than those who relied on only one method.

Job searching through newspaper and advertisement board

There are many traditional job search strategies. Among them, newspaper advertisement is one. It also remains popular method of seeking employment (McKeown and Lindorff, cited in Jackson, 2013). The job boards are the most common method of job search. More than 50% of all unemployed youth across Ethiopia use the boards or newspapers available next to them as their primary method of job search (Broussard and Teklesellasi cited by Franklin, 2014).

The job search methods such as advertisements in newspapers, magazines and university notice boards in various network approaches may also be more available or accessible than public employment service (Try cited in Yibeltal, 2016). However, these methods are a high cost in terms of movement, time, money and other resources. Job seekers have to travel to central places to visit advertisement boards or to find newspapers (Gebremariam, 2017). As Kingdon&Knight showed, many graduates often live in places far from job market centers. Which means that they need to spend more financial resources to get there (cited in MnCayi, 2016). Franklin (2014) investigated that the main cost for job seekers are the costs of transport to travel to the centrally located job boards.

Job searching via social network

The literature on job search and related topics suggests that the use of social networks plays an important role in the job-searching process and in career advancement. A survey of residents of a Massachusetts town shows that over 50 percent of jobs were obtained through social contacts (Granovetter cited in Calvo-armengol and Jackson, 2004).

Particular emphasis in the literature has been placed on ‘the strength of weak ties’, i.e. the theory that weak ties of acquaintances with their own separate friends and social circles are particularly advantageous in job search by comparison with a smaller circle of often more homogeneous stronger ties. Studies on job-search methods used by job seekers indicate that asking friends, relatives and acquaintances for information regarding job opportunities is a common and useful

practice (Green et al, 2011). From this network, job offers may be generated directly or information about vacancies may be exchanged or the graduate may be referred to employers looking for workers (Try, 2005; Yibeltal, 2016). Despite its popularity, reliance on social networks for job information and access to jobs is not always beneficial nor it does help all job seekers in the same ways (Lin 2000; Marsden and Gorman 2001; Mouw cited in Trimble and Kmec, 2011).

Another literature stated that, many people hear about or obtain their jobs through friends and relatives. This method is more productive, less costly in time and money than most methods in terms of generating job offers. This higher productivity derives from the fact that employers seem to regard referrals from their current employees as being more informative and reliable than direct applications from prospective employees (Heneman et al. and Reynolds cited in Holzer, 1988). Employees also regard their employed friends and relatives as reliable sources of information (Holzer, 1988).

Job searching through internet

Another method of job searching is using internet. Internet has great advantage and it plays an important role in finding a job. It can facilitate the exchange of information between employers and job seekers. At the same time, it reduces the cost of finding out information about job opportunities and applying for jobs. The internet and ICT can be used in combination with other job-searching methods (Green et al, 2011).

The study conducted by Suvankulov et al (2012) investigated that the internet to search for jobs had a positive effect both on probability of reemployment within 12-month period and overall duration of unemployment. In Germany and South Korea, job seekers who used the internet had respectively 7.1 and 12.7 percentage point higher probability of being reemployed in the next 12 month. In contrast to this, Bangfu (2014) in his study of the use of the internet as a site for job searching reported that nearly three-fourth (74.0%) had never been successful in getting a job using the internet while the remaining 26.0% admitted that they had ever been successful.

In their study of factors affecting job-seekers' perceived credibility of online job advertisements, Banerjee and Tiwari (2013) indicated that people tend to believe more in information received

through face to face communication than those received through remote sources. Since information can be posted in the web by anybody owning a website or by a person with the license to modify web content, the genuineness of such information has been found to be less than that shared through more official media such as newspapers and television commercials. Lack of knowledge about the usage of websites and computer for the purpose of job searching may also create less trust among job seekers. At the same time, the details of the information may get overlooked in the background of a complex website design.

Contacting firms directly

Informal job search activities include walk-in applicants. Walk-in applicants could be seen as people that walk in by companies and ask if they have some vacancies or to network with those companies (Nikoalou cited in Blomer, 2015; Van Hoye et al., 2009). However, literature witness that making contact with and applying to firms directly without information may be costly and less effective in many places (Holzer, 1988).

Contacting an employment agencies

Empirical studies on the use of PES (Public Employment Service) recommended that people at first tend to turn to other job search methods. Many job searchers choose PES only when other search methods have been tried unsuccessfully and after a spell of unemployment (Yibeltal, 2016). A possible explanation of the postponed contact with PES may be that PES is viewed as a relatively inefficient method matching workers to jobs or that the jobs that PES offers on average are less attractive than job offers generated by other search methods (Try cited in Yibeltal, 2016). According to Rees, the use of state employment agencies has also been known to be of very limited effectiveness in matching employers and workers (cited in Holzer, 1988).

Unemployed graduates face several challenges. Different bodies such as family, government (including higher institutions) and unemployed graduate themselves can be a source of these challenges. For example, searching a job is difficult for unemployed university graduates from lower economic class family. Some of challenges of graduate unemployment will be discussed below thoroughly.

Financial constraints and high cost of job searching

The empirical literature suggests that financial constraint is one challenge for graduates' job seeking in developing country (Franklin, 2014). There is a high cost in terms of movement, time, money and other resources associated with job searching and matching (Gebremariam, 2017; Mncayi, 2015). According to Wakene (2014), household income and unemployment have inverse relationship. This means, the tendency of being unemployed decreases when the income of the household increases because when the household income increases, chance of attending further education and getting different training on other income generating activities would be increased. As a result, unemployment declines (Wakene, 2014). Searching and matching frictions have been shown to be a significant cause of unemployment, lengthier unemployment spells and even lower wages and productivity. Costs of acquiring information increase with distance, particularly in markets where other channels and institutions for the dissemination of information are poorly developed (as is the case for Ethiopia, where respondents have to travel to physical job boards just to find out about vacancies) (Franklin, 2014).

Furthermore, Franklin (2014) discovered that the majority of white-collar jobs are found on job boards, located in the center of the Addis Ababa. Many of the jobs on job boards are cross-posted in newspapers available for rent near and around the job boards. Most individuals find out about these types of jobs by travelling to the boards. Since many sources of information and new vacancies are released sporadically on different days, it pays to travel to boards regularly and survey all of the available information sources. This is can be called a geographical mismatch (Moerane, 2016).

The costs of transport seem small. But for the unemployed and poor in Addis Ababa, they do present a significant barrier to searching for work. Evidence shows that costs related to job searching amount to 25 percent of the weekly expenditure of job seekers (Gebremariam, 2017). This show, financial (economy) can be one of causes of graduate unemployment especially for poor or low economic group. Therefore, technology-supported, efficient and effective ways of providing vacancy information need to be made available to effectively address issues of urban youth unemployment.

Skill mismatch

Different studies witness the problem of skill mismatch as one cause of graduate unemployment. They explain skill mismatch in different ways. A common perception is the general lack of appropriate skills and knowledge among new recruits in the workplace. The demand side of the labor market in the country and the supply of graduate youths from governmental and private higher educational institutions did not match both in number and in field of studies (Lencha, 2017). The study conducted in Nigeria by Essien et al. (2015) showed that job creation and job opportunities are inversely proportional with the number of graduates in the country. The number of unemployed youth graduates increase as a result of availability of only few industries or companies and low capacity of these industries to absorb the youths graduates from a number of higher institutions in that states. According to the report of National Directorate of Employment, the total number of unemployed graduates in AbiaState was 4,888. This number excludes unofficial and undocumented graduate youths without jobs (cited in Essien et al., 2015).

The second area of mismatch lies in the divergence of jobs available and needed versus the type of graduates or trainees being produced. For example, agricultural graduates find that they are overqualified for the more urgently needed low-level farm work. Similarly, clerical and sales jobs are more abundant than higher level management jobs sought after by MBA graduates (Essien et al., 2015). Furthermore, the technical and ICT skills learned in schools are outdated and do not match the state-of-the-art technologies in use at workplace. This indicates a mismatch of skills needed in the real world compared to the knowledge educational institutions are transferring to their students (Bangkok, 2009).

Corruption

There are various factors but corruption is one of the factors which responsible for the mismatch between the demand & supply of educated youth (Lencha, 2017; Ahmed, 2016). According to Asmare and Mulatie (2014), favoritism, corruption and bias and discrimination in different forms are indicated as factors responsible for youth graduates unemployment in Ethiopia. Some people use their money and force to get jobs and others who have not cannot get it easily and they remain as unemployed (Qadar and Mohammad, 2013). Ethnic and political bias by public and private employers upon recruitment cannot be underestimated (Wubei, 2012).

Study revealed that corruption is one cause of graduate unemployment in Nigeria. Corruption in Nigeria has makes government of the country to spend less on the welfare of citizens. When people those who work in government office use public money for their own purpose, graduated youth remain unemployed. This happens when the budget assigned for unemployed graduates does not address them properly. When corruption is taken as normal routine, functions which are to be done by three persons is being taken up by one person and collects salaries made for three persons. Therefore, graduate unemployment rate increase when such action is being observed in the country (Mike cited in Essien et al., 2015).

The collaboration of the political elites, local and foreign contractors in the inflation of contract fees have robbed Nigeria of the chances of using more than \$500 billion estimated revenue from the oil sale in the last 50 years to develop a vibrant economy that would have created jobs for the youths in various sectors of the economy. As a result, it cripples the economy and exacerbates unemployment which creates abject poverty, hunger and frustration (Okafor cited in Uddin, 2013).

The study conducted by Qadar and Mohammad (2013) in Pakistan revealed that employers favor their relatives in the selection process for a job while ignoring the most desirous candidates. Additionally, the rules of selection for a job are vague or complicated and seldom implemented creating doubts in the competitors and general masses. The selection of candidate is pre-decided and rules are kept vague and not implemented in its true spirit.

Work experiences

Work related experience before graduation like part time jobs related to their field of study has also been shown to be related to success in the job search (Erickson, 1995). Firms require people with some form of work experience and the ability at least to some degree work independently. Employers are perhaps risk averse and prefer to employ older and more experienced workers who do not require as large an investment in training (Pauw et al., 2008).

Lack of work experience reduces the chances of entry job in the modern sectors of the economy (ILO cited in Asalfew, 2011). As far as the relationship between respondents youth employment status and their work experience is concerned, the percentage of unemployment was higher (50

percent) among those respondents those had no work experience when compared with those had work experience (24 percent) during the survey (Wakene, 2014).

In his study on “An Analysis of the Perceptions of Graduate Unemployment among Graduates from a South African University”, Mncayi (2016) investigated one new thing regarding work experiences as a cause of university graduates youth unemployment. Mncayi investigated that companies may be looking for young graduates mainly because of continuity in some cases. This means, company is in a position to groom and employ graduate youth for quite a while. Also, companies may lean towards these young graduates for developmental purposes since young people are vibrant and full of ideas.

Lack of job market information

It is obvious that information is very essential in the life of human being. Studies on job-search methods used by job seekers indicate that asking friends, relatives and acquaintances for information regarding job opportunities is a common and useful practice (Green et al., 2011). As Gebremariam (2017) reported, lack of sufficient and systematic information during job searching is one of the challenges that unemployed urban youth face. This lack of job market information is caused by living far away from center of the city at where most vacancies advertisements are easily available (Franklin, 2014 and Gebremariam, 2017). Job seekers mainly go to advertisement board to get genuine information regarding job vacancy.

Crankshaw (2014) also reported that the spatial disconnections restrict the flow of information about job vacancies to workers who reside far from places of employment. This means the long distance between home of job seekers and vacancy advertisement area hinder job seekers from searching a job intensively. In contrast to this, workers who live near to job opportunities will be able to search more intensively for jobs and are therefore more likely to be successful. On the other hand, central city residents who live far from job opportunities are less likely to know about employment opportunities because their local social networks are less likely to comprise employed workers.

The job seekers perception towards credibility of online job advertisements is also another factor that hinders them from getting job market information. Despite the benefits of e-recruitment as a

low cost job search medium, information about job vacancies posted on e-recruitment websites has been found to be considered as less trustworthy by job seekers compared with more traditional recruitment sources such as newspaper advertisements, employee referrals and career fairs (Banerjee and Tiwari, 2013). For instance, although the percentage of internet use for job searching has increased from 2010 by about 6% in 2011, the average Indian job seeker is still reluctant to use the internet as the preferred mode of job search (Tyagi cited in Banerjee and Tiwari, 2013).

According to Denu et al., in Ethiopia with the removal of centrally coordinated job seekers registration services, the benefit of getting employment information was wiped out (cited in Beshir, 2014). Therefore, the labor market information system has become poor and there is a weak labor organization system in the country which largely affects youth employment. Currently the Ministry of Labor and Social Affairs (MoLSA) is responsible for public employment services at the federal level and the regional Bureaus of Labor and Social Affairs (BoLSA) is mandated with the regional employment services. The Micro and Small Enterprise (MSE) development office in urban areas and the Ministry of Youth, Sport and Culture (MoYSC) also play roles in the current urban youth employment services (Beshir, 2014).

2.3.3 Implication of unemployment on psychological wellbeing and health

Unemployment, self-esteem and social exclusion

By the nature of the problem, unemployed individuals are experiencing social exclusion. It has to be understood that unemployment is not about some statistical data or a condition that you either are or are not, but primarily it has to do with the danger of social exclusion. Behind the numbers there are persons who lose their self-definition. Working is necessary in our societies not only to earn a living, but especially because economic activity is considered as a central axis becoming economically independent adult. This approach is giving a dynamic understanding and is putting the whole issue at its correct context. Only in this way it becomes clear that any personal troubles of the unemployed persons are felt in a more extreme way due to the structural inequalities existing in society (Katsas, 2009).

Another study conducted by Bezabih (2014) also investigated social isolation as one of challenges which unemployed graduates encounter. He said that social isolation is among the

major challenges facing unemployed youth in Kazanchis. According to his study, unemployed graduates experienced communal seclusion in one way or another as the result of their employment status. The community regards such youth as “worthless”. The isolation unemployed graduates facing is their biggest challenge they are facing due to their unemployment. Moreover, the social disregard takes the form of disrespect. They may be seen by society as they don’t know anything.

According to Jahoda, an individual’s position in life is in large part defined by one’s job (cited in Pohlan, 2018). Individuals tend to see themselves in a similar way as others see them and even employed workers with a relatively low occupational status. For example, labor workers feel that they are treated with more respect and recognition than unemployed persons. Job loss might bring a certain stigma as well as feelings of shame and worthlessness. The loss in social prestige may be reflected in the subjective perception of occupying a lower social status (Paul and Batinic cited in Pohlan, 2018).

Unemployment and health

According to Ahmed (2016), unemployment harms the health of unemployed person. In his study, he found that unemployment leaves worse effects on health. Muleta et al. (2018) also found that chewing chat and drug abuse causes health problem on unemployed youth. They also confirmed that unemployed youths involved in different activities like prostitution, drinking alcohols, using illegal drugs like hashish which may in-turn put them in health problem during their unemployment. Due to this, unemployed youths become victims of mental illness, suicide, HIV/AIDS and other sexually transmitted diseases and depression. Similarly, Phillip et al. (2014) confirmed that unemployment leads to poor health condition that affects the living standards of people. Long term unemployment leads to mental problem.

2.3.4 Coping mechanisms or livelihood strategies of unemployed university graduates

Some literatures show that youth in general and graduate youth in particular use different livelihood strategies during their unemployment period. Most unemployed youths rely on their parents for financial assistance (Chinyere cited in Adegboyega et al., 2016).Some have engaged

in family businesses while others were remained idle waiting for wage employment (Beshir,2014). According to Chigunta et al., 46.5% of unemployed female graduates were relying on a spouse or partner as major sources of income (cited in Mokgohloa, 2006).

Many unemployed youths involve in a daily paid casual labor. They are often found gathered together in different locations at the various community centers almost on a daily basis, awaiting anybody who may want to engage them in a casual work for the day such as bus conducting, construction site labor, fetching of water, general cleaning, cutting of grasses and digging of wells (Adegboyega et al., 2016).

Another coping mechanism of unemployed graduates found by Adegboyega et al. (2016) was buying and selling/street hawking. These are coping strategies employed by both young men and women. They were observed to go to the neighboring cities or towns to purchase domestic goods that may be useful to the rural dwellers.

2.3.5 Job preferences and future aspiration of unemployed university graduates

Job preference is another concept related to youth unemployment (Asalfew, 2011). In another word, job preference can make peoples to stay unemployed. Researches showed that most of unemployed people preferred to work in the formal sectors (government and private institutions) as paid workers rather than engaging in self-employment (Asalfew, 2011; Wakene, 2014). According to Caroline (2011), some youths have a negative attitude towards some forms of work like crafts, clay works and therefore remain jobless. Graduates voluntarily choose not to work in jobs outside their area of education. In a labor survey conducted by the ILO in Egypt, 30 percent of unemployed youth refused a job because they felt it did not match their level of qualification (Barsoum et al.cited in Ghafar, 2016).

Beshir (2014) also presented in his finding that better educated youth on the other hand stayed longer waiting for better jobs in their qualifications. Consequently, there is a trend of high educational attainments producing longer unemployment duration at least in the short run (Clark and Summers cited in Beshir, 2014). The limited availability of jobs that demand skilled labor can best describe the unemployment situation of the educated youth. Youth remain jobless for an

extended period of time due to their inability to find suitable jobs (Clark and Summers cited in Beshir, 2014).

Although unemployed graduates lost the type of job they want, they have their own aspiration. Mokgohloa (2006) investigated that the unemployed youth graduates have plans to earn a living and even to help their communities. Some of them are intending to start their own businesses while others are just waiting for something to happen e.g. finding a job and at the same time doing some casual job. Their aspirations show how much they want to develop their communities and sustain themselves.

2.3.6 Entrepreneurship and attitudes of unemployed graduates towards it

Most current approaches work to solve long-term youth unemployment through ensuring better educational standards, launching of new empowerment programs, encouraging self-employment, entrepreneurship, ensuring access to basic education and reduction of the age of retirement (Buheji cited in Buheji, 2019). Entrepreneurship is one of the approaches that are currently suggested to solve the problem of unemployment.

A number of studies and surveys point to entrepreneurship as a successful path for youth seeking to enter the labor market. It can improve livelihoods and economically empower youth while also making a substantial economic and social contribution to society (Ernest and Young cited in Ghafar, 2016). Young entrepreneurs operating in the formal economy are likely to pay taxes and hire other workers (Ghafar, 2016).

However, some studies revealed graduate peoples have negative attitude towards entrepreneurship. Shanka (2016) examined the unemployed young graduate's attitudes towards business startups in Micro and small enterprises. The outcomes indicated that positive images towards MSEs are mostly hindered by a lack of institutional support, lack of training and mentoring, lack of infrastructure, lack of recognizable role models and lack of inspiration from the society. Shanka also presented that the young unemployed graduates declare their lack of valuable skills to start up MSEs and stated quality problems in schooling and the absences of relevant trainings as reasons.

Shanka (2016) also confirmed poor awareness of graduates about MSEs during elite interviews. As one of the research participant in elite interviews revealed, local government indeed knows the fact that most young graduate from colleges and university lack awareness about MSE. Additionally, Shankas' study also identified that the current education system does not equip them for such skills.

Tsegaye (2015) conducted a study on attitude of college students towards entrepreneurship, and found out factors de-motivates graduates from entrepreneurship. Lack of access to finance capital to invest is considered by the majority of the respondents as the most common constraint limiting the pursuit of opportunities. According to Tsegaye, another factor that de-motivates them from entrepreneurship is lack of skills or lack of confidence in their skills and experience. Accordingly, about 15% of the respondents considered lack of required skills as an important de-motivator to identify, evaluate, and exploit business opportunities. Financial risks like afraid of not being able to pay back loan is also another factor. About 10% of the respondents claimed that financial risks are one of the important de motivators to pursue business opportunities. This perhaps can be due to lack of information regarding business startup. Ghafar (2016) identified that young entrepreneurs have difficulty on getting information on business development, and there is a lack of knowledge on the best practices for starting a business.

Finally, Tsegaye (2015) identified corruption as important de-motivator in business. He reported 11% of the respondents responded that corruptions as one of the factors that discourages the young people to pursue business opportunities. Though not considered as most important de-motivators by the respondents, fear of competition, fear of work load and fear of lack of market demand are cited by the respondents.

2.3.7 Ethiopian government policy and strategies on youth unemployment

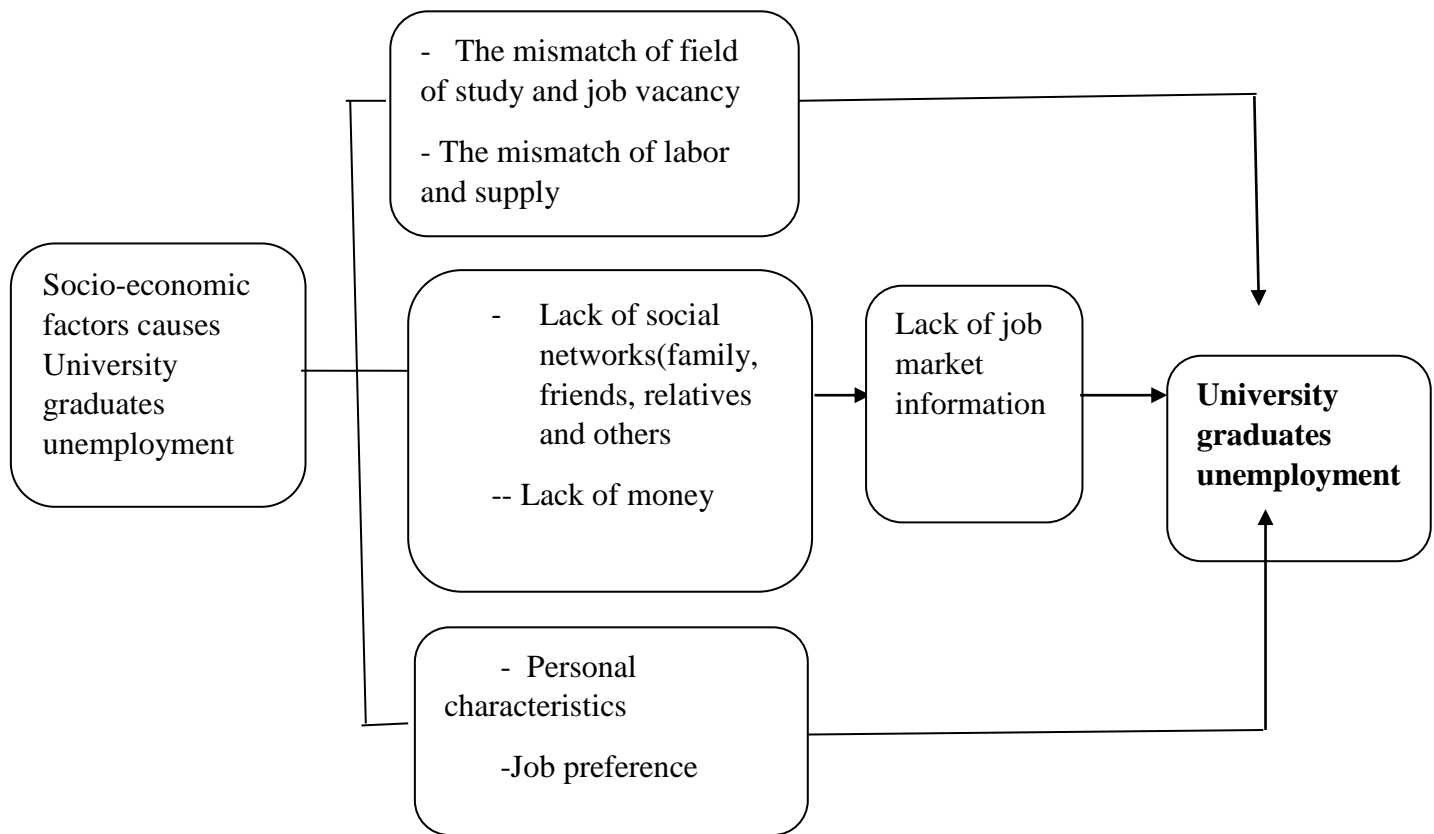
Literature shows that Ethiopia for the first time designed a national policy that specifically deals with youth issues in 2004. Youth policy of Ethiopia attempts to resolve the youth issue within the context of national economic development and creation of democratic society and good governance. The key instrument that regional and city governments are pursuing to expand employment opportunities for youth is MSE development (Denu et al., 2005).

The 2005/6-2009/10 plan, A Plan for Accelerated and Sustained Development to End Poverty (PASDEP), explicitly acknowledged the issue of the labor market and unemployment, particularly youth unemployment. The issue of youth unemployment incorporated in the plan of Education, Training and the Employment of Youth sections of the 2004 National Youth Policy (FDRE cited in Broussard and Tekleselassie, 2012). The plan focused on job creation through private sector participation by giving particular emphasis to Micro and Small Enterprises (MSE) based on their potential to create employment opportunities (Broussard & Tekleselassie, 2012).

2.3.8 Conceptual frame work

The following figure shows the conceptual framework of the study. Researcher used this figure as a conceptual framework for guiding the overall accomplishment of the study. It was drawn from the concepts taken from different theories by reading various literatures.

Figure 2.1: conceptual framework of the study



Source: Own developed, 2020

Figure 2.1 shows how socio-economic factors cause university graduates unemployment. Lack of social network is investigated as the major problem in job searching. Theories and studies indicate that lack of connection with family, friends, relatives and other people reduces the opportunity of collecting job market information (Gebremariam, 2017; Yibeltal, 2016 and Cranckshow, 2014). As a result, university graduates those who lack enough information regarding job vacancy remain unemployed.

The mismatch of labor and supply and the mismatch of field of study with job vacancy are also other causes for university graduates unemployment. This means, many graduates remain unemployed when a number of graduates exceed a number required by employer. This is called the mismatch of labor and supply. The second type of mismatch (the mismatch of field of study and job vacancy) can occur when the field demanded by employers differs from the skill of graduates (Wakene, 2014).

CHAPTER 3

Research Methodology

3.1 Introduction

This chapter discusses the research methods, study area, population of the study, sample size and sampling techniques, instruments of data collection, ethical consideration and data analysis method.

3.2 Research methods

This study employed mixed research method. Mixed research method is an approach to inquiry involving collecting both quantitative and qualitative data by integrating the two forms of data and using distinct designs that may involve philosophical assumptions and theoretical frameworks (Creswell, 2014). This method was selected because it helps to study ideas that cannot be understood using quantitative approach and qualitative approach alone. Thus, this method helps to complement the weakness of one method by another method. Moreover, quantitative method was selected to study the socio-economic challenges of unemployed university graduates and factors that hinder them to get a job. Furthermore, quantitative method was used to investigate the job searching practices of unemployed university graduates of the study area. On the other hand, qualitative method is very necessary to explore the coping mechanism or livelihood strategies of unemployed university graduates. This method is more helpful to get rich and new information regarding the coping mechanism of unemployed university graduates youth since this objective was overrode by many researchers. Moreover, it is important to find out the socio-economic challenges that unemployed university graduates youth face qualitatively in addition to study it using quantitative method. This helps the informants to share their ideas on their livelihood strategies or the coping mechanisms they use to overcome the socio-economic challenges they encounter. Similarly, the qualitative method is more preferable to study the job preference and future aspiration of unemployed university graduates. In addition to mixed method, the study used cross sectional survey method because the study was conducted with once-off a gathering of data at a single point in time.

3.3 Description of study area

The study was conducted in Adea Berga District. It is located in Oromia Regional State, West Showa Zone which is about 70 km from the capital city of the country, Addis Ababa. The total area of the Woreda is 798.35 square kilometers (79835 hectare). It is located at 9° 12' to 9° 37' latitude and 38° 17' to 38° 36' longitude. The altitude of the area ranges from 1400 to 3500m.a.s.l. It is characterized by three agro-ecologies. i.e., low land, middle and high lands which covers 37%, 34% and 29% of the area respectively. The district is bordered with Meta Robi District on west, Ejere District on south and Semen Shewa Zone on east and north direction. The district is known specially by having around three cement factory: Dangote, Mughher and Bedrock cement factories (Tolera, 2015). According to the Central Statistical Agency 2007, the district has an estimated total population of 120,217. Among them, 104,512 of persons dwell in rural area of the district whereas 15,705 dwell in urban area (Population and Housing Census of Ethiopia, 2007).

3.4 Population of the study

The target population of the study was unemployed university graduates of Adea Berga District (those who graduated from both private and public university). The target population of this study was unemployed university graduates of 2009, 2010 and 2011 E.C and those who are living currently in Enchini and Mughher towns because it is believed that most of unemployed graduates of the district mainly dwell in these two towns to search a job.

3.5 Sample size and sampling techniques

3.5.1 Sampling techniques

For the quantitative, the sample were selected from unemployed university graduates of Adea Berga district since 2009 E.C by using both stratified sampling and simple random sampling techniques. First, the potential respondents of the study were grouped based on their sex in order to avoid bias. Then, they were selected by using simple random sampling. This simple random sampling method is convenient since the sampling frame was taken from the document of unemployed graduates registered in 2012 E.C exist at Adea Berga district MSEs Office. Using their phone number recorded during registration, the respondents were contacted. The sample for qualitative part was selected purposely using convenience and snowballing sampling techniques.

For both FGD, the sample was selected randomly from unemployed university graduates. For in depth interview, the researcher selected interviewees using snowball sampling technique. The researcher asked one of his unemployed friends to identify the person who can give enough information on the topic of the study. Similarly, the researcher used snowball sampling technique to access key informants. Four key informants were selected from labor and social affairs of Adea Berga woreda, MSE office workers of Adea Berga woreda and employment agency. The data was collected through interview until the data saturation achieved.

3.5.2 Sample size

According to the information gained from Adea Berga district MSEs office, the total number of registered unemployed university graduates since 2009 E.C were 251. The total number of males was 162 and the rest 89 were females. Among these, the number of male and female graduated in 2009 E.C was 9 and 19 respectively. The other 29 male and 19 female were graduates of 2010 E.C. The most unemployed university graduates were graduates of 2011 E.C. They were 124 males and 51 females. In order to avoid bias in sexes, the sample size for both sexes was calculated separately. According to Yemane (1967) for larger population whose size is known, sample size can be determined using the following formula. Therefore, the sample size would be calculated as the following for this research:

$$n = \frac{N}{1 + N(e)^2}$$

Whereas n is sample size

N is population size=251

A 95% confidence level and e is 0.05

$$n = \frac{251}{1 + 251(0.05)^2}$$

$$n = \frac{251}{1 + 0.6275} = \underline{154}$$

In order to avoid sexual bias, the study used proportional allocation method (Bowley cited in Pandey and Verma, 2008). The allocation of a given sample of size n to different stratum was done in proportion to their sizes. i.e. in the i^{th} stratum,

$$n_i = n (N_i/N)$$

Where n represents sample size, N_i represents population size of the i^{th} strata and N represents the population size. Therefore, sample size proportion of both sexes was calculated as the following:

$$n_{\text{male}} = 154(162/251)$$

$n_{\text{male}} = 154(0.65) = 100$. Therefore, the number of male respondent was 100.

Similarly, the sample size for female was calculated as the following:

$$n_{\text{female}} = 154(89/251)$$

$n_{\text{female}} = 154(0.35458) = 54$. Therefore, the number of female respondent was 54.

Therefore, the sample size of the study to collect quantitative data would be 154 unemployed university graduates. Among them, 54 of them was female and 100 of them was male.

To collect qualitative data, the researcher selected six male and six female from unemployed university graduates to conduct two FGD. For in-depth interview, seven males and 6 females were selected as a sample from unemployed university graduates. The other four key informants were selected from employment agency, MSE office and labor and social affairs office of Adea Berga district.

3.6 Sources of data

For this research, both primary and secondary data were used. The primary sources of data were unemployed university graduates, employment agency, MSE office and labor and social affairs office of Adea Berga district. The secondary sources are internet, documents, books and other reference books related to the topics under study.

3.7 Instrument of data collection

In order to carry out the research, the data for quantitative analysis were collected using questionnaires. In-depth interview, FGD and Key informant Interview were used to collect qualitative data.

3.7.1 Questionnaires

The questionnaire has three major parts to gather data based on research objectives. The first part contains background information of the respondents. Section two is questions related to the job searching practices of unemployed university graduates. The third section is questions related with the socio-economic challenges of unemployed university graduates. The questionnaire was prepared in English language since all of the respondents were university graduates. Further explanations were given for those who have low proficiency in English.

The questionnaire contains both close-ended and some open-ended questions. It includes the yes or no types of questions. The likert scale also used to understand the degree of the socio-economic challenges unemployed university graduates faced. Additionally, the questionnaire was self-administered type of questionnaire. The questionnaires were filled by the respondents of the study since all of the respondents were literate.

To check the reliability of the questionnaire, the study used Test-retest method. That means the researcher distributed the questionnaire for 15 (fifteen) unemployed graduates before starting the data collection from the selected sample of target population. This was done for three times until the reliability of the questionnaire assured. It was also checked again and again if there were missing or ambiguous information. The validity of the questionnaire was checked using content validity. The research instruments were reviewed by the experts in the field of research. Based on the reviewers' comments, the unclear and obscure questions could be revised and the complex items reworded. Also, the ineffective and nonfunctioning questions could be discarded altogether. After that, it was distributed for the respondents.

3.7.2 In-depth interview and key informant interview

The in-depth interview was made with 13 of selected unemployed university graduates of 2009, 2010 and 2011 E.C. From the total interviewees, 7 (seven) of them was males and 6 (six) of them was females. The researcher gathered information about the selected informants from his friends (those who are also unemployed graduates) before contacting the interviewees. He gathered information whether the interviewees can give enough information on the topic of the study or not. After that, the researcher made a call for each interviewee to ask their interest to be

interviewed. Then, the researcher took an appointment with the interested interviewees and conducted his interview.

The interview guiding questions were prepared for each of them regarding the coping or livelihood strategies and job preferences and future aspiration of unemployed university graduates youth of the study area. Similarly, the interview guiding questions included the socio-economic challenges that unemployed university graduates faced. The interview was conducted by local language of the area (Afaan Oromoo) in order to facilitate for the interviewees to explain their idea in detail. Then, all interviews were transcribed first in Afaan Oromoo and then translated in to English language after the data collection via interview completed. The data were collected until the saturation point reached.

In addition to in-depth interview, key informant interview was also conducted with selected informants from labor and social affairs, employment agency and MSE office. One key informant was from labor and social affairs office whereas another one informant was from MSE office. The rest two of them were from employment agency. This method was used to cross-check the data gathered from unemployed university graduates through in-depth interview and questionnaire. The guiding question was prepared for them.

3.7.3 Focus group discussion

Focus group discussion also was one of data collection instrument of this study to collect qualitative information. The data gathered from 2 FGD group. Each group contains six members. All members in group one are males whereas all members in group two are females. The researcher asked one of his unemployed friends to know meeting day of unemployed graduates. Then, he asked their interest to participate on FGD. Finally, the researcher took an appointment with the interested participants and conducted focus group discussion.

The guiding questions were prepared to gain deep information from them. This instrument was included as additional instrument of data collection of qualitative data for two reasons. The first is to strength the validity of this research through triangulation. So, using FGD together with interview strengthened the validity of this research. Second, FGD is essential to investigate the general or common understanding of unemployed university graduates regarding their socio-economic challenges, coping mechanism and job aspiration.

3.8 Ethical consideration

The study carried out based on the interest of respondents. The respondents filled the questionnaires based on their own idea and through the way that have self-confidence and honesty. Their names were not written in the study. The number was given for each of participants. The respondents and informants were encouraged to give their information freely without any imposition and their responses were used only for the objective of the study.

3.9 Data analysis

The study used both quantitative and qualitative data analysis method. The quantitative data collected using questionnaire was analyzed after the data collection completed. The collected quantitative data was entered, coded, edited and classified to assure consistency of data with objectives of the study. Tables, graphs, cross-tabs and pie-charts were used to analyze the collected data. Similarly, descriptive statistics such as frequency and percentages was used to analyze the collected data. In addition, chi-square test was used to see the association between some selected variables. The data presented using descriptive statistics was interpreted. For the quantitative data analysis, the SPSS Version-23 was used to save the time and to make analysis simple.

The qualitative data was analyzed using qualitative data analysis method. The researcher started qualitative data analysis after some of the data have been collected. This helped the researcher for the next steps in the data collection process. It also gives more time to analyze quantitative data. In the process of qualitative data analysis, the recorded voice would be organized and written on the paper. Then, it was transcribed since the interview was conducted in Afaan Oromo. Both narration and thematic analysis method was used. That means, the researcher identified, analyzed and reported patterns (themes) within the data.

CHAPTER 4

Data presentation, interpretation and discussion

4.1 Introduction

The primary focus of this chapter is to present, interpret and discuss the data collected from the unemployed university graduates of Adea Berga district since 2009 E.C. This chapter discusses the major findings of the study. The chapter discusses the major findings related to the job searching practices of unemployed university graduates and the socio-economic challenges unemployed university graduates face to find a job. The livelihood strategies, job preferences and future aspiration of unemployed university graduates of the study area are also discussed. The structure of the chapter is guided by the overall objectives of the study.

4.2 Background information of the respondents

This section mainly focuses on presenting and interpreting the background information and socio-demographic characteristics of the respondents of the study. Each of them is discussed below.

Sex, age and marital status of respondents

Graduate unemployment is a problem of both male and female. This means, both sexes are vulnerable for graduate unemployment. It is also problem of unmarried, married, divorced and widowed university graduates. The following table presents sex and age of respondents.

Table 4.1: Age and sex of respondents

	age		Total
	22-25	26-28	
sex male	56	27	83
female	30	11	41
Total	86	38	124

Source: Field Survey, 2020

Unemployment is common among both males and females of different ages. The above table 4.1 shows that the majority (56) of male respondents exist in the age range of 22-25 whereas 27 of them exist in the age range of 26-28. Similarly, 30 of female respondents exist in the age range of 22-25. The rest 11 of them exist in the age range of 26-28. As per the above table indicates, the age of most of unemployed university graduate is between 22 and 25.

Table 4.2: Marital status of respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid married	24	19.4	19.4	19.4
unmarried	95	76.6	76.6	96.0
divorced	4	3.2	3.2	99.2
widowed	1	.8	.8	100.0
Total	124	100.0	100.0	

Source: Field Survey, 2020

Graduate unemployment faces unmarried, married, divorced and widowed university graduates. The majority (76.6%) of respondents were not married where as 19.4% are currently in marital relationship. Other 4% are formerly married. According to the above data university graduate unemployment is more prevalent among unmarried graduates.

Respondents' field of study and their graduation year

Unemployment is common for those who graduated by both natural and social field of study. It is also common for graduates of all years. The following table presents the graduation year of unemployed graduates and their field of study.

Table 4.3: Respondents' field of study and their graduation year

	graduation year			Total
	2009	2010	2011	
Field of study natural science	9	20	42	71
social science	8	13	32	53
Total	17	33	74	124

Source: Field Survey, 2020

Table 4.3 shows that the majority (42) of respondents were graduated by fields of natural science in 2011 E.C. The rest 20 of them were graduated by natural science in 2010 E.C. The other 32 respondents were graduated by fields of social science in 2011 E.C while 13 of them were graduated by the same field of study in 2010 E.C. As per the data, the majority of respondents are the graduates of 2011 E.C.

Parents’ place of residence and respondents’ living arrangement

This research included respondents’ living arrangement and residential place of their family. That means, graduate job seekers reside somewhere during job searching. Some of them may live either with their parents or with their relatives. Others may live either with their friends or alone. The following table shows the respondents’ living arrangements and residential places of their parents.

Table 4.4: Parents’ place of residence and respondents’ living arrangement

		respondents’ living arrangement				Total
		Parents	relatives	friends	alone	
Parents’ place of residence	urban	38	4	7	14	63
	rural	20	9	2	30	61
Total		58	13	9	44	124

Source: Field Survey, 2020

Table 4.4 indicates that 38 respondents are urban dwellers and they lived with their parents. Although their parents were urban dwellers, 14 and 7 of them lived alone and with their friends respectively. From 124 respondents, the parents of 30 of them were rural dwellers and lived alone whereas 20 of them lived with their parents. This indicates that the majority of respondents lived in urban area with their parents. However, the second majority of respondents lived alone because of their parents were rural residents.

Parents’ occupation and level of education

The educational level of all respondents’ parents were not similar. Some of them were literate whereas some were illiterate. The following table 4.5 shows educational levels of respondents’ parents.

Table 4. 5: Educational level of respondents’ parent

	Level of education					Total
	not educated	1 ^{ry} level	2 ^{ry} level	Preparatory	College/ University	
Respondents’ father	75	28	9	3	9	124
parents mother	98	19	3	0	3	123
Total	173	47	12	3	12	247

Source: Field Survey, 2020

As indicated in table 4.5, the majority of respondents’ fathers and mothers were not educated. They were 75 and 98 in number respectively. Only 28 fathers of respondent have completed primary level. The rest 9, 3 and 9 of them have completed secondary, preparatory and college/University level respectively. Among 123 mothers of respondents, only 47 of them have completed primary level. The other 12, 3 and 12 of them have completed secondary, preparatory and college/University level respectively. This finding indicated that the majority of respondents’ parents have not completed at least primary education. This means, most respondents were from uneducated family backgrounds.

The occupation of all respondents’ parents is not similar. They engaged in different work like farming, daily labor and merchandizing. The other may work in government and non-government organization. The following table shows occupation of respondents’ parent.

Table 4. 6: Respondents’ parent occupation

		Types of occupation						Total
		Farmer	Government worker	NGO worker	Merchant	Daily laborer	Other	
Respondents’ Parents	Father	74	14	2	18	10	6	124
	Mother	76	5	2	15	9	17	124
	Total	150	19	4	33	19	23	248

Source: Field Survey, 2020

Table 4.6 reveals that most (74) of respondents’ fathers were farmers. The second majority (18) of them were merchants. Those who engaged in government work, daily labor and NGO were 14, 10 and 2 respectively. The rest 6 of them had another work or they are may be not alive. Similarly, the majority (76) of respondents’ mothers were farmers whereas 15 of them were merchants. The rest 9 and 5 of them were daily laborer and merchants respectively. The other 17 of them may have another work or they may be not alive. Based on this data, most unemployed university graduates were originally from farming family. In other word, agriculture was the main source of their family’s livelihood.

4.3 Job searching practice of Unemployed university graduates

Job searching condition and duration of unemployed university graduates

After graduation, looking for job takes longer times for some. This may contributes for the development of discouraging feelings among job seekers. Conversely, for few it only takes weeks or months. Unemployed university graduates were asked whether they are still looking for job or not.

According to data gathered through questionnaire, 116 (93.55%) of respondents were still looking for job and only 8 (6.45%) of them were not looking for job currently. As per the data, the majority were still searching for job.

The year(s) that unemployed university graduates spend on searching a job is not equal. It depends on the year of their graduation. Those who graduated first spend longer time than those who graduated latter in job searching. Similarly, their job searching practice can differ based on the time they take in searching a job. The following table 4.7 shows the job searching duration or the year unemployed university graduates spend to search a job.

Table 4.7: Length of unemployment of unemployed university graduates

Length of unemployment		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than six month	15	12.1	12.9	12.9
	for six month-1year	50	40.3	43.1	56.0
	for 1year-2years	27	21.8	23.3	79.3
	for 2years-3years	24	19.4	20.7	100.0
	Total	116	93.5	100.0	

Source: Field survey, 2020

According to the above table 4.7, the majority (40.3%) of respondents have been searching a job for six month up to 1year. Second, 21.8% of them have been looking a job for 1year up to 2years. Thirdly, 19.4% and 12.1% of respondents have been looking a job for 2years up to 3years and for less than 6 months respectively. This means, most respondents spent at least six months on finding for jobs. In general, as the above table indicated the job finding takes up to three years and more.

Job application and interview

The frequency of applying for job was not similar across all of unemployed university graduates. It is different from person to person. Some were applied for several vacancies whereas others were not. It can also be determined by the field of study and the accessibility to information concerning job vacancy.

Table 4.8: Sex and frequency of job application by respondents

		Number of applied jobs				Total
		less than five	6-10	11-15	more than 15	
sex	male	28	10	37	8	83
	female	21	10	4	6	41
	Total	49	20	41	14	124

Source: Field survey, 2020

Table 4.8 shows that the majority (37) of male graduates has applied for 11-15 vacancies whereas 28 of them applied for less than five vacancies. From female applicants, 21 and 10 of them have applied for less than five and 6 up to 10 job vacancies respectively. Only 4 and 6 females applied for 11 up to 15 and more than 15 vacancies respectively. This means, the majority of female job seekers had no enough experiences on applying for several job vacancies.

Table 4.9: Chi-Square test for sex and frequency of job application

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	15.386 ^a	3	.002
Likelihood Ratio	17.402	3	.001
Linear-by-Linear Association	4.233	1	.040
N of Valid Cases	124		

Source: Field Survey, 2020

Table 4.9 indicates the chi-square test found that there is significant association between sex of unemployed university graduates and frequency of job application with ($\chi^2(3) = 15.386, p = 0.002$ at $(\alpha = 0.05)$). From this result, it is possible to conclude that sex of unemployed university graduates has positive and significant association with frequency of job application in the study area.

Job seekers often apply for several job vacancies. However, this does not mean that they make interview with employers for all of the jobs they applied for. Most of the time, the interview can be conducted after the job seekers screened based on paper exam. Those who fail paper exam cannot get invited for the interview. This finding shows the experience of unemployed university graduates on making interview with employers.

Table 4.10: Respondents’ field of study and their experience on job interview

	Frequency of interview made with employer			Total
	none	less than 5	5-10	
Field of natural science	30	36	5	71
study social science	18	27	8	53
Total	48	63	13	124

Source: Field Survey, 2020

Table 4.10 indicates that 30 unemployed university graduates who graduated by natural science have made no interview with employer. However, 36 and 5 of them have made interview with employer for less than five times and for 5 up to 10 times respectively. Regarding graduates of social science field, 18 of them have never made interview with the employer. The rest 27 and 8 of them have made interview with employer for less than five time and five up to ten times respectively. This shows that most of unemployed university graduates from both field of study have experience on interview with employer.

Table 4.11: Chi-square test of respondents’ field of study and their experience on job interview

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.416 ^a	2	.299
Likelihood Ratio	2.399	2	.301
Linear-by-Linear Association	1.950	1	.163
N of Valid Cases	124		

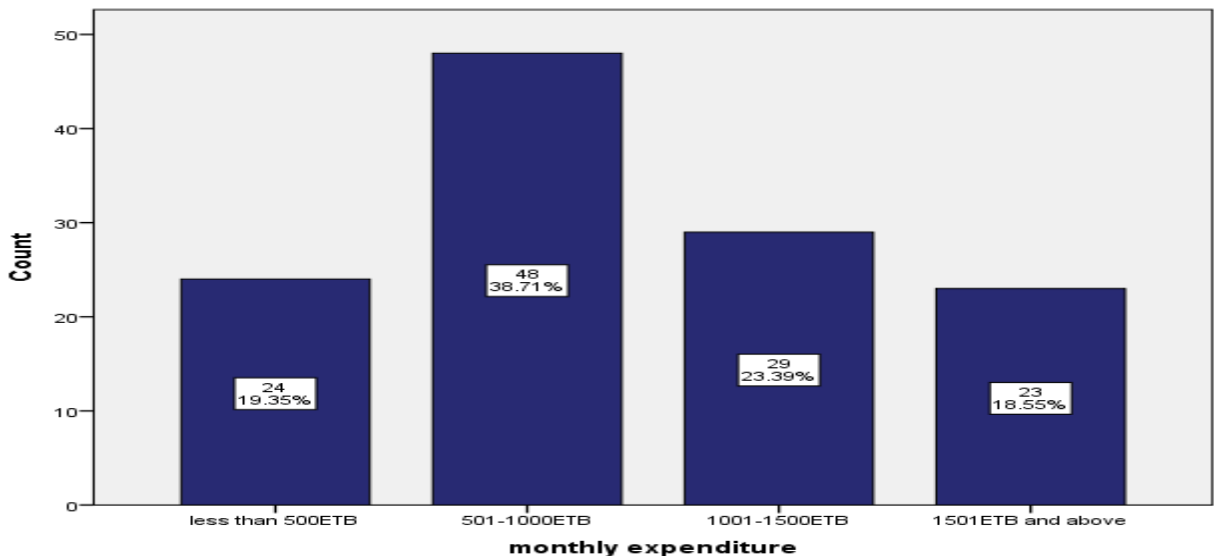
Source: Field Survey, 2020

Chi-square test found that there is no significant association between field of study and experience of unemployed university graduates on making interview with employer with $(\chi^2(2)=2.416, p=0.299$ at $(\alpha=0.05)$. This indicates that there is no significant association between the two variables (see Table 4.11).

Monthly expenditure of unemployed university graduates

Unemployed university graduates expend money for different reasons when they search a job. The most common expenses are transportation fee, payment for hotel accommodation and payments for food and mobile card. Lack of money can hinder unemployed university graduates to follow vacancy and to get registered for competition. The following graph depicts average monthly expenditure of unemployed university graduates in relation to searching a job.

Graph 4.1: Average monthly expenditure of unemployed university graduates in relation to searching a job.



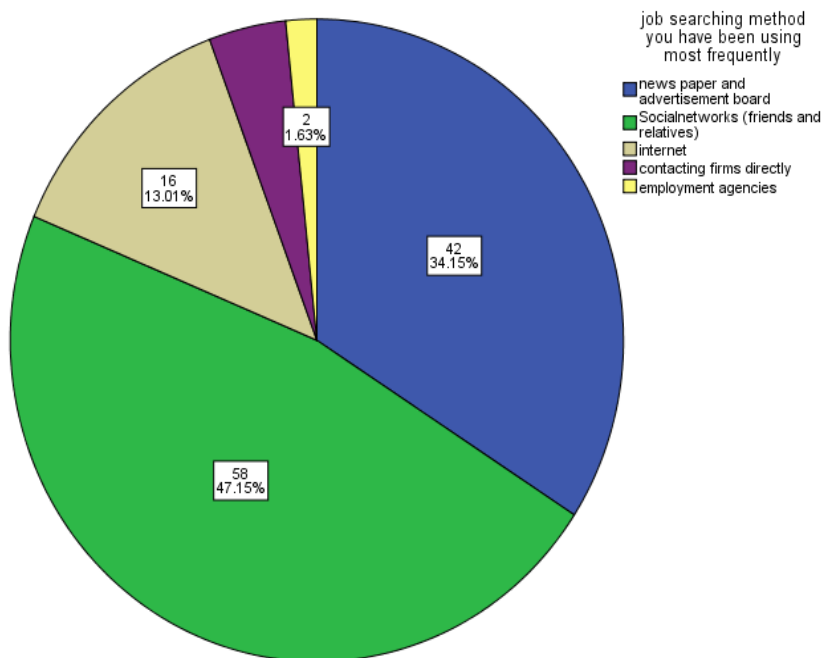
Source: Field survey, 2020

According to graph 4.1, 38.71% of unemployed university graduates expended 501 ETB up to 1000ETB monthly for the purpose of searching a job. The other 23.39% of them expended 1001ETB up to 1500ETB monthly. This shows that the money required often to cover various costs related to job searching is very high.

The experience of unemployed university graduates on using job searching methods

Unemployed university graduates use different job searching mechanisms when they search a job. There are around five major job searching methods used by graduate job seekers. These are newspapers and notice board, social networks (i.e. family, friends and relatives), internet, employment agencies and contacting firms directly. These job searching mechanisms do not used by the job seekers equally in terms of frequency. They use one of the aforementioned methods most frequently than others. The following chart explains the frequency of job searching methods used by unemployed university graduates.

Pie-chart 4.1: Frequency of job searching methods used by unemployed university graduates



Source: Field survey, 2020

The above chart 4.1 shows the job searching method unemployed university graduates have been using most frequently. Accordingly, the most frequently methods used by job seekers was social network. It accounts 58 (47.15%). Newspaper and advertisement board were used by 42 (34.15%) of unemployed university graduates most frequently next to social network. Social network plays important role to follow and get information about different job opportunities. In this study, families, relatives and friends were mentioned as important sources of job related

information. This shows that informal job searching methods often used more than formal job searching methods.

This result contrasts with previous studies conducted by Blomer (2015), Green et al (2011), Try (2005) and Yibeltal (2016) in that the formal approaches like advertisements and public employment service are the most common job searching strategy among university graduates.

The cost of job searching methods in terms of time and money

All job searching mechanisms need time to use them. However, the time used for each method is not equal. Some takes a lot of time whereas others take only few times. The respondents explained their idea concerning the job searching method that is less costly in terms of time.

Table 4.12: The job searching methods and their cost in terms of time

less costly job searching method in terms of time	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Newspaper and advertisement board	17	13.7	13.7	13.7
Social networks (friends and relatives)	47	37.9	37.9	51.6
Internet	57	46.0	46.0	97.6
Employment agencies	3	2.4	2.4	100.0
Total	124	100.0	100.0	

Source: Field survey, 2020

According to data in table 4.12, 57 (46.0%) of respondents indicated internet as less costly in terms of time among the rest of job searching methods. This means, internet is one of major sources of information to get job vacancies in shorter time. It provides a lot of information concerning job within a short period of time. It also saves time than any other methods. Similarly, 47 or 37.9% of them reported that using social network saves the time for graduate job seekers. As mentioned earlier, social network is also another best method to get information regarding job vacancies timely.

All job searching mechanism require money. For instance, transportation fee is mandatory to move to some area and read advertisement from newspaper and billboards. The same is true to contact different firms directly. Searching a job through social network by itself needs money. For example, recharging mobile phone is mandatory to call and ask family, relatives or friends about job vacancy. Similarly, it is impossible to use internet without recharging mobile card or without paying some amount of money for internet cafe. However, the amount of money required to use these job searching methods is not equal. It differs from one method to other methods. The following table 4.13 shows the idea of unemployed university graduates concerning job searching method that is less costly in terms of money.

Table 4.13: The job searching methods and their cost in terms of money

less costly job searching method in terms of money	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Newspaper and advertisement board	28	22.6	22.6	22.6
Social networks (friends and relatives)	62	50.0	50.0	72.6
Internet	30	24.2	24.2	96.8
Contacting firms directly	2	1.6	1.6	98.4
Employment agencies	2	1.6	1.6	100.0
Total	124	100.0	100.0	

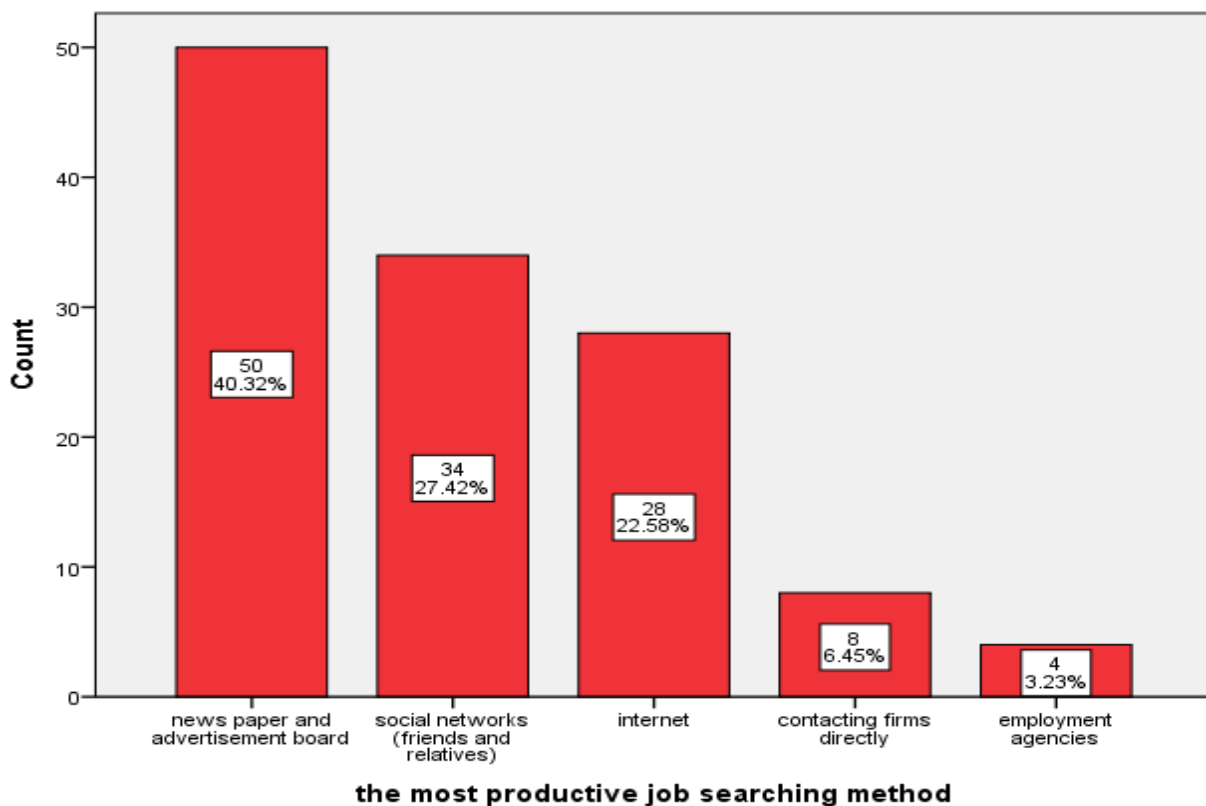
Source: Field survey, 2020

Table 4.13 shows the idea of respondents regarding the cost of job searching methods in terms of money. They were asked to give their idea on which job searching method is less costly in terms of money. Accordingly, the majority 62 (50%) of respondents answered that using social network is less costly in terms of money. Among the 124 respondents, 30 of them (24.2%) answered using internet is less costly in terms of money. Those who answered using newspaper and notice boards are less costly in terms of money accounts 28 (22.6%). Only 2 of them (1.6%) of them said contacting firms directly and finding a job through employment agencies are less costly in terms of money. This indicates that searching job through social network is less costly. In other word, unemployed university graduates with good social capital or social network spend less money than in other methods to search a job.

The productivity of job searching methods

Although unemployed university graduates may or may not be succeed on using a particular method in searching a job, they estimate the productivity of each method before choosing the type of method they use. They guess a type of method make them fruitful to get a job. The following graph depicts the productivity of job searching methods based the responses of respondents.

Graph 4.2: Attitudes of unemployed university graduates concerning the productivity of job searching methods



Source: Field survey, 2020

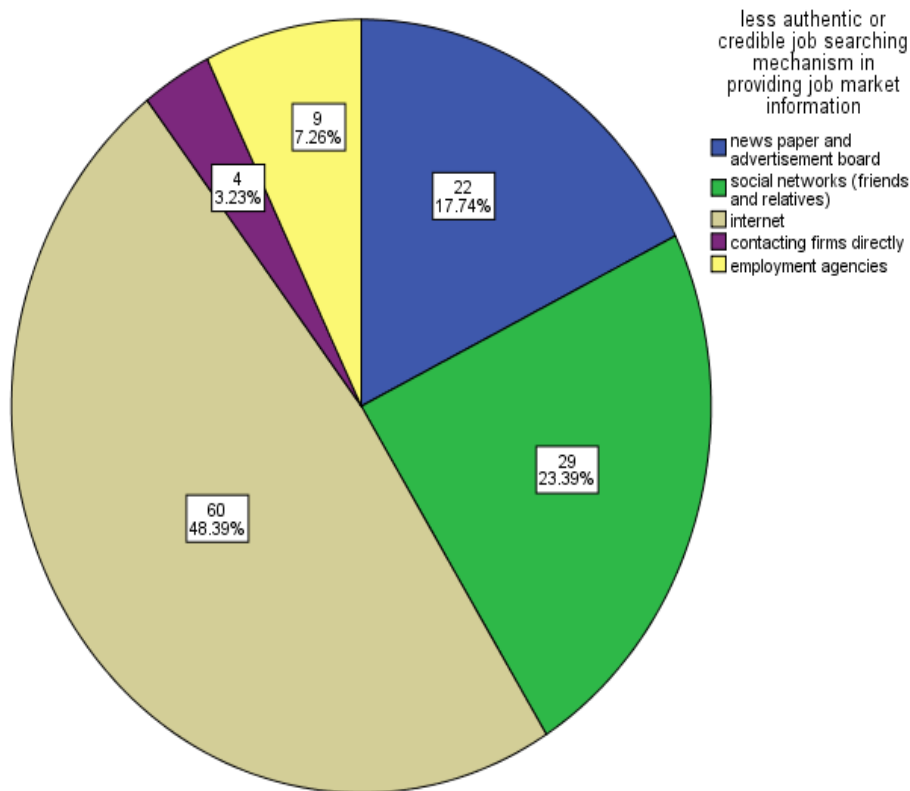
Graph 4.2 illustrates the productivity of job searching methods. The respondents were asked to answer the job searching method that seems the most productive to them. Accordingly, 40.32%, 27.42%, 22.58%, 6.45% and 3.23% reported that using newspaper and advertisement board, social network, internet, contacting firms directly and employment agency are the most productive methods respectively. When compared to other methods, using newspaper and advertisement board were easy to get a job vacancy. In other word, searching job through

newspaper and advertisement board is the most productive method among unemployed university graduates. In contrary to this, searching job through employment agencies does not help much in getting job. Searching jobs through newspaper and advertisement board is even much better than methods like social network. However, this contradicts a study conducted by Heneman et al. According to Heneman et al. social network is the most productive method to search jobs (cited in Holzer, 1998).

Credibility of job searching methods

Unemployed university graduates suffer to get genuine job market information. Sometimes, the job market information that disseminated through different job searching method may not be true. Unemployed university graduates were asked to explain their idea regarding the authenticity or credibility of job searching methods on providing real job market information.

Pie-chart 4.2: Credibility of job searching methods on providing job market information



Source: Field survey, 2020

Although false information comes through all job searching methods, their extent exceed each other. As per the above chart 4.2, 49.39% witnessed that internet has less credibility on providing genuine job market information. Next to internet, social network was ranked as the second less credible method on providing genuine job market information by accounting 23.39%. Also, 17.74% of respondents reported newspaper and advertisement board as less credible method on providing job market information. Those who answered employment agency provide less credible information accounts 7.26%. Only 3.23% of respondents reported contacting firms directly as less authentic method on providing genuine job market information. According to the above data, contacting firms helped the unemployed university graduates to get genuine job information than other methods. In other word, internet has less credibility on providing genuine and relevant information on job. Sometimes, people post fake or outdated job vacancies on internet, especially on Facebook. Similarly, a study by Bangfu (2014) indicated that lacking relevant and specific information about jobs on websites as major factor that hinder effective use of internet to search a job.

Accessibility to job searching methods

The usage of job searching method is determined by their accessibility. Some methods are easily accessible whereas some are very difficult to access. That means, for example, newspaper and notice board can be the most easily accessible method for some job seekers while it is very difficult for another job seekers. The accessibility of job searching methods will be discussed as follows.

Table 4.14: Accessibility of job searching methods

the most easily accessible job searching method	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Newspaper and advertisement board	22	17.7	17.7	17.7
Social networks (friends and relatives)	73	58.9	58.9	76.6
Internet	25	20.2	20.2	96.8
Contacting firms directly	3	2.4	2.4	99.2
Employment agencies	1	.8	.8	100.0
Total	124	100.0	100.0	

Source: Field survey, 2020

Table 4.14 shows the accessibility of job searching methods to unemployed university graduates. The most easily accessible job searching method to unemployed university graduates is social network. It accounts 58.9%. The second most easily accessible job searching method is internet. It also accounts 20.2%. This finding shows that a job through family, friends or relatives and internet is very easy. Newspaper and advertisement boards were difficult to be accessed by unemployed university graduates. It accounts 17.7%.It was the third most easily accessible job searching method. Contacting firms directly and employment agencies were less easily accessible method. They accounts 2.4% and 0.8% respectively. It means that contacting firms and employment agencies was difficult or inaccessible than other methods.

Searching a Job through Social Networks

As it was explained on the above Table4.14, social network was the most easily accessible job searching method. However, this does not mean it used by all unemployed university graduates. From the data, the social network was the more preferable and also accessible method than other methods for some graduate job seekers.

This study asked the respondents whether they have tried to look for jobs using social networks like family, friends, relatives and others or not. The result shows that 114 of them have tried to look for jobs using social networks like family, friends, relatives and others. When it changed to

percentage, it accounts 91.94%. The rest 10 respondents or 8.06% of them have not tried to look for jobs using social networks like family, friends, relatives and others. According to the data, social network is the commonly used method by most unemployed university graduates as job searching method. Similarly, a study by Green et al (2011) indicates that asking friends, relatives and acquaintances for information regarding job vacancy are a common and useful practice. Another studies by Try (2005) and Yibeltal (2016) showed how social networks are important in providing job market information for job seekers. Additionally, this study approves the idea of social capital theory regarding the importance of social capital in finding a job.

Internet accessibility and its usage for job searching purpose

One major problem while searching job through internet is lack of accessibility. Graduate job seekers often face internet access problem. Accessibility varies from place to place and from person to person. Specially, it is not easily accessible for those who live in rural areas. Hence, it is difficult to use for them for the purpose of searching a job.

In this study, the accessibility of internet by unemployed university graduates was examined. The respondents were asked whether they had enough internet access or not. Most of them said that, they did not have internet access. The data shows those who had no internet access accounts 68 (54.8%). The rest 56 (45.2%) of them had internet access. According to the data, lack of access to internet was the most frequently mentioned challenge to find a job. This reveals, it is challenging to get internet easily.

Internet plays a great role in providing job market information. Most of unemployed university graduates did not use internet as job searching mechanism due to lack of its accessibility. But, others had not used it even if there is enough internet access because of their doubt on its credibility on providing job market information.

The unemployed university graduates were asked about their experiences on internet usage as job searching method. Among the total number of respondents, 89 (71.8%) of them use internet as job searching mechanism. However, 35 (28.2%) of them have never used internet to search a job. According to the above data, internet is the most common method of searching a job among most of unemployed university graduates. This means, the majority of unemployed university graduates have experience on using internet in searching a job.

Additionally, the respondents in this study were asked how often they use internet in searching a job. Some graduate job seekers may use internet always to search a job while others may use it most of the time. Similarly, others may also use it sometimes. The researcher found out how often unemployed university graduates use internet to search a job.

Table 4.15: Frequency of internet usage

How often you used internet to search a job?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Always	14	11.3	15.7	15.7
	Most of the time	33	26.6	37.1	52.8
	Some time	42	33.9	47.2	100.0
	Total	89	71.8	100.0	
Missing	System	35	28.2		
Total		124	100.0		

Source: Field survey, 2020

Table 4.15 presents how often unemployed university graduates use internet to search a job. The data showed that the majority or 42 (33.9%) of them used internet some time to search a job. Among 89 total unemployed university graduates those who used internet as job searching method, 33 (26.6%) and 14 (11.3%) of them used it most of the time and always respectively. The rest 35 (28.2%) never used internet to search a job. As per the study, the majority of unemployed university graduates search a job via internet occasionally. This means, only few numbers of them use it always for the purpose of finding a job.

Hindering factors in using internet as job searching method

There are factors that hinder unemployed university graduates to use internet in searching a job. One factor is lack of skill or knowledge of using the internet. This means, lack of knowledge can hinder graduate job seekers to find job via internet. The second reason is, the cost related with internet usage. It indicated as difficult for those who are incapable of paying internet money and recharging to their mobile phone to follow job vacancy via internet. Another hindering factor is the difficulty of internet accessibility to residential place of university graduate job seekers. The last is the less credibility of job market information posted on internet.

Table 4.16: Factors hinder unemployed university graduates to use internet in job searching

What is (are) the factor(s) hindered you to use internet as job searching method?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lack of skill or knowledge of using it	3	2.4	8.6	8.6
	The cost related with internet usage	11	8.9	31.4	40.0
	The difficulty of internet accessibility in my residential area	16	12.9	45.7	85.7
	I doubt the credibility of job market information posted on the internet	5	4.0	14.3	100.0
	Total	35	28.2	100.0	
Missing	System	89	71.8		
Total		124	100.0		

Source: Field survey, 2020

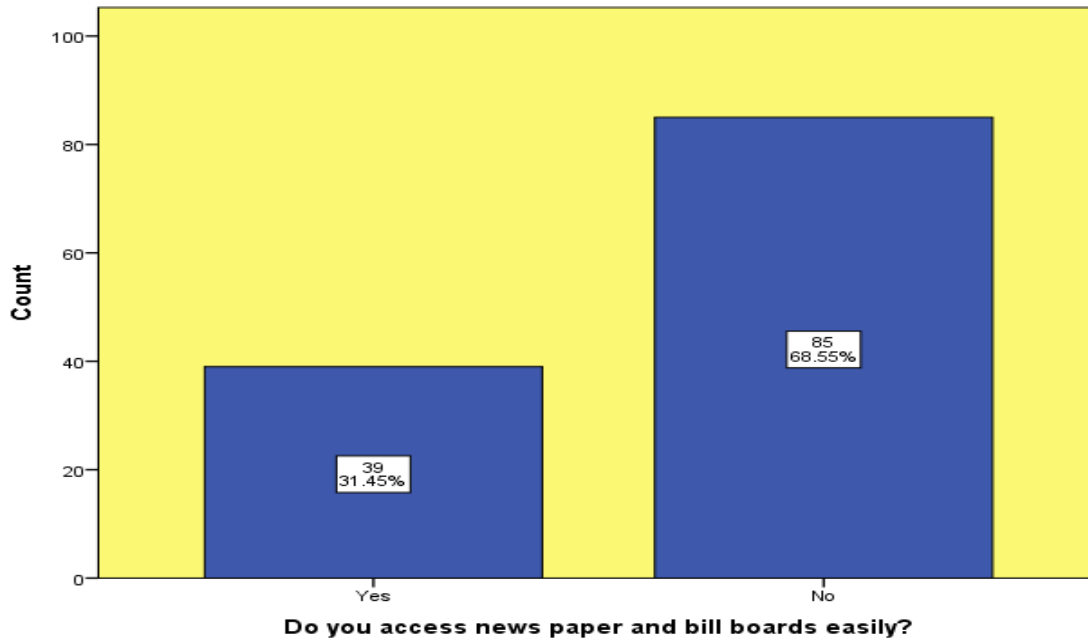
Table 4.16 shows that about 16 (12.9%) of respondents were unable to find a job via internet due to the difficulty of internet accessibility in their residential place. The other 11 (8.9%) of them reported that the cost related challenges, and 5 (4.0%) of respondents did not use internet as job searching method because they doubt credibility of job market information posted on internet. The rest 3 (2.4%) of them witnessed lack of skill or knowledge of using internet as one of hindering factor. The above data indicates that difficulties related to accessing internet is the major prohibiting factor unemployed university graduates often face to search a job via internet. This means, inaccessibility of internet is the most reason that makes the respondents of the study not to use it as job searching method. Furthermore, the problem is related also to lack of knowledge using internet. This finding concur with a study by Bangfu (2014) who identified lack of skill or knowledge of using internet and the cost related with internet usage as challenges often unemployed university graduates face.

Accessibility of newspaper and billboards

The accessibility of newspaper and notice board is not equal for all of unemployed university graduates. It is easily accessible for some but it is difficult for others. The following graph

reveals whether unemployed university graduates easily access newspaper and notice boards or access it with difficulty or not access it completely.

Graph 4.3: The accessibility of newspaper and billboards



Source: Field survey, 2020

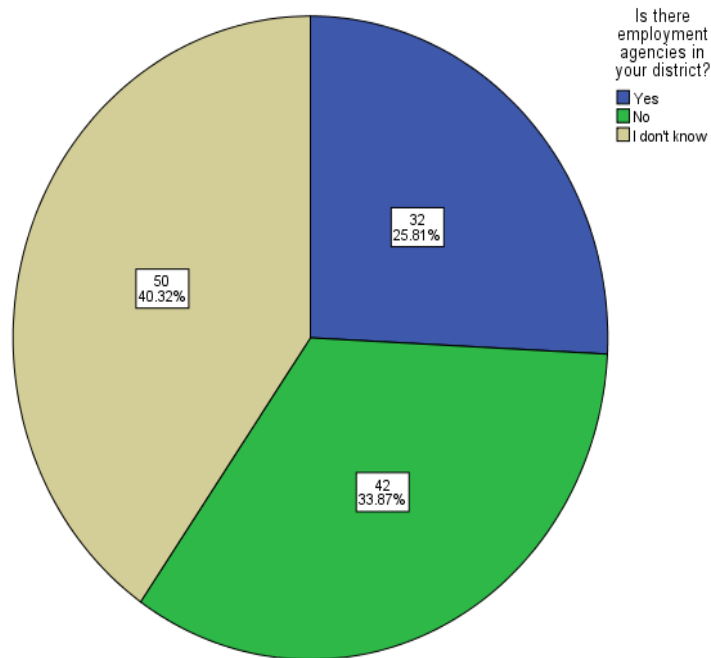
The graph 4.3 depicts the accessibility of unemployed university graduates to newspaper and notice board. Among the total 124 of respondents, 85 (68.55%) of them did not get access to newspaper and noticeboard easily or they accessed it with difficulty. In contrast to this, 39 (31.45%) of them accessed newspaper and notice board easily. According to the above data, newspaper and notice board were difficult to get easily for most graduate job seekers. As a result, they were forced to move to Addis Ababa to get and read newspaper and notice board. There was no place they could get newspaper in their district. Similarly, a study by Gebremariam (2017) indicated that most vacancy advertisements are not easily available and require travelling to central places to visit advertisement board and newspaper, which in turn, leaves unemployed graduates for a high cost.

Employment agency as job searching method

Contacting employment agency is one of job searching mechanisms for unemployed university graduates. However, it is difficult to conclude whether it is widely being used by all unemployed

job seekers or not. Additionally, it needs investigation whether it is available and known by graduates' job seekers or not.

Pie-chart 4.3: The availability of employment agencies in the study area



Source: Field survey, 2020

The Chart 4.3 shows that the majority or 50 (40.32%) of respondents did not know whether employment agency is available in their district or not. Those who witnessed unavailability of employment agency in the study area were 42 (33.87%). However, 32 (25.81%) confirmed the availability of employment agency in their district. As per the above data, employment agencies were not well known as job searching method among the majority of unemployed graduates. This could be related either to poor functioning of available employment agency or total absence of this method in the study area.

This study also investigated the experiences of unemployed university graduates on using employment agency in job searching process. It is obvious that the majority of respondents do not use employment agency as job searching method because they don't know its availability in their district. However, there are also those who know the availability of employment agencies but do not use it.

The respondents who confirmed the availability of employment agencies in their districts were asked whether they have tried to find a job through employment agencies or not. Accordingly, the data showed that 19 (15.3%) know the availability of employment agencies in their district and use it to search a job. However, 13 (10.5%) knew the availability of employment agencies in their district, but they did not use it to search a job. As the data indicates, unemployed graduates gave insignificant attention for employment agency as job searching method. Even though they knew existence of the method, they did not use it effectively to search a job. In another word, unavailability of employment agency in one district was not only reason but it also related with unemployed graduates' lack of interest to use it effectively.

General experience of unemployed university graduates on using job searching methods and factors hindered them

All job searching methods have not used by all university graduates job seekers. There are different factors considered as hindrances not to use a particular method to search a job. The respondents were asked if there is a method(s) they have never used. Accordingly, the majority of respondents 110 (88.7%) answered that, there is (are) job searching method(s) they have never used. But, 14 (11.3%) of them reported that they used all job searching methods. As the data indicates, the experience of unemployed university graduates on diversifying job searching methods is very low. There is a method(s) some underestimate to use as job searching method(s).

Table 4.17: Types of job searching methods does not used by unemployed university graduates

Types of job searching methods	Frequency	Percent
Newspaper and billboards	6	4.8
Social networks	10	8.1
Internet	10	8.1
Contacting firms directly	16	12.9
Employment agency	106	85.5

Source: Field survey, 2020

Table 4.17 depicts that 6 (4.8%) of the respondents does not use newspaper and notice boards to search a job. The data shows that 10 (8.1%) of the respondents did not use social networks and

internet in job searching. Those who did not directly contact firms were 16 (12.9%). Among all respondents of the study, the highest percent (85.5%) of respondents belongs to those who did not directly contact employment agencies to search a job. According to the above data, searching a job through employment agency was not a common practice for most of unemployed university graduates. From the data, it is possible to say that all job searching methods are not equally used by all unemployed university graduates. There are method (s) that is (are) preferable by some but not by others. In another word, some may prefer internet while others prefer employment agencies. So, the choice for job searching methods depends on the productivity or accessibility of each method.

The study also tried to identify the reason why unemployed university graduates overrode to use some job searching method. Among the reasons mentioned, one was lack of credibility on providing true information. The majority of information released on social media is false. Others also reported lack of internet access in their residential place as another reason. Furthermore, lack of knowledge on internet usage and costs related to it are another reason.

The respondents have also explained the reason why they did not contact firms directly to search a job. Some of them they responded that they afraid to contact firms directly. They also complained corruption and discipline of workers existed in different firm as another reasons. Lack of money also hindered some of them to contact different firms directly. This was due to geographical distance of firms from residential place of graduate job seekers. Those who did not use newspaper and notice boards also raised geographical mismatch as a reason.

Regarding employment agency, the respondents disclosed their idea on the reason why they did not use it to search a job. One reason was a corruption widely exists in employment agencies. They said that, employment agencies provide job opportunities only for their relatives and for those who can give money for them. Some of them are not legal employment agency. They are only business oriented agency. For instance, one respondent witnessed that, he lost around 2000ETB by illegal employment agencies. The other reason was lack of information on the availability of employment agency in their district.

According to the above data, corruption, lack of money, lack of credible information, frustration and the concentration of job opportunities far from residential place of unemployed university

graduates have been the major challenges prohibited graduates from using job searching methods.

4.4. The socio-economic challenges unemployed university graduates face to find a job

Unemployed university graduates face several socio-economic challenges to find a job. This means, a number of social and economic factors hinders unemployed university graduates to find a job. In the following section, some of the challenges are discussed.

4.4.1 Economic challenges

Economy is crucial in job searching process. Lack of economy prohibits unemployed university graduates from searching a job. In other words, in order to be able to search a job, economy significantly influences. That means, finding job is difficult if there is no enough money. Similarly, it is difficult to start their own business if they lack initial capital.

Table 4.18: The extent of the hindrance of lack of capital to start their own business

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Very low	12	9.7	9.7	9.7
Low	16	12.9	12.9	22.6
No effect at all	9	7.3	7.3	29.8
High	46	37.1	37.1	66.9
Very high	41	33.1	33.1	100.0
Total	124	100.0	100.0	

Source: Field survey, 2020

Table 4.18 shows to what extent lack of initial capital hinders unemployed university graduates to start business. The respondents tried to rank it using likert scale. Among the total 124 respondents, 12 (9.7%), 16 (12.9%) and 9 (7.3%) of them reported the difficulties of lack of capital to create their own job as very low, low and no effect at all respectively. The rest 46 (37.1%) and 41 (33.1%) reported the difficulties of lack of capital to start a business as high and very high respectively. As per the above data, self-employment is very challenging for university graduates with low economic status. Thus, lack of money challenged most unemployed graduates to create their own job.

Similar to quantitative result, qualitative data found out lack of capital as hindering factor of self-employment. The excerpts of one unemployed university graduate explained it as follows:

...lack of initial capital hindered me to start my own business because starting business requires large capital even to open small shop. Although I have interest of having my own company, lack of capital hindered me to create a job for myself (Participant 1, male, 24 years old).

From the above interview, one can understand that lack of capital is the major factor that hinders unemployed university graduates in business startup. Initial capital is essential to start ones' own business. Although they have interest to create a job for themselves, unemployed university graduates fail to do because of lack of initial capital.

Similarly, the study has also shown how lack of money hinders or challenges unemployed university graduates in job searching. They explained how money helps them in job searching and how lack of it hindered them to find a job. For instance, the following quotation is taken from one male informant:

Money is very important in searching a job. It also helps one to move from place to place for the purpose of following job vacancies. As to me, lack of money reduces a chance of collecting information by travelling to places where job information mainly exists. For those who live in rural area like me, lack of money is a big challenge in searching a job from Addis Ababa and other districts. When I have no transportation fee, I get absent from registration and competition for job (Participant 1, male, 24 years old).

Another female informant also reported economic challenge in searching a job as follows:

There are several ups and downs in looking for job. For example, transportation fee and hotel accommodation fee are important service requires money while searching job. Obviously, the economy of our society is very low. We can understand this starting from my family. For instance, I went to Ambo one time to get register for pedagogy. When I ask my brother money for transport, he rebuked me. Then, I borrowed that money from another person. But after I arrived there, I lost money to come back to my home. In addition to this, I never eat food when I go somewhere to find a job most of the time (Participant 9, female, 24 years old).

Similarly, one male interviewee witnessed that what faced him in relation to lack of money when he moved another place to search a job.

I don't have enough money for myself. I am ashamed of asking my family again and again for money all the time to search a job. Because of this, I don't consume any food the whole day when I move place to place in searching a job (Participant 8, male, 25 years old).

The study also revealed how lack of money challenges unemployed university graduates to use different job searching methods for a job searching purpose. It prohibited them from accessing job vacancies as they want.

Economy plays a key role in searching a job through different job search methods. It is very important to find a job via internet through reading different magazines and notes boards and through social network. ... It needs much money to search a job using internet. ... I do not have a mobile that works internet because of this I missed many vacancies (Participant 1, male, 24 years old).

Another female informant also raised how lack of money hindered her to use job search methods:

Looking for a job without money is difficult for university graduates. All job searching methods including social network require money. I remember that, there was a time when I lacked five birr and I made a call for my friends to ask about job vacancies (Participant 9, female, 24 years old).

In addition to data collected through in-depth interview, the key informants were also explained how lack of money affects unemployed university graduates in using some job searching methods. One key informant discussed it as follows.

In our district, there is no place from where unemployed university graduates find newspaper and advertisement board. They have to travel to Addis Ababa to get and read advertisement board and newspaper. This requires a large amount of money. Since most of our unemployed university graduates are from poor families, they lack the required money for job searching purposes (KII-3, Male, 42 years old).

The idea of the above respondent sounds, the economic challenge is not simple for unemployed university graduates because incapability to cover the costs related to job searching forced them to remain unemployed. Unemployed university graduates often spend some amount of money for different expenses while searching a job. Costs related to transportation, accommodation, payment for internet service and money to charge mobile phone are the major challenges unemployed university graduates often encounter. This study is supported by the study

conducted by Gebremariam (2014), Franklin (2014) and Mncayi (2016). Franklin (2014) disclosed the effect of transport fee on the unemployed poor of Addis Ababa. Similarly, Gebremariam (2014) also reported that, 25% of the weekly expenditure of job seekers is the cost related to job searching.

4.4.2 Social challenges

There are a number of social factors hinders unemployed university graduates to find a job. Some of them are: the mismatch of field of study with job vacancy, work experiences, corruption, social capital and job market information.

The mismatch of graduation year, field of study and job vacancy

Another challenge that hinders a chance of getting job of unemployed university graduates is the mismatch of field of study with available job vacancy. This means, if the required field of study is different from the field of job position, it is always challenging to compete for the vacancy even if they have enough GPA. The following table explains to what extent the mismatch of field of study and job vacancy hinders the chance of job getting of unemployed university graduates.

Table 4.19: The mismatch of field of study and job vacancy

To what extent the mismatch of your field of study and job vacancy hinders you in getting a job?	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Very low	12	9.7	9.7	9.7
Low	21	16.9	16.9	26.6
No effect at all	17	13.7	13.7	40.3
High	49	39.5	39.5	79.8
Very high	25	20.2	20.2	100.0
Total	124	100.0	100.0	

Source: Field survey, 2020

The table 4.19 shows how unemployed university graduates ranked to what extent the mismatch of field of their study and job vacancy hindered their chance of getting a job. Most of the

respondents ranked the extent that the mismatch of field of study and job vacancy hindered their chance of getting a job as high and very high. They accounts 49 (39.5%) and 25 (20.2%) respectively. The other 17 (13.7%) of them replied that the mismatch of field of study and job vacancy has no effect at all on getting a job. The rest 21 (16.9%) and 12 (9.7%) replied the extent that the mismatch of field of study and job vacancy hindered their chance of getting a job is low and very low respectively.

The above idea shows that the demand of the labor market significantly influences the chances of getting a job because there is a mismatch between the market demand and the supply. In other words, a mismatch between a field of study an employer looking for and the field of study that the unemployed graduates already had causes a serious problem while searching a job. A similar study by Lencha (2017) indicated that the demand side of the labor market in the country and the supply of graduate did not match both in number and in field of studies. These mismatches are one of the challenges unemployed university graduates face in job searching. It often blocks the chance of job seekers from competing and getting a job.

This finding is in line with the findings of Bangkok, (2009), Essien et al. (2015) and Lencha (2017). For instance, Lencha (2017) reported the mismatch of both demand and supply in terms of number and the mismatch of field of study and job vacancy as one of the challenges university graduates job seekers encounter.

Another hindering factor mentioned is a mismatch of job seekers' graduation years and a graduation year required by the employers. This means employers give opportunity only for recent graduates without taking GPA and work experiences as criteria. One female informant explained how she lost a chance of competing for a job due to the mismatch of her graduation year with a year of graduation demanded by employers.

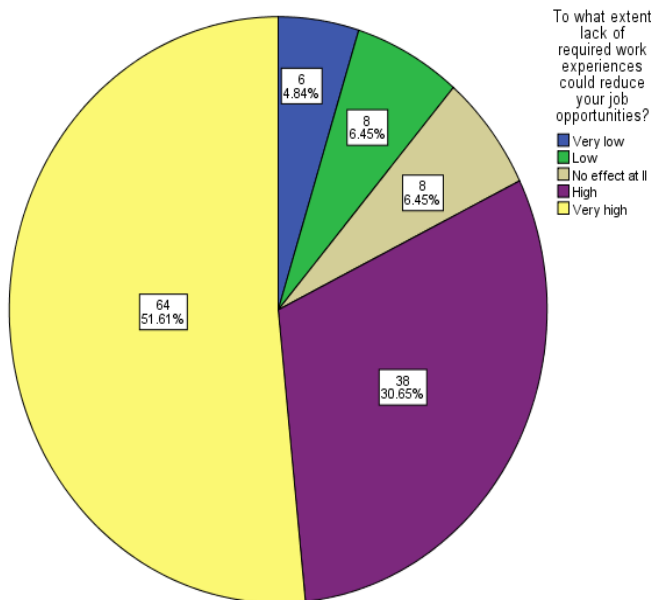
"...I fulfilled criteria of recruitment for job that I saw last time. However, the year of graduate hindered me to register (Participant 9, female, 24 years old)"

According to the above quotations, one factor that influences unemployed graduates in getting a job is their graduation year. Sometimes, employers use year of graduation to restrict the competition. Sometimes, there is a tendency to hire only recent graduates. This causes problem for others who were graduated apart from the required graduation year.

Lack of work experience

A work experience also plays a great role to hinder unemployed university graduates to get a job. It is one of the criteria required most of the time when the vacancy is posted. The following chart explains to what extent lack of work experiences hinders the chance of unemployed university graduates in getting a job.

Pie- chart 4.4: The extent that lack of work experiences could reduce the job opportunity of unemployed university graduates



Source: Field survey, 2020

Pie- chart 4.4 indicates that 64 (51.61%) ranked the extent to that lack of work experiences reduce the chance of getting job opportunities of unemployed university graduates as very high. Similarly, 38 (30.65%) reported that lack of work experiences highly reduce their job opportunities. In contrast to this, 8 (6.45%) and 6 (4.84%) ranked lack of work experiences in reducing their job opportunities as low and very low. But 8 (6.45%) answered lack of work experiences had no effect at all in reducing their job opportunities. The answer of most of respondents indicates that lack of work experience plays a great role in reducing their job opportunities.

Similarly, FGD revealed that lack of work experiences hinders unemployed graduates the chance of getting a job. Most of vacancy requires work experiences of many years. Most of unemployed university graduates lack opportunity to compete for job due to lack of work experiences although they have enough GPA. This challenged unemployed university graduates in finding a job. For an excerpt from a male discussant:

Most of the time, there is no job opportunity for fresh graduates with zero experience. Unemployed university graduates are highly suffering unavailability of job opportunity for fresh graduates with zero experience in this country. They spent several years on attending their education. They don't have work experiences. The job vacancy asks them the work experiences of 4 years, 6 years and 10 years. There is no place where fresh graduates found these experiences (Participant 1, male, 24 years old).

Another male informant also raised the lack of work experiences as a big challenge in job searching new job. He discussed how lack of experiences becomes a challenge for unemployed university graduates as follows.

One of the challenges in job searching is lack of work experiences. For instances, Dangote Cement Enterprise posted for the vacancy in their organization on English Language and Literature last weeks. ...But, that vacancy requires one year work experience when I went and check it. Since I have no one year work experience, I got very angry (Participant 8, male, 25 years old).

According to the FGD point of view, lack of work experience was one of the challenges that irritate most of fresh university graduates in getting job. Lack of work experience is the criteria required most often, which hinders the chance of recent university graduates without work experiences. It means that unemployed university graduates are excluded from competition despite the skills and knowledge on the available vacancy. This concurs with Wakene's (2014) study. His finding indicates that the higher (50 percent) percentage of unemployment among job seekers with no work experience when compared with those had work experience (24 percent). Thus, lacking work experiences excludes fresh graduates from any competition of getting a job. In other words, lack of work experiences increase the number of unemployed university graduates by excluding from competition for a job position.

Lack of job market information and absence of credible information

Job market information is very crucial in job searching. It is impossible to compete for job without hearing about job vacancy. This negatively affects or challenges the job opportunities of unemployed university graduates. The following table 4.20 shows the effect of lack of job market information during job searching.

Table 4.20: The negative effect of lack of job market information during job searching

How do you rank the effect of lack of job market information during job searching?	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Very low	4	3.2	3.2	3.2
Low	26	21.0	21.0	24.2
No effect at all	16	12.9	12.9	37.1
High	54	43.5	43.5	80.6
Very high	24	19.4	19.4	100.0
Total	124	100.0	100.0	

Source: Field survey, 2020

Table 4.20 indicates that the negative effect of lack of job market information during job searching. Accordingly, the highest number 54 (43.5%) of respondents ranked the negative effect of lack of job market information during job searching is high; 24 (19.4%) ranked very high and 16 (12.9) witnessed lack of job market has no negative effect during job searching. The rest of them, 26 (21%) and 4 (3.2), reported the negative effect of lack of job market information is low and very low respectively. The result obtained from the Table 4.20 shows that lack of job vacancy information is the challenge of unemployed university graduates often face. In other words, lacking information causes especially distant unemployed graduates not to get the chance of applying for the position.

Similarly, the result gained from in-depth interview, key informant interview and FGD also support the information gathered through questionnaires. Interviewees, key informant and FGD discussed the challenges of lack of both job market information and lack of genuine information in job searching. Unavailability of vacancy announcement in job seekers district, absence of

internet and geographical mismatch where the vacancy is posted and residential place of job seekers also causes lack of enough job market information and lack of credible information.

An excerpt taken from a FGD shows how lack of job market information challenged them in searching a job as follows:

Concerning job market information, both absence of job market information and truthful information about job vacancy has negative effect on job seekers particularly graduates job seekers. For example, there was no network in our area for a long period of time. Since we follow job vacancy through mobile phone, most of the time, we lost many job opportunities during this time. Lack of information from our senior graduates on how to search a job, and lack of relationship with them is also a big problem contribute for graduates' unemployment. In addition to these, we cannot get enough information since vacancies are not posted mainly in our area. Hence, these hindered us from getting enough information regarding job vacancy (Participant of FGD-2).

In addition to this, the result of key informant interview also explained how lack of job information that resulted lack of information about employment agency challenges graduates job seekers in finding a job. One key informant interviewee from employment agency explained it as follows:

The graduates in our district do not get enough information on job vacancies since they highly focus only on reading newspaper and advertisement board. Some of them come to contact us after a year since graduated. When we ask them about the reason for their coming late, they explain lack of information on the availability of employment agency in this district. Obviously, this reduces their chance of getting employment opportunities and also the opportunities of getting job information (KII-2, Male, 39 years old).

The information from in-depth interview also reported that lack of enough and genuine job information as one of the challenges that unemployed graduates face. One male interviewee shared his idea on how lack of enough and genuine job market information hindered him in job searching as follows:

Lack of enough information concerning job by itself forced me to stay unemployed. Especially, false information and advertisement mainly exist in Addis Ababa. For instance, false information was encountered me several time starting from last September. For example, some individuals posted announcements by pretending it as it is from some agencies. Then, I and my friends gave the copy of our documents and each of us paid 100ETB for them. When we go that place another day again, they asked each of us to pay another 500ETB additionally (Participant 7, male, 25 years old).

Most of the time, false information is assumed to be disseminated only through internet and social networks. However, this study revealed false information can also occur through contacting firms directly. One interviewee explains it as follows:

Different persons who work in government and nongovernment organizations do not show the same direction to the job seekers. If one person gives some information on the specific issue, another person gives opposite information on the same issue. That means, lack of authentic and credible information from the concerned body is also another challenge (Participant 8, male, 25 years old).

To sum up, lacking genuine information about job vacancy and about job searching method is a major challenge for unemployed university graduates. Sometimes, fabricated or false information are disseminated through job searching method. This causes for unwanted costs. This finding concur studies (Franklin, 2014; Gebremariam, 2017; Mncayi, 2016). Posting a fake job advertisement on both internet and unrecognized notice board, sharing false information for one's own friend and misinformation given by the worker of NGO and non-government organization are the major challenges unemployed university graduates face when they search a job.

Similar to this study, Mncayi (2016) reported lack of information on the labor market contributed to graduate unemployment. Similar to Mncayi (2016), the findings of both Franklin (2014) and Gebremariam (2017) found out lack of sufficient and systematic information during job searching as one of the challenges that unemployed urban youth face. They investigated that the cause of lack of sufficient and systematic information in job searching is living far away from center of the city at where most vacancies advertisements exist easily. This study also ascertained geographical distance as one cause for lack of clear and enough job market information.

Corruption

According to the information from key informant interviews, employment agencies, social and labor affairs and MSE office are giving fair treatment for university graduates of the study area.

The key informants explain it as follows:

The labor and social affairs sector of Adea Berga Woreda is working on unemployment in general and Unemployment of university graduates in particular. Our office post announcements for unemployed graduates of our district to get register. Then, we give the unemployment ID card for them. After that, we transfer their document to MSE office of our district. Based on this, MSE office organizes unemployed graduates in MSE. We treat all unemployed graduates equally. We post announcement for registration publically for all of them. There is no payment we ask them for registration and for giving prior chance for any one (KII-3, Male, 42 years old).

Another key informant explained his idea on how their office provided job opportunities for unemployed university graduates fairly as follows:

In our district, the MSE is playing a key role in organizing unemployed youth including university graduates in MSE. We are working with labor and social affairs of the district on the issue of graduates' unemployment. We take list of unemployed graduates from them. Then, we organize these graduates in micro and small enterprise. Not only this, we also facilitate for them to get loan from credit associations. There are a number of university graduates benefited in this way. In addition to organizing them to start new business, we are facilitating a work condition for university graduates in cooperating with the cement factories we have in our district. For instance, we have created job opportunities for 90 graduates including university graduates in cooperation with Dangote Cement Factory on first round in this year. On the second round, we organized 60 graduates in 10 group and we created job for them in Dangote Cement Enterprise. We are doing this fairly depending on the list we received from labor and social affairs office (KII-1, Male, 42 years old).

Another key informant from employment agency also explained their experiences on how they are fairly treating university graduates as follows:

As one of the institutions that established to serve the community, our institution is serving university graduates of our district without any discrimination. We provide any necessary information concerning a job for all of them fairly. When companies

ask us to provide job seekers for them, we recruit job seekers based on criteria of selection. As much as we can, we try to serve our people fairly (KII-1, Male, 39 years old).

From the above result, one can understand that corruption related to graduate unemployment was not observed in the study area. Employment agencies, labor and social affairs and MSE office of the district are working on graduate unemployment without discriminating graduates. They explained their fairness starting from posting announcement for registration up to getting a job. However, the data gathered through questionnaire contradicts with the result of key informant interview. The following table 4.21 depicts the challenge of bribe or corruption that related to money and nepotism or corruption that based on blood relationship in searching a job.

Table 4. 21: The effect of nepotism or favoritism in job searching

Nepotism or favoritism based on blood relationship		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very low	6	4.8	4.8	4.8
	Low	7	5.6	5.6	10.5
	No effect at all	7	5.6	5.6	16.1
	High	40	32.3	32.3	48.4
	Very high	64	51.6	51.6	100.0
	Total	124	100.0	100.0	

Source: Field survey, 2020

According to table 4.21, 64 (51.6%) and 40 (32.2%) of respondents reported the effect of nepotism or favoritism is very high and high respectively. However, 7 (5.6%), again 7 (5.6%) and 6 (4.8%) of them ranked nepotism has no effect at all in job searching; nepotism had low effect and very low effect respectively. Absence of family connection to the employing organization is one factor that hindered the chance of getting employed because some easily get the chance by their family connection to the employing organization. According to the respondents, there was always a priority for those who have a connection or someone known in the organization.

Table 4.22: The effect of bribe or corruption related to money in job searching

The effect of bribe or corruption related to money in job searching		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very low	7	5.6	5.6	5.6
	Low	5	4.0	4.0	9.7
	No effect at all	7	5.6	5.6	15.3
	High	47	37.9	37.9	53.2
	Very high	58	46.8	46.8	100.0
	Total	124	100.0	100.0	

Source: Field survey, 2020

Table 4.22 shows the effect of bribe or corruption related to money in job searching. The majority of respondents ranked the effect of bribe as very high and high. They accounts 58(46.8%) and 47(37.9%) respectively. Only 7(5.6%) of them answered that bribe has no effect at all in job searching. However, 7(5.6%) and 5(4%) of them ranked bribe has very low effect and low effect respectively. According to the above table, one factor that caused unemployed university graduates lack job is corruption. This means that their chance getting employed is hindered by those who have affiliation with the employer through corruption.

The in-depth interviews and focus group discussions also showed the same results on how bribe and nepotism challenged the chance to get a job. Both FGD and all of the interviewees widely raised corruption related to money and corruption based on blood relationship as a big challenge in job searching. Prevailing appointment for long period of time to those who unable to pay illegal money for employers and have no relatives from one company was widely raised by unemployed university graduates of the area. The result gained from FGD concerning this will be presented as follows:

There is a time when some employers hire only the people they want. They use 'invisible hand' to employ job seekers. They employ those who don't fit the required position in any criteria. Because of this, the job opportunity for those who lacks relatives and money is narrow. In some organization, if an elder person gets a job, the rest of his/her younger brothers/sisters get job in that organization easily. That person facilitates the employment process for people who have blood relationship

with him without considering another criterion required legally. In another way, it needs money to create relationship with the authorized persons. Especially, the indicator of corruption in this area is the prevalence of an appointment by authorized peoples. For instance, we are repeatedly asking them about job for more than seven months (Participant of FGD-1).

Additionally, discrimination based on birth place in offering job opportunities for job seekers is also another problem. People with those who have the same origin facilitate employment condition for each other in a way illegally. They gave priority for those who belong to their birth place. FGD participant explain it as follows:

Several things are being observed regarding corruption. A number of peoples started the process after us to work in Dangote Cement Factory. But, many of them started new job before us. In relation to this, a big challenge that we are facing is the discrimination based on birth place. In our district, the position is occupied by the natives collected from different area. These peoples are mainly from different districts. Some of them rooted in the Adea Berga District. These all group of people give a priority for those job seekers belongs to their birth place (Participant of FGD-2).

All of the interviewee in this study also described the challenges they encounter concerning corruption in job searching. Ideas they conveyed on the issue was almost similar. An idea extracted from the interview of one male about corruption will be presented as follows.

...corruption is a big problem creating negative effect in our country. Our society is not a society that is living based on justice. Those who are working their private work and those who are working government are living by using either money or relatives. For instance, we asked the different cement factories exist in our district to work in micro and small enterprises by following and fulfilling all criteria. But, the job opportunity was given for others based on blood relationship. The announcement will be posted only to fulfill the formality. They give chance only for their relatives. There is also a bribe. They take money and hire people they want. They close the job opportunities to others in this way especially the cement factories exist in our district including Dangote Cement Enterprise are contaminated by corruption (Participant 1, male, 24 years old).

Another male interviewee also explained on the corruption related to employment as follows.

Most of the time, you may not be succeed even if you go for competition because most organization post job advertisement only for formality. This means, they

already selected a person they want before the competitions. Then after, they post job advertisement to hide their corruption. Amazingly, we also observe many peoples those who hire applicants whose field of study do not match with the required position. Only they employ them based on bribe, blood relationship or social relationship. In a similar way, we observe when the university or college graduates neglected and those who have no further education get employed. This demoralize us (Participant 4, male, 25 years old).

In general, corruption is the most important challenge for unemployed university graduates to find and get job easily. According to the above account, it is very easy for some to get employed because of their illegal affiliation through corruption. Whereas for other, it is very challenging because of inability to find such affiliations. In other words, people who have neither money nor relatives have fewer chances to get a job. According to the research respondents, corrupted employers often post vacancy or job positions only for formality. That means, the positions are already predetermined. This also causes problems of getting equal chances of getting a job. The result of this study concerning corruption is consistent with a lot of study conducted on graduates' unemployment. For example, studies conducted by (Ahmed, 2016; Asmare and Mulatie, 2014; Qadar and Mohammad, 2013; Wubei, 2012) indicated that nepotism, bribe and discrimination are factors contributing and pave the way for graduates unemployment in Ethiopia.

4.5 The coping mechanisms or livelihood strategies of unemployed university graduates

The livelihood strategies of unemployed university graduates

Income is essential for unemployed university graduates in job searching. Unemployed university graduates use different coping mechanisms to overcome the socio-economic challenges. They have a number of livelihood strategies. Although there are several sources of income, qualitative data gathered through interview discovered that family and close relatives were mentioned as primary sources of support. This means that almost all of unemployed university graduates depend on the support of their family, relatives and friends. They depend on the support they get from these segment of people to search a job. According to the result of information gained from in-depth interview, unemployed university graduates take money from

their family, relatives and friends including transportation fee most of the time. One interviewee speaks about his livelihood strategies as the following.

...I live in the town with my family. My family gives me some money occasionally from their income from daily work. I also work a daily labor with them occasionally. In addition to this, my younger brothers support me by working as a shoe shine boys... (Participant 2, male, 26 years old).

Although there are unemployed university graduates who engage in some activities to generate income in addition to the support from their family, there are also those who completely depend only on their family support. For instance, one male interviewee speaks about his livelihood strategies as follows.

I completely depend on my family's support to live and to find a job. They are advising and helping me economically. They send all things that are essential for life. Additionally, they send money needed me in searching a job including transportation fee. I have no another sources of income except my family's' support (Participant 6, male, 25 years old).

As the above participants indicated, family plays a great role in helping their children (unemployed graduates) during unemployment period. Younger brothers also contributed their part to succeed the vision of their older siblings. Family gave also psychological support in addition to economic support. Therefore, it would be very simple to image the places and importance of families in job searching. This finding concur previous studies by Beshir (2014), Essein (2015) and Mokgohloa (2006). For instance, as per Beshir (2014) indicated family including older or younger family members who have a job contribute significantly supporting the unemployed graduate financially. Similarly, Essein (2015) indicated the unemployed university graduates dependence on their parents or relatives.

During job searching, the livelihood of unemployed university graduates does not depends only on their family's' and relatives' support. But their friends also played a great role by standing with them economically. One male interviewee explained how his friends help him in job searching as follows.

I have some friends from Addis Ababa. They are very few in number. I take a rest near to them when I go there to search a job. They save me from additional expenditure like hotel accommodation fee and different expenditure. I try to solve

economic challenges in this manner. My family and some of my friends give me transportation fee occasionally when I move to Addis to find a job (Participant 1, male, 24 years old).

Apart from family, relatives and friends support, unemployed university graduates have another livelihood strategy. These livelihood strategies are small farming; daily labor and petty trade like selling coffee and vegetables. Both the result of interview and FGD investigated these strategies as livelihood strategies of unemployed university graduates. Informants' report about livelihood strategies they use in addition to family, relatives and relatives support to overcome the economic challenges they encounter during job searching as follows.

...I don't dwell in the city despite of my economic challenge I face. I commute to countryside to support my family by participating in different work. Due to this, I support myself in addition to the support I get from my family. I never move here and there on the asphalt without work by saying I am educated person. I work different works I have to work and search a job related to my field by using the money I get from that works. For instance, I produce different vegetables like onion near to my family. Then, I find a job by the income I get from that production (Participant 1, male, 24 years old).

Daily labor also used by unemployed university graduates as livelihood strategies. The following paragraph explains how daily labor used by them as livelihood strategies.

It is obvious that I am looking for job. I don't want to wait for my family's hand only. Therefore, I engage in different works like daily work and carry different loads at the day that I don't go another area to search a job. For instance, there are the cement factory such as Dangote and Mugher cement factory. When the machine called "belt" is broken down, I work as a daily laborer by 80ETB when the human labor is needed. I use this money for different life expenditure and to search a job (Participant 5, male, 26 years old).

One female interviewee explains how she uses petty trade as her livelihood strategy.

I borrowed some amount of money and started petty trade. I sell different vegetables on our market on Wednesday and Sunday. By the profit I get from it, I find a job" (Participant 3, female, 23 years old).

Furthermore, the result of FGD conducted with group two shows petty trade and activities like selling coffee and hand-woven materials as coping mechanisms used by unemployed university graduate females. One of FGD participant explained it as follows:

University graduates can run their life by engaging in different activities. For example, male graduates can engage in manual work. In addition, they can work as a shoe shine boy. However, engaging in this kind of activities is not acceptable in our society for female. Instead of these, we rent a veranda. Then, we make and sell coffee. Also, other female can also produce 'dantel' and put up for sale. This helps us to support our self for searching a job in addition to our family's support (Participant of FGD-2).

As discussed earlier, one major sources of financial support comes from family, relatives and friends support. However, unemployed university graduates also engaged in daily labor, petty trade and small farming to support their costs or as sources of income which was helpful to cover their costs related to job searching.

Another coping mechanism unemployed university graduates to overcome the economic challenge is marriage and cohabitation. One interviewee expressed her idea as follows:

In addition to my family's' support, I selected marriage as one coping mechanism. After I completed my education from university, I get married. My husband works in the district office. When we engage in the relationship at the beginning, he was unemployed university graduate, too. Our main purpose was to share different expenditure. When he goes for competition of job, I add the money I have from my hand to the money he has. He also does the same thing. After some months, he got a job. Then, we married each other. Right now, he helps me by giving some amount of money requires me when I search a job (Participant 13, female, 26 years old).

As per the above account, cohabitation or marriage is often used by unemployed university graduates to escape economic challenges or burdens caused by unemployment. So, the two economically dependent job seekers can help each other turn by turn on job searching.

Among coping mechanisms used by unemployed university graduates, living in a group is investigated as one mechanism. Qualitative data gathered through FGD explored that unemployed university graduates organized each other based on their friendships. They organized themselves in three or more and live together during their job searching. FGD participants shared their experiences on group life as follows:

The other mechanism we use to deal with lack of money while we look for job is living in a group. Especially, we those who came from rural area rent one house in common. For instance, three of us from this group are living together in one house. Instead of each of us expend large amount of money by renting three houses

individually, we rent one house in three. Then, we all contribute that money equally. We have also friends who live in a group like us. They live in to four in a single house. They pay money for house turn by turn. Living in group is helpful to understand the problem of each other as well. It is very useful to support those who lack ability of paying money for renting house in this way (Participant of FGD-1).

From the above FGD, we can understand that, group life is very important mechanism helps unemployed university graduates during unemployment. It helps to reduce costs for renting house. They use two mechanisms to pay for house rental. The first mechanism is contributing money monthly to rent house. The second one is paying money for house rental monthly turn by turn. Living in a group is very useful mechanism in reducing job searching expenditure.

Coping mechanisms used to overcome social challenges

There are different coping mechanisms help to overcome the social challenges that face graduates job seekers. One of the coping mechanisms raised by FGD participants and most of the interviewee is reporting about evil work (corruption) that happens during job searching to concerned body. They use it as a mechanism to overcome corruption around job searching.

I report to concerned body when I observe corruption. For example, some employers tried to hire one women in one organization once up on a time. After that, I reported to concerned body as that lady has no enough qualifications and her work experience is false. Due to this, she was not succeeded in that job (Participant 9, female, 24 years old).

Another male interviewee explained reporting corruption related to job to concerned body as one coping mechanism of social challenge as follows:

Corruption related to employment is very dangerous activity that challenges us. It should not be underestimated. In order to confront with it, we have to accuse and report those who participate in corruption to concerned body. Unless we do this, the problem continues to be very serious (Participant 1, male, 24 years old).

According to the above quotations, reporting and accusing corrupted employers to concerned body is mentioned as one of the very powerful method to fight against corruption. Therefore, unemployed university graduates can force employers to perform fair employment in this way.

Unemployed university graduates use the development of social capital and establishment of ‘center of unemployed university graduates’ as a mechanism helps to overcome the problems of

lack of information and credible information concerning job vacancy. FGD participants explained their ideas as follows:

It is important for unemployed graduates if they strengthen social relationship and diversify their source of information to overcome both lack of job market information and increase the credibility of information. That means, most unemployed graduates gain information about job only from another job seekers like them. But, creating social relationship with their predecessors helps to overcome lack of information concerning vacancy. This is especially very important for female job seekers. Because, moving from place to place to read newspaper and bill board is more comfortable for males than us. Therefore, creating strong connection with male job seekers is very important for female job seekers. In addition to this, establishing unemployed graduates' union center is very essential to provide information about job (Participant of FGD-2).

As excerpt taken from FGD, lack of information about job vacancies was one of the major problems that unemployed university graduates often face. Thus, developing social relationship is one coping mechanism used to overcome the problem of information. It helps to get genuine information about job vacancies. Furthermore, establishing unemployed graduates' union center is mentioned as another possible solution to widen opportunities of getting and sharing information. Because, it gives the opportunity to know many peoples which in return helps to get different information.

4.6 Job preferences and future job aspiration of unemployed university graduates

Some unemployed university graduates select a type of job they want based on different criteria. Some of these criteria are: work place (condition), salary and types of organization they want to work in. However, there are also unemployed university graduates who do not take these criteria in to consideration. The qualitative data investigated job preferences and future job aspiration of unemployed university graduates.

The majority of interviewee reported that they are ready to work any job they get. There were also no job opportunities they lost to wait for another better job. Only one interviewee confessed as he refused to work in rural area and lost the opportunity he got. His idea will be presented as follows.

I have broad opportunities to work in governmental organization by my field. I know this very well. But, I afraid to work governmental work especially teaching in government school for two reasons. The first one is, they send me to very remote rural area with zero experiences. Second, the salary for a teacher is very low. Therefore, I want to work in the nearest area to my family (Participant 8, male, 25 years old).

However, unemployed university graduates have their own job preferences if there were vast job opportunities. As a result, the interviewees were asked the type of job they want to work and the reason(s) why they prefer that particular job if they get opportunity to prefer. Accordingly, almost all of them preferred to work their private work than government and non-government work.

I prefer to have my own job if there were initial capital for me. I want to have my own business. Because, I am observing that government work cannot change the life of many people. Apart from this, my main purpose is to create job opportunity for the coming generation. In this manner, I will save them from unemployment. Another reason is that, the government and non-government working hour is fixed. You should have to follow your work according to work schedule of that office. This makes a worker to get bored and not to work freely (Participant 1, male, 24 years old).

Another interviewee expressed his view on job preferences as follows:

For now, I have no chance to prefer the type of job I want to do. Similarly, I have no job I refused to work before. But, my interest is working my private work if I have enough economy. Even in the future, I have a plan to create my own job by accumulating the income I get from daily work if I lost a chance to be hired in government office. The reason I want to have my own job is, the income that can be gained from the government and private business has a great differences. Even now also, only lack of the budget retard me to focus on finding government work (Participant 2, male, 26 years old).

As the above extract indicates payment or salary and freedom of work is significantly influence the job preference of unemployed university graduates. In other words, they often preferred a job that generates high income and a type of jobs that give freedom. This was also the reason why often unemployed university graduates aspire to start their own or private job. Furthermore, it makes highly committed for their business and makes more income by working day and night. Contrasting this finding, studies conducted by Asalfew (2011) and Wakene (2014) showed that

most of unemployed university graduates prefer to work in the formal sectors (government and private institutions) as paid workers rather than engaging in self-employment.

Other criteria related to job preference is working area. Accordingly, most of the interviewee wants to work in urban area than working in rural area. The main reason that they prefer working in urban area is the availability of better social services. One male interviewee explains his idea as follows:

“I prefer to work in urban area since the infrastructure exist somewhat in urban than in rural area. For example, the social services such as electricity, water, road, shops and the like exist mainly in urban area. Therefore, it is convenient for me to work in urban” (Participant 7, male, 25 years old).

Another interviewee also discussed his ideas on why he prefers to work in urban area as follows:

Regarding the working place, I prefer to work in urban area. Because, private work is very comfortable more in urban area than in rural. You can get social services like transportation, water, electricity and etc. in the city than in countryside. Due to this, you will be beneficiary more in urban area (Participant 13, female, 26 years old).

As the above excerpts showed, there is always a preference among unemployed university graduates regarding working places. However, this often influenced by the availability of infrastructure and the type of work they planning to engage. According to the above account, they often prefer to work in areas where more social services exist. Meaning, they often prefer to work in urban areas because private work is more productive and fruitful in urban area.

The future job aspiration of unemployed university graduates is related to their job preferences. The result of both FGD and interview indicates that, the future job aspiration of almost all of the informants is looking for job from government and non-government job. However, their plan is starting their own business or creating their own job after some years when they accumulated some initial capital. The result of FGD confirms this as follows.

Our future job aspiration is searching a job as much as we can without getting a dish. In addition, we are finding a group work here in Dangote cement factory. If we succeed this one, we will continue working in this factory. But if not, we will make an effort to create our own job and change our life. Especially, we will try to create our own work either individually or in a group and then save the coming generation from headache to find a job by providing job opportunity for them (Participant of FGD-1).

Some unemployed university graduates reported that their plan is not newly developed after their graduation. They planned this when they was on education. One male interviewee reported his future plan concerning a job as the following.

I want to start my own business after I accumulated money by working either government or non-government work. I don't want to work in government office for more than 5 years. I will try to accumulate money that helps me to start my business in these 5 years. I have a plan to create my job that is not familiar in our area. My dream is to have a big company that serves my society. I planned this idea when I was on education (Participant 1, male, 24 years old).

Another excerpt also confirmed that unemployed university graduates was planned to create their own job before their graduation. One female interviewee explained her idea as follows:

My interest and future plan is to work neither in government nor non-government organization. But, my plan is having my own business. Because I never tied my mind to both government and non-government work when I was student. To speak the truth, the purpose of my learning was not to work for government or NGOs. But, I learnt to know what I have to know and to be named in the lists of literate people. However to achieve my plan, I have to work hard any job I get for a time being. When I get initial capital, I will start my own job. (Participant 3, female, 23 years old).

To conclude, the job aspiration of unemployed university graduates is not permanent. According to the respondents of this study, unemployed university graduate have their short term and long term aspiration. Their short term plans is simply getting a job either in government or non-government organization for sometimes and then, starting one's own private job in the long-run. This concurs with a study conducted by Mokgohloa (2006). According to Mokgohloa often unemployed university graduates aspire to start businesses to create job opportunities for themselves and even for other people. However, getting funds is the most important challenge for young graduates, which also causes to develop a discouraging feeling.

CHAPTER 5

Conclusion and recommendation

5.1 Conclusion

The purpose of this study is to investigate the socio-economic challenges and job searching practice of unemployed university graduates. In this study a mixed approach was employed to study the situation regarding University graduates unemployment in the study area. The sample was taken from unemployed university graduates to gather both qualitative and quantitative data. This is necessary to get relevant and rich information regarding the topic under the study. Both stratified sampling and a simple random sampling technique was used for quantitative part whereas convenience sampling techniques was used to select participants for FGD and interview. The sample size determination formula developed by Yemane (1967) and proportional allocation method formula developed by Bowley (1926) was used to calculate sample size in the study.

University graduates unemployment is one of the socio-economic problems in Adea Berga District, Oromia Region. The findings of this study indicated that these unemployed university graduates face the socio-economic problems when they look for job. Factors such as lack of money, lack of enough GPA, mismatch of field of study with job vacancy, lack of work experiences and expiration of graduates' document, incredibility of job market information and corruption are investigated as major socio-economic challenges they face. These socio-economic challenges minimize the possibility of getting job. These factors put university graduates involuntarily under unemployment status.

However, there are different mechanisms that these job seekers use to overcome the socio-economic challenges they face. Some of these livelihood strategies and coping mechanisms are support from their family/relatives/friends, engagement of unemployed university graduates in activities (such as small farming, daily labor and petty trade like selling coffee and vegetables), marriages or cohabitation, patience, discussion and advice of their family, protesting corruption, development of social capital and establishment of unemployed university graduates center.

The job searching methods used by unemployed university graduates are not equal on the cost required in terms of money and time. Among job searching methods, using internet to search a

job saves time for graduates' job seekers. Among these, social network is less costly in terms of money. Additionally, this study found out that all job searching methods can disseminate unauthentic job market information. This study also found out that all of job searching methods are not the same on providing unreliable job market information. The study revealed that internet provides false job market information than other job searching methods.

The study found out that the job preferences of unemployed university graduates of the study area is more of self-employment. They want to have their own company. However, they lack of initial capital as a major factor that hinders them to start their own business. Their future aspirations are looking for government and non-government job until they get initial capital that helps them to start their own business.

One of the new findings contributed by this study is the expiration of graduates' document as one of the social challenges unemployed university graduates encounter. Additionally, the utilization of marriage or cohabitation and the importance of establishment of unemployed university graduates center as coping mechanisms unemployed university graduates are also the new findings of this study.

5.2 Recommendation

Based on the major findings of the study, the researcher forward suggestions for unemployed graduates (including unemployed university graduates), academicians, and government on how to reduce university graduates unemployment. The following points are the suggestions given by the researcher.

- In job searching, using a single job searching methods is less reliable to get a job quickly because all of job searching methods have their own weakness and strength. Therefore, diversifying job searching mechanisms is better for university graduates job seekers to get vast job opportunities. This means the researcher of this study recommend the unemployed university graduates to utilize different job searching methods.
- Second, the municipal of the district should follow the corruption and discrimination taking place in different companies and organizations in the district concerning recruitment for job. Municipal of the district should have to follow the companies and organizations starting from the day the vacancies are posted up to interview exam date.

- The district municipal should have to cooperate with different companies exists in the area. For example, Dangote Cement Enterprise has a lot of busses. Therefore, it is possible if they facilitate job searching conditions for unemployed university graduates by allowing busses for them to travel to Addis Ababa to read advertisements from billboards and newspapers at least once in a weak.
- It is better if the municipal of district establishes the center of unemployed university graduates and supports them by giving different trainings on the usage of job searching methods.
- Providing life-skill and job searching training for graduating class by respective academic departments will help to facilitate transition from education to job, on how to search a job and job creation. It is also important to include entrepreneurship course in their curriculum.

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APPENDIX-A

ADDIS ABABA UNIVERSITY

COLLEGE OF SOCIAL SCIENCE AND HUMANITIES

DEPARTMENT OF SOCIOLOGY

Dear respondents, this research is being used in the partial fulfillment of Master of arts degree in Sociology on the topic “ The socio-economic challenges, job searching practice, livelihood strategies and future aspiration of unemployed university graduates”. Please, I ask you to give accurate information. Your information will be used for research purpose only. Writing your name is not important.

General instructions:

- A. Put a tick(✓) in the box of your choice
- B. Write your answers on the given space for open ended questions

SECTION ONE: Background information of the respondent.

1. Sex: 1) Male 2) Female
2. Age:
3. Graduation year (in E.C): 1) 2009 2) 2010 3) 2011
4. Field of study: 1) Natural science 2) Social science
5. Marital status: 1) Married 2) Unmarried 3) Divorced 4) Widowed
6. Parents residential place: 1) Urban 2) Rural
7. With whom you are living now? 1) Parents 2) Relatives 3) Friends 4) Alone
8. Father's occupation: 1) Farmer 2) Government worker 3) Merchant
4) Non-government worker 5) Daily laborer 6) Other
9. Mother's occupation: 1) Farmer 2) Government worker 3) Merchant
4) Non-government worker 5) Daily laborer 6) Other
10. Father's education: 1) Not educated 2) Primary level
3) Secondary level 4) Preparatory level 5) College/ university
11. Mother's education: 1) Not educated 2) Primary level

- 3) Secondary level 4) Preparatory level 5) College/ university

SECTION TWO: Questions related to the job searching practices of unemployed university graduates

12. Are you still looking for job? 1) Yes 2) No
13. If your answer for question number 12 is Yes, for how long time you are searching a job?
1) Less than 6 month 2) For 6 month- 1 year
3) For 1 year- 2years 4) For 2 years- 3 years
14. Since you started looking for work, how many jobs have you applied for?
1) Less than five 2) 6-10 3) 11-15 4) More than 15
15. From jobs you applied, how many interviews you have made with employer?
1) None 2) Less than 5 3) 5-10 4) More than 10
16. What is the source of your income?
1) Family 2) Relatives
3) Oneself 4) Specify if any other source.....
17. What is your average monthly expenditure in relation to searching a job?
1) Less than 500 ETB 2) 501- 1000 ETB
3) 1001 ETB- 1500 ETB 4) 1501 ETB and above
18. Which job searching method have you been using most frequently?
1) Newspaper and advertisement board 2) Social networks (friends and relatives)
3) Internet 4) Contacting firms directly
5) Employment agencies 6) Specify if any.....
19. According to your idea, which job searching method is less costly in terms of time?

- 1) Newspaper and advertisement board
- 2) Social networks (friends and relatives)
- 3) Internet
- 4) Contacting firms directly
- 5) Employment agencies
- 6) Specify if any.....

20. According to your idea, which job searching method is less costly in terms of money?

- 1) Newspaper and advertisement board
- 2) Social networks (friends and relatives)
- 3) Internet
- 4) Contacting firms directly
- 5) Employment agencies
- 6) Specify if any.....

21. For you, which job searching method seems the most productive?

- 1) Newspaper and advertisement board
- 2) Social networks (friends and relatives)
- 3) Internet
- 4) Contacting firms directly
- 5) Employment agencies
- 6) Specify if any.....

22. For you, which job searching mechanism is less authentic or credible in providing job market information among the job searching methods?

- 1) Newspaper and advertisement board
- 2) Social networks (friends and relatives)
- 3) Internet
- 4) Contacting firms directly
- 5) Employment agencies
- 6) Specify if any.....

23. Which job searching method is the most easily accessible to you?

- 1) Newspaper and advertisement board 2) Social networks (friends and relatives)
3) Internet 4) Contacting firms directly
5) Employment agencies 6) Specify if any.....

24. Have you tried to look for jobs using social network like family, friends, relatives and others?

- 1) Yes 2) No

25. Do you have internet access?

- 1) Yes 2) No/ with difficulty

26. Have you ever used internet to search a job?

- 1) Yes 2) No

27. If your answer for question number 26 is yes, how often you used internet to search a job?

- 1) Always 2) Most of the time 3) Some time

28. If your answer for question number 26 is No, what (is) are the factor (s) hindered you to use internet as job searching method? (Multiple answer is possible)

- 1) Lack of skill or knowledge of using it
2) The cost related with internet usage
3) The difficulty of internet accessibility in my residential area
4) I doubt the credibility of job market information posted on the internet

29. Do you access newspaper and billboards easily?

- 1) Yes
- 2) No/with difficulty

30. Is there employment agency in your district?

- 1) Yes
- 2) No
- 3) I don't know

31. If your answer for question 30 is yes, have you tried to find a job through employment agency?

- 1) Yes
- 2) No

32. Among job searching methods, is there any method you never used?

- 1) Yes
- 2) No

33. If your answer for question number 32 is yes, which method(s)? (Multiple answer is possible)

- 1) Newspaper and advertisement board
- 2) Social networks (friends and relatives)
- 3) Internet
- 4) Contacting firms directly
- 5) Employment agencies

34. Please give the reason for your answer of question number 33.

.....

.....

.....

SECTION THREE: Questions related to the socio-economic challenges unemployed graduates face

Instruction: Please put a tick (✓) under the choice of your answer.

A. To what extent the following economic difficulties affect you in getting a job?	Very low	Low	No effect at all	High	Very high
35. Lack of capital					
36. Lack of credit					
37. No access to credit					
38. Cost of job searching					
B. To what extent your educational achievement affected your chance of getting a job?					
39. Your grade point average					
40. The mismatch of Your field of study and job vacancy					
C. To what extent the following types of corruption affected your chance of getting a job?					
41. Nepotism or favoritism based on blood relationship					
42. Bribe or Corruption related to money					
43. To what extent lack of social capital could affect your job opportunities?					
44. To what extent lack of required work experiences could reduce your job opportunities?					
45. How do you rank the effect of lack of job market information during job searching?					

Thank you for your cooperation!!!

APPENDIX-B

Interview guiding questions for unemployed university graduates

A. Questions regarding socio-economic challenges and the coping mechanisms or livelihood strategies of unemployed graduates.

1. To begin with, can you tell me when you graduated from university and the field you studied?
2. How the lack or shortage of economy challenges you in finding a job during your job searching?

Probing question: What kind of measurements you take to cope up with these economic challenges?

3. Is there anybody helped you to overcome these economic challenges?

Probing question: Who and how they supported you?

4. What are the social challenges you are facing during your job searching?

Probing question: How do you cope up to them?

B. Questions regarding job preference and future aspiration of unemployed university graduates.

5. Among the major types of employment (Government, non-government and self-employment), which type of job do you prefer mostly?

Probing question: Why do you prefer this type of job?

6. Is there any job you refused before?

Probing question: If yes, Why?

7. From both urban and rural area, where do you want to work?

Probing question: Please, would you tell me the reason why you prefer to work in this area?

8. What is your job aspiration or future plan concerning job?

Probing question: -What initiated you to have this plan?

9. At the end, is there anything else that you would like to tell me that might assist me in understanding the socio-economic challenges unemployed university graduates face and their coping mechanism, job preference and future aspiration of unemployed university graduates that you haven't already said?

HiikkaaAfaan Oromoo gaafilee qajeelcha af-gaaffii hojii-dhabeeyyii eebbifamtoota Yuuniversitiif qophaa'e.

A. Gaafilee rakkoo hawaas-diinagdee eebbifamtoota hoji dhabeeyyii mudatuu fi haala bultoo ykn malleen isaan rakkoowwan kana dandamachuuf fayyadaman ilaalchisee

1. Ittiin gaaffii keenya jalqabuudhaf, bara yuuniversiitidhaa eebbifamtee fi gosa barnootaa ittiin eebbifamte natti himuu dandeessaa?
2. Hanqinni diinagdee hojii barbaaduu keessatti akkamitti gufuu ykn rakkoo sitti ta'e?

Gaaffii sakatta'iinsaa: Rakkoo kana dandamachuuf tarkaanfii akkamii fudhatte?

3. Rakkoo diinagdee kana akka moo'attuuf qaamni si gargaare jiraa?

Gaaffii sakatta'iinsaa: Eenyu fi akkamitti sigargaaran?

4. Hojii barbaaduu keessatti rakkoowwan hawaasummaa akka ati hojii hin arganneef si daangessan maalfa'adha?

Gaaffii sakatta'iinsaa: Akkamitti dandamatte?

B. Gaaffii Filannoo hojii fi karoora gara fuulduraa eebbifamtoonni hoji dhabeeyyin qaban ilaalchisee

5. Gosoota hojii (mootummaa, miti-mootummaa fi dhuunfaa keessaa) isa kam filattaa?

Gaaffii sakatta'iinsaa: Maalif?

6. Kana dura hojiin argattee hojjechuu dhiifte jiraa?

Gaaffii sakatta'iinsaa: Yoo jiraate, maalif dhiiste?

7. Magaalaf baadiyyaa keessaa eessatti hojjechuu barbaaddaa?

Gaaffii sakatta'iinsaa: Maaloo sababa iddoo kana filatteef natti himuu dandeessaa?

8. Waa'ee hojii ilaalchisee kaayyoon kee gara fuulduraa maali?

Gaafiisa katta'iinsaa: Karoora kana akka qabaattu maaltu si kakaase?

9. Dhumarratti, waa'ee rakkoowwan hawaas-diinagdee barattoota eebbifamtoota hoji dhabeeyyii mudatanii fi haala ittiin dandamatan, akkasumas filannoo hojii fi karoora gara fuulduraa irratti yaada qorannoo koof fayyada jettee yaaddu kan hafe yoo jiraate naaf kaasuu dandeessa.

APPENDIX-C

Guiding questions for Key informant interview

1. How do you see the experience of unemployed university graduates of your district on searching a job in cooperation with you?
2. What are the socio-economic challenges forced university graduates of your district to remain unemployed? **Probing question:** How?
3. Are you fairly providing job opportunities for university graduates? **Probing question:** If yes, please explain how? If no, please explain why?

Hiikkaa Afaan Oromoo gaaffilee af-gaaffii, waajjira dhimma hojjetaa fi hojjechiisaa, waajjira IMX fi Ejensii qacarriitif qophaa'e.

1. Muuxannoo eebbifamtoonni isin wajjin walii galanii hojii barbaaduu irratti qaban akkamitti ilaalta?
2. Rakkoolen hawaas-diinagdee eebbifamtoonni yuunivarsiitii akka isaan hojii dhaban taasisan maalfa'adha? **Gaaffii sakatta'iinsaa:** Akkamitti?
3. Isin carraa hojii barattoota hundaaf walqixa dhiyeessituu? **Gaaffii sakatta'iinsaa:** Eeyyen yoo jette akkamitti? Lakki yoo jette maalif?

APPENDIX-D

Focus group guiding questions for unemployed university graduates

1. What are the socio-economic challenges unemployed graduates face during their job searching?
2. Please, discuss the livelihood strategies used by unemployed university graduates to cope with the economic challenges they encounter.
3. What are the mechanisms you use to overcome the social problem or challenges you face when you search a job?
4. Among the major types of employment (Government, non-government and self-employment), which type of job do you prefer mostly?

Probing question: Why?

5. What is your future aspiration (plan) concerning a job?

Gaafii marii garee hojii dhabeeyyii eebbifamtoota Yuuniversiitif

1. Rakkoon hawaas-diinagdee hojii barbaaduu keessatti eebbifamtoota hoji-dhabeeyyii mudatan maal faadha?
2. Maaloo, haala bulloo ykn jireenya eebbifamtoonni hoji-dhabeeyyin rakkoo diinagdee dandamachuuf fayyadaman irratti mari'adhaa ykn yaada kennaa.
3. Malleen isin rakkoo hawaasaa hojii barbaaduu keessatti isin mudatan ittiin mootan ykn irra aantaa maalfaadha?
4. Gosoota qacarrii gurguddoo (hojii mootummaa, miti-mootummaa fi hojii dhuunfaa keessaa) irra caalatti isa kam filattuu?
5. Haala hojii ilaalchisee, karoorri keessan gara fuulduraa maali?