

Challenges and Opportunities of Unemployed College Graduate Youth



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College of Social Science School of Social Work

CHALLENGES AND OPPORTUNITIES OF UNEMPLOYED COLLEGE GRADUATE YOUTH

BY

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JUNE, 2019

Challenges and Opportunities of Unemployed College Graduate Youth

**CHALLENGES AND OPPORTUNITIES OF UNEMPLOYED COLLEGE
GRADUATE YOUTH IN WOLDIA TOWN**

**A THESIS SUBMITTED TO ADDIS ABABA UNIVERSITY IN PARTIAL
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Challenges and Opportunities of Unemployed College Graduate Youth

Addis Ababa University

School of Graduate Studies

This is to certify that the thesis conducted by **AlemayehuMolla** entitled: **Challenges and Opportunities of Unemployed College Graduate Youth in Woldia Town** and submitted in partial fulfillment of the requirements for the degree of **Degree of Master of Social Work (MSW)** complies with the regulation of the University and meets the accepted standards with respect to originality and quality.

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List of Acronyms

CSA	Central Statics Agency
FGD	Focus Group Discussion
ILO	International Labour Organization
JSI	Job Seekers Interview
MoE	Ministry of Education
MoFED	Ministry of Finance and Economic Development
MoH	Ministry of Health
MoLSA	Ministry of Labour and Social Affairs
MOYSC	Ministry of Youth, Sport and Culture
MSE	Micro and Small-Scale Enterprises
NGOs	Non-Government Organizations
SC	Save the Children
SDG	Sustainable Development Goal
SIR	Sector Interview Response
TVEO	Technical and Vocational Skill Enterprise Office
TVET	Technical, Vocational and Educational Training
UN	United Nations
USAID	United States Agency for International Development
WB	World Bank
WCA	Women and Children Affair
WHO	World Health Organization

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ABSTRACT

This study was conducted to examine the challenges and opportunities of unemployed college graduate youth in Woldia town administration of North Wollo zone, Amhara Region. The research employed qualitative case study design. Semi-structured interview method was used to collect data. Sample for study was selected through purposive sampling procedures. The findings revealed that unemployment closely related to being unfair recruitment procedure such as selection via political affiliation and social ties; lack of good governance; complex loan accessing procedure; political unrest and lack of sufficient job creation programs. The situation seems to be challenging for the town administration. In this study findings revealed that in relation with their status of unemployment graduate youths faced psychological and socioeconomic problems including involved in political disputes and violence. It is found that there are no sufficient job creation opportunities, coordinated and toiled strategies to address the unemployment problem of today's college graduate youth. It recommends that the local government, institution of higher education and the private sector players should increasingly promote and support youth entrepreneurial training and job creation programs as well as closely work to ensure accountable and transparent recruitment procedure to be in place.

Key words: Youth, Unemployment, College Graduate Youth

Chapter One

Introduction

1.1. Background of the Study

Globally, youths make up approximately one-fifth of the total population in many developing and emerging economy regions. According to the International Labor Organization (ILO) estimate that nearly 75 million young people are unemployed in the world today. This number has increased by more than four million since the financial crisis of 2008-9, and the outlook for the medium term is worsening. Moreover, the global youth unemployment rate is 12.7% in 2012, and the ILO projects that it is likely to rise to 12.9% by 2017 (ILO, 2012).

Coming to Africa's youth population, it is increasing-approximately 70 per cent of Africa's 1 billion people is under the age of 30. According to the recent demographic trend, in Africa, youth populations (i.e. 15–24 years) will continue to grow for several decades. Between 2010 and 2020, the number of youths living in sub-Saharan Africa is expected to increase by 42.5 million. Therefore, Sub-Saharan Africa will therefore face particular and unique challenges for the decades to come in securing decent livelihoods and employment for young people in both urban and rural areas (UNECA/AUC, 2010).

In turn, although, youths are untapped resources and agents of change in one's country, in contrast, they have faced different challenges in their life. Unemployment is one of the major challenges that affect the life of youths across the globe and the concern of governments in the

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developing world. As a result, youth unemployment is a hot issue in the political agenda of both developed and developing countries (Février, 2007).

By mere contrast, in Africa the challenge of youth employment is especially large and the number of young people looking for work is expected to increase by 28% in the next 15 years. Failure to address youth employment issues will have serious consequences for the economy and society at large (Lorenzo et.al, 2007).

Based on this notion, to improve youth employment status across the globe reducing youth unemployment, education or training is one of the primary targets of the 2030 Agenda for Sustainable Development goal (SDG) through promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (ILO,2017).

In recent decades, Ethiopia has witnessed rapid population growth. Of Ethiopia's population, estimated at 104 million, 41 % is under the age of 15 and more than 28 % is aged 15 to 29. Ethiopia's youthful population is an incredible asset and untapped resource for positive growth. However, like other countries unemployment is one of the problems of youth in Ethiopia. Youth unemployment is estimated at nearly 27 % (USAID Fact Sheet, 2017). To address the challenges of youth, the government of Ethiopia has instituted various strategies such as national employment policy and strategy and technical vocational education and training strategy focusing on poverty alleviation for youth and to develop the workforce based on the needs of the labor market (MoLSA,2009, MoE 2008). The government also enacted national youth policy to enable youth in the process of building a democratic system, good governance

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and development endeavors as well to ensure that youth have the professional competence, skill and ethics (IDS,2017).

In this regard, Amhara Region is not exceptional for the challenges of youth unemployment. The recent CSA survey result showed that Amhara Region is the one of the fourth region from five top regions in high urban youth unemployment rate of the country and it accounts 19.7 % (CSA, 2018). Therefore, cognizant of the total scenario discussed above and the problem statement provided herein below, this study is designed to uncover the challenges and opportunities of graduated youths in the study area.

1.2. Statement of the Problem

Being without a job is a serious socioeconomic problem facing all age groups of a population. However, the problem assumes acute in proportion among youths in developing countries; where youth are three times more likely to be unemployed than adults (ILO, 2017). Likewise, Ethiopia is experiencing the second-largest youth bulge in Africa, after Nigeria; the median age in Ethiopia is estimated to be 19 which accentuate the countries youth unemployment vulnerability up. Of 102 million Ethiopians, an estimated 30 million are aged 15-29, and the number of young people in this age group could rise to 40 million by 2030 (United States Census Bureau, 2017; cited inZeru et al ,2018).

Consequently, Ethiopia is known for its high youth unemployment. As thus, as of 2014, the national estimates of unemployment rates for youth aged 15-24 were 26.7 percent (30 percent for young women and 22 percent for young men) (CSA, 2016). Corresponding to this, The World Bank reports that “Ethiopia’s labor force is projected to grow by two million a year over

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the coming 10 years, while the number of young workers (age 15-29) will increase by 8.5 million by 2025. Persistently low education levels of rural youth (84 percent of rural youth had not completed primary school), combined with increasingly sizable gender gaps (employment ratio for women age 15+ is 72 percent, versus 86 percent for men), and increasing land shortages, make it increasingly challenging to productively employ a rapidly growing and largely unskilled youth population” (World Bank Report, 2017).

Moreover, to our dismay, according to the Ethiopian CSA (2013) report even though unemployment rates for the general youth population and urban youth population has declined comparatively, unemployment rate for youth with higher education has risen from 2% in 1999 to 7.5% in 2013. In tandem to this, the recent CSA (2016) report the number of educated youth and certified in diploma and bachelor degree and yet unemployed comprises 12% of the total urban unemployment and 17% of the total urban youth unemployment. Additionally, education statistics annual abstract of Ministry of Education (2015) revealed that nearly a quarter of one million people graduated in diploma and bachelor degree in 2014/15 academic year only. From these figure hundreds of thousands joined the labor market in spite of the fact that the previous unbeatable number of unemployment. As thus, this rapidly growing number of graduated unemployment is becoming huge social problem to the country.

Bearing in mind, the existing high youth unemployment rate, the government has started initiatives to lessen the problem through revolving fund arrangement. The worrying fact is that, despite the government increasing effort to spread youth employment schemes, high graduated youth unemployment rate has still remained a serious concern across the different parts of the country including Amhara region. To bluntly put, Amhara Region is one of the fourth region

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from five top regions in urban youth unemployment rate of the country and it accounts 19.7 % next to Addis Ababa. The rest of urban areas of other regions fall between 10 up to 19 % of unemployment rate in June 2018(CSA,2018). This implies that youth in urban areas of the region were less employed in the various socioeconomic sectors of the region economy.

Woldia is one of the towns in Amhara National Regional State with a total population of 83,807. Out of this population, 38.5 percent consist of youth aged 15-29(Woldia Town office of Mayor Report, 2018). Like other towns of the country, the problem of youth unemployment has not exceptional scenario in its nature. According to Woldia town Technical and Vocational Skill Enterprise office rapid assessment report indicated that youth unemployment is one of the problems of the town and the unemployment rate of youth found 21.5 %. The facts displayed that youth population is one of the segments of the town population affected by the problem (Assessment Report of TVEO, 2017).

In Ethiopia, few studies have explored the nature, determinant factors affecting youth unemployment and its consequences (Berhanu et.al.,2005;Asalfew ,2011; Berhan ,2013; Beshir ,2014; Bimal ,2014, Zelalem, 2014; Derbe ,2015; Amanuel,2016; Aynalem et al., 2016; Muhdin,2016; Dejene et.al., 2016). Except few attempts above on the generic unemployment issues, the challenges and opportunities of graduated youths for employment calls for vigilant, down to earth and uncompromising scientific research engagement.

As an exceptional case, Temesgen(2017) in his study entitled “*Experiences of Graduate Unemployed Youth in Tabor Sub City of Hawassa City*” has attempted to uncover the issue under investigation. However, beyond the geographical and objective variation to the current study this

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research attempted to see the challenges and opportunities of graduated youths in the study area by adding the current revolving loan fund opportunities and the challenges to accrue the fund in its analytical purview to vividly show the topic under study. Moreover, the research has focused on the unemployed graduate youths lived experience solely without looking the opportunities for employment and the revolving fund use set in for graduated youth.

In general, the researcher was inspired to conduct a research in this area since, there is, lack of best experiences of well-organized academic knowledge on the challenges and opportunities of unemployed college graduate youths and it help for researchers to give a policy centered response in the study area.

Therefore, the study attempted to unveil the challenges and opportunities of unemployed college graduate youths, not from hitherto pursued constricted sphere, at wider levels; perhaps it tried to identify, analyze and describe the challenges and opportunities of unemployed college graduate youths to draw conclusions for multiple utility; for practical social policy intervention, academic, practitioners and local authorities use.

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1.3. Study Objectives

General Objective

The general objective of this research is to explore the challenges and opportunities of unemployed college graduate youth to access employment in Woldia town.

Specific Objective

This study specifically attempts:

- To assess unemployment situation of college graduate youth in the study area
- To explore challenges/factors affecting college graduate youth to be unemployed in the study area
- To assess the opportunities for college graduate youth to access employment including the revolving loan fund in the study area
- To point out the challenges of college graduate youth to access revolving loan fund in the study area
- To explore the consequences of unemployment for college graduate youth in the study area

1.4. Research Questions

In this study the following was the main research questions.

- What is the unemployment situation of college graduate youth in the study area?
- What are the challenges, root causes and factors that are affecting college graduate youth for employment in the study area?

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- What are the opportunities for college graduate youth to access employment including access to revolving loan fund in the study area?
- What are the challenges of unemployed college graduate youth to access revolving loan fund in the study area?
- What are the consequences of unemployment for graduated youth in the study area?

1.5. Significance of the Study

Understanding the challenges and opportunities of unemployed college graduate youths in the study area will have a premium importance for both scientific engagement of the practices and also serves the concerned sector offices and other stakeholders be able to have the required understanding of the topic under scrutiny and design strategies.

Hence, this study has the significance to the local government authorities like the town administration MSE office to institute effective employment scheme for college graduate youths; the study focuses on the challenges and opportunities of unemployed college graduate youths to access employment and it will contribute new knowledge to the study topic and related literature pertaining to the nation in general and the study area in particular.

Furthermore, the study may yield important insights for policy makers and other stakeholders of the national, regional and zonal level and the study may pave the way for further work and help as a reference material for policy makers and other researchers.

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1.6. Scope of the Study

The study delimited geographically to Woldiatown of North Wollo Administrative Zone as a point of reference. The town is the capital city of North Wollo Administrative Zone as well as transit of major towns of the country like Dessie, Bahirdar, Mekele, Semera and Djibouti.

Thematically, the scope of the study principally focused onto assess the challenges and opportunities of unemployed college graduate youths for employment. As thus, the study focused on college graduate youths who have diploma and degree to address the research objectives afoot.

1.7. Limitation of the Study

In this study in relation with the situation of study population there was time constraint to dig out information more than this study finding. The other limitation of this study was lack of adequate previous study findings specifically on challenges and opportunities of unemployed college graduate youth so far.

1.8. Operational Definition

Youth: youth is defined as age from 15-29 years' old according to definition of Youth Policy of Ethiopia (MoYS,2004)

Unemployment: in this study unemployment operationalized as persons who had no work but available for work during the study period (CSA,2018).

College Graduate Youth: in this study college graduate youth defined those who have completed their education from recognized university and college.

Chapter Two

Literature Review

In this section empirical and theoretical research finding related to the challenges and opportunities of unemployed college graduate youth employment situation summarized as follows.

2.1. Youth Unemployment in Global Outlook

Globally unemployment is a contemporary challenging phenomenon for the social, economic and political development of many countries. According to the ILO's new estimation, the global unemployment rate is expected to fall slightly to 5.5 percent in 2018 (from 5.6 per cent in 2017), marking a turnaround after three years of rising unemployment rates. In 2019, the global unemployment rate is expected to remain essentially unchanged, whereas the number of unemployed is projected to grow by 1.3 million (ILO, 2018). Globally, three out of four employed young women and men are in informal employment, compared to three in five for adults. In developing countries, this ratio is as high as 19 out of 20 for young women and men (ILO, 2017).

The same in developing countries unemployment is expected to increase by half a million per year in both 2018 and 2019, with the unemployment rate remaining at around 5.3 per cent. For many developing and emerging countries, however, persistent poor-quality employment and working poverty pose the main challenges (ILO, 2018).

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Addressing youth unemployment and underemployment has become a priority for governments worldwide. A staggering number of young people are not in education, employment or training and this situation delaying their full socioeconomic integration. Lack of effective economic and employment policies and insufficient job creation has left many young people with no option but to accept part-time, temporary or informal work. Inadequate training and skill obsolescence translate into limited job prospects for youth even when the economy improves (UN,2016).

2.2. Youth Unemployment in the Context of Ethiopia

As it is cited in National Adolescent and Youth Health Strategy Ethiopia has a rapidly growing population of adolescents and youth 33.8% of the estimated total population of 90 million (CSA, 2015). This young population has implications on the social, economic and political agenda of the country as it puts great demands on provision of health services, education, water and sanitation, housing and employment (MoH,2016).

However, in Ethiopia youth unemployment is a serious challenge for gov't and has great implication on socioeconomic and political development of the country. Youth unemployment is estimated at nearly 27 percent and one reason for the high youth unemployment rate is low literacy (68 %) (USAID, 2017).Among the many contributing factors, most notable are the low absorption capacity of the formal sector, the low rate of employment creation, and the skills shortage as well as the lack of entrepreneurship of the youth (Bimal,2014).

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2.3. Causes for Unemployed Graduate Youth

Mismatch of Education Qualification and Market Demand

In recent years have seen policy-makers and social partners across the world become increasingly concerned with the match between their workforces' skills and their labor markets' needs. In some developing and emerging countries, where volatile economic growth is accompanied by a poorly educated workforce, skills shortages and an under skilled workforce tend to compromise economic development. In contrast, for many advanced economies and some developing countries, significant investments in education that are not accompanied by job growth foster high rates of graduate unemployment and mismatches in qualifications. According to McKinsey Global Institute, 2012; as cited in World Economic Forum,2014 qualification mismatch is pervasive in modern job markets and affects one-third to one-half of the employed population (World Economic Forum,2014).

Some individuals may be hired in jobs with qualification requirements that are different from the ones that individuals actually possess, breeding over or under qualification. The education qualifications of employees may be insufficiently matched to those needed either to be hired for the job or to be able to perform the job to a satisfactory level. An increasingly highly educated workforce is generally expected to elevate the level of demand for qualifications by employers, who will adjust their recruitment practices and skill demands over time, but also raise the overall level of labour productivity in the economy. Qualification mismatches occur when the formal qualifications that individuals hold deviate from the qualifications that are required to be able to be hired for and to perform the job (Quintini, 2011, as cited in Cedefop, 2015).

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Likewise, in Ethiopia poor economic performance is a major problem to absorb the labour force adequately. Low economic growth, which is manifested in low economic activity and low investment, entails low overall job creation. This makes it especially difficult for youth since, even in an economic upturn, youth are at a disadvantage as they lack work experience (Nebiletal.,2010).

Low Educational Achievement and Skills Mismatch

Education and skills open pathways into productive employment. The education that young people receive and the skills they acquire can expand the spectrum of employment opportunities they can access and the earnings they are likely to command. Skills strongly influence where people work and how much they earn. Low educational achievement and limited skills contribute to difficult transitions into work and limited employment mobility among African youth (World Bank,2014).

Skills development is an important response to urban employment problems, but urban economies are dynamic market places driven by socio-political factors as well as economic ones. Enhanced skills reward young people with increased confidence and self-worth, but wider dimensions that fuel labor market discrimination and long-term disadvantage cannot be ignored (Ursula,2012).

In Ethiopia, the study finding indicated that education is a very important weapon for innovation, job creation and poverty alleviation and the study result revealed that youths who have certificate, diploma and above have a good opportunity in obtaining jobs (Muhdin, 2016). Skills mismatch affects individuals at different stages of their working lives. In increasingly

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dynamic job markets, people are affected not only when first leaving school and entering the workforce, but also every time they change jobs or re-enter the labor market after long spells of unemployment or inactivity. Skills mismatch is also a dynamic phenomenon affecting employees within their jobs and across their entire working careers (World Economic Forum,2014).

African Development Bank Report showed that lack of skilled workers, large proportions of graduates go unemployed for long periods of time or are forced to work in the informal sector (African Development Bank,2011).

Recruitment Fraud

The survey result conducted in Addis Ababa and Diredawa towns recognized that employment environment for youth unemployed is highly unfair. Hence it is true that the youth is suffering from unfair competition and corruptive employment actions (Abel et al.,2016).A study conducted in Addis Ababa also asserts that favoritism, corruption and bias and discrimination in different forms are indicated as factors responsible for youth graduate's unemployment (YohannesAsmare&MissayeMulatie, 2014).

Attitudes towards Work and Job Preference

Attitudes to work and preference of job playing a significant contribution in accessing job opportunities within the society. A research conducted in the town of Debrebirhan showed that job preference of respondents has relation with accessing job opportunities and majority of the respondents preferred paid employment in the formal sectors (private or government institutions), 34.8 percent preferred self-employment and preferred any available job (Asalfaw,2011).

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In addition, study also shows that preference of paid employment in private or in the government institutions would increase the odds of unemployment. The likelihood of being unemployed for those respondents who preferred paid employment in the formal sectors was 1.5 times higher as compared to those who preferred any available job in the labor market (Bacha,2014).

Moreover, a cultural or socio-cultural environment can influence the entrepreneurial activities because socio-cultural structure involves the beliefs and mindset about the legitimate and efficient activities in the society as well as the socio-cultural institutions which support the specific life styles (Behrooz,2016).

Youth enterprise support programs in developing countries should consider socio-cultural constraints that limit the participation of youth in particular young women who want to engage in income generating activities. The problem of credit access to youth run enterprises seems to be more pronounced in developing countries (Chinguta ,2001)

Social Networks and Job Information Accessibility

Unemployed urban youth also face the challenge of gaining sufficient and systematic information during job searching. There is a high cost in terms of movement, time, money and other resources associated with job searching and matching. Most vacancy advertisements are not easily available and require travelling to central places to visit advertisement boards or to find newspapers (IDS,2017).

In case of Africa, lack of effective labor market information system (LMIS) in most African countries can partly be blamed for unemployment challenges and poor-quality jobs of

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the youth in Africa (William Baah,2014). Obviously, lack of information about available jobs and skill requirement to jobseekers on one hand, and information asymmetry on the part of employers regarding skills of prospective jobseekers on the other tends to cause high rate of frictional unemployment (Ibid).

The same in Ethiopia research confirmed that urban youths who have more social networks for the purpose of job searching are less unemployed (Aynalemet al.,2016).Increasing social capital through networking is a relevant coping strategy that helps the individual to benefit from the goodwill inherent in their social networks. Social support from relevant others can improve the probabilities of being reemployed (Rosalind et.al.,2014).

2.4. Theories Related Youth Unemployment

Human Capital Theory

According to human capital theory, investment in human capital through education and experience is fundamental. The theory acknowledge that education can improve the knowledge, skills, and the capacity and quality of human capital, which will increase productivity (Marimuthuetal.,2009). In this concept, Schultz (1961) noted that knowledge, skills, education and abilities possessed by individuals. According to the view point of Schultz individual's knowledge, skills and abilities influence his/her work (Lafuente, etal.,2002).

In another perspective human capital consider as the main source of economic activity and human capital as an investment on people to increase their productivity (Romer,1990). Other authors such as Frank and Bernanke also see human capital as a whole set of factors including;

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education, training, experience, energy and worthiness that influence additions to workers' output (Frank et.al., 2007).

Moreover, human capital affects the individual worker, the organization and the economy as whole. To the individual worker it increases his/her income due to increase productivity. He or she is preferred by employers and stands the chance to move to a higher level in the organizational hierarchy. The human capital of individual workers influences the level of competences and competitiveness of an organization as well as organizational routines, cultures and relational capital (Lepak et al., 1999).

Social Capital Theory

Social capital is the cumulative capacity of social groups to cooperate and work together for the common good. Coleman in 1990 identified social capital as a resource that accrues to individuals, by virtue of their access to contacts, connections, and linkages (Coleman,2009).

A well-connected person especially one of high status, is seen as having more of it, by converting these relationships to value to himself. Social capital is about the value of social networks, binding similar people and bridging between diverse people with norms of reciprocity. Social capital can be understood as the goodwill available to individuals or groups. Its source lies in the structure and content of the actor's social relations (Dekker, P &Uslaner, E. 2001).

Theory of Job Search

The original contribution of the search theory was the theoretic approach to the analysis of unemployment spell durations. Information on vacancies and the pay is imperfect and must be acquired before a worker becomes employed (Alisher ,2007).As cited in Alisher (2007), Burdett

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(1978) introduced the notion of the on-the-job search and emphasized that other works following afterwards helped explaining the job-to-job transitions and wage growth with the same employer. The worker must spend some time on that job to acquire all the relevant information.

According to this theory information on vacancies and wages associated with them are considered as imperfect. Viewing the process of acquiring information as costly is an important contribution of the economics of information and search theory. In this model distance is an important factor affecting the search effort. Individuals are set to optimize their search intensity. Because the search is costly an unemployed worker has to seek an optimal strategy which maximizes the present value of his future returns(Ibid).

2.5. Youth Employment Opportunities in Ethiopia

In order to address the challenges of youth, the government of Ethiopia has instituted various strategies such as national youth policy, Plan for Accelerated and Sustainable Development to End Poverty (PASDEP) and Technical Vocational Education and Training strategy focusing on poverty alleviation for youth and to develop the workforce based on the needs of the labor market (MOYSC, 2004, MoLSA,2009, MoE 2008).

The gov't also enacted national youth policy to enable youth in the process of building a democratic system, good governance and development endeavors as well to ensure that youth have the professional competence, skill and ethics (IDS, 2017). The government has started initiatives to lessen the problem through micro scale enterprises (MSE) and increasing youth involvement in the development activities of the country (MOYSC, 2004).

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In addition, the National Employment Policy and Strategy of Ethiopia and the Growth and Transformation Plan (GTP) also the existing opportunities to address the issue of employment opportunities and acknowledges the need to guide and implement strategies to increase labor productivity, integrate women and youth and other vulnerable populations in a coordinated manner; as well as the promotion of gender and youth empowerment as key factors for the country's economic and equitable development (MoFED,2015, MoLSA,2009). The policies with arguably the most significant impact on youth labor force employment opportunities are the education policy and the set of policies governing micro and small enterprise activities (Martha,2012).

In addition, in March 2017, the Ethiopian government established a 10 billion Birr-fund dedicated to providing financing through partner microfinance institutions (MFIs) to youth to start income-generating activities. The fund is coordinated by the Minister of Youth and Sport (Zeruet al, 2018).Based on the existing systems, in Amhara, different opportunities have created employment opportunities to youth through small scale and micro enterprises. In recent years also, the regional state council of the president office endorsed new proclamation 27/2017 to access employment schemes through revolving fund support under construction job categories for youth in particular graduated youth (Woldia Town office of Mayor, Booklet, 2019).

The gov't also has made enabling environment to private sectors to initiate investment programs aiming to improve the employment status of young people. However, the private sector has limited capacity to absorb unemployed youth. According to the survey study conducted by Save the Children International in North WolloZone estimates that approximately 5,500 jobs will be created over the next five years, not meeting the current demand of unemployed youth in the

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impact area. In addition to limited job absorption capacity, job opportunities are also limited due to minimum age requirements (SC survey report,2013).

2.6. Consequences of Youth Unemployment

Global concerns regarding the high levels of youth unemployment are longstanding. High youth unemployment is not just a loss to the individuals involved, but also bears a broader social cost. Studies show that an episode of unemployment when young, or transitioning to work during a recession, has large and persistent effects on lifetime potential wages, raises the probability of being unemployed in later years, and puts youth at risk of long-term social exclusion (Bell, David, and David G. Blanchflower 2011, as cited in World Economic and Social Affairs,2018).

Unemployment is one of the major challenges that affect the life of youths across the globe and the concern of governments in the developing world. As a result, youth unemployment is a hot issue in the political agenda of both developed and developing countries. Failure to address youth employment issues will have serious consequences for the economy and society. Without opportunities for young people to earn a living, intergenerational cycles of poverty will persist, further affecting societies already made vulnerable by HIV/AIDS, food insecurity, and violence (Lorenzo et al,2007).

The experiences and consequences of youth graduates' unemployment/effects on the jobless and others include: poverty and unable to get the basic needs, social exclusion, stigma and discrimination, destroys moral and breaks social relationships, mobility/migration, and feelings of inferiority and hopelessness (Yohannes Asmare & Missaye Mulatie, 2014).

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The finding of another study also revealed that graduate unemployed youth suffered psychologically, socially and in economic condition because of the status of unemployment. Moreover, the study confirmed that the youth are exposed to engage in social ills such as crime, addiction and perception of illegal migration. These social ills lead the society to be in social turmoil (Temesgen,2017).

Chapter Three

Research Methodology

3.1. Research Design

A qualitative research design with descriptive case study approach employed to conduct this study. This type of case study is used to describe an intervention or phenomenon and the real-life context in which it occurred (Yin, 2003, cited by Pamela Baxter & Susan Jack, 2008). Qualitative approach was chosen for this study because it attempts to assess college graduate youth experiences and challenges faced in relation to their unemployment status as well as to assess the situation of existing opportunities in the study area to access employment for college graduate youth. In the study area there is scanty of prior findings on the study subject of this research. Qualitative research is useful for finding out information in areas where little information is known, or to study a particular concept in more detail, and variety of techniques such as interviews and focus groups allow the research participants to give detailed and specific answers (John Wiley & Sons, 2009).

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In addition, another reason to employ case study is to assess the challenges and opportunities of unemployed graduate youth from acquiring facts from different respective individuals and come up with triangulated data sources. Thus, in this study multiple data sources from different individuals such as unemployed graduate youth, government sector experts and parents using in depth interview and focus group discussion sessions. Qualitative case study is an approach to research that facilitates exploration of a phenomenon within its context using a variety of data sources. This ensures that the issue is not explored through one lens, but rather a variety of lenses which allows for multiple facets of the phenomenon to be revealed and understood (Yin, 2003, cited by Pamela Baxter & Susan Jack, 2008).

Moreover, in relation to assess the challenges and opportunities of unemployed college graduate youth the researcher assessed the attitudes and experiences of college graduate youth in searching job opportunities. Qualitative data provides contextual information and explores attitudes, behavior and experiences through interviews or focus groups methods with having fewer people take part in the research, but the contact with these people tends to last a lot longer (Dawson, 2002). Therefore, in this study based on the above-mentioned assumptions, qualitative research with descriptive case study approach was designed to assess the challenges and opportunities of unemployed college graduate youth to access employment.

3.2. Study Area and Study Population

The study has been conducted in Woldia town which is located in North Wollo Zone of Amhara Regional State of Ethiopia. The area is located 520 Km North of the central city Addis Ababa and 360 Km east of the Amhara Regional State central city of Bahir Dar. According to

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bureau of Finance and Economy Development 2018/19 population estimation, the town has an estimated 83,807 (Male: 42,397 Female: 41,410) inhabitants within ten kebeles. Of the total population youth whose age from 15-29 consists of 38.5 percent (Woldia Town office of Mayor Report, 2018).

Comparing to existing efforts made and the growing youth population size, would give clear image to look the situation of un-employed youth in the town still needs further attention. Based on the above notions the study has conducted to assess the challenges and opportunities of unemployed college graduate youth in accessing employment in the town. Hence, in this study unemployed college graduated youth who stayed six month and above in the study area were the study population of this research.

3.3. Sampling Technique

In this study, the researcher used non-probability sampling technique of purposive sampling. This sampling strategy is more common in qualitative research and best positioned to provide the needed information. Non-probability sampling method is used when there is no sampling frame or when it is impossible to conduct probability sampling due to economical and feasibility reasons (Ranjit, 2011). As the information gathered from Woldia town MSEs office about data management systems to routinely avail information on unemployed youth including graduated youth, hence, there is no strong and inclusive data management system to have updated information regarding data of unemployed graduate youth.

Based on this notion, the principal investigator was employed purposive sampling technique to explore the challenges and opportunities of graduate youth to access employment in

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the study area. The primary consideration in purposive sampling assuming who can provide the best information to achieve the objectives of study. This type of sampling is extremely useful when you want to construct a historical reality, describe a phenomenon or develop something about which only a little is known (Ranjit ,2011).

In the process of data collection respective gov't sector offices;Woldia town offices of Micro and small enterprise (MSE) team leader includingthe kebele MSE cluster experts wereused for as gatekeeper to get study participantsand to conductedin depth interview with nine unemployed graduate youth.Until the ideas of the interviewees saturated in-depth interview were conducted. A focus group discussion (FGD)with tenunemployedcollege graduate youth and with six parents were participatedand gathered necessary information in relation to the study objectives. As per the mandates and expertise knowledge a total of ten key informants were participated in the key informant interview session which were selected at zonal, woreda and kebele level.Mainlyin this study Zonal level offices of WCA, MSE, Youth and Sport, Woldia Polly Technique College and Woldia town offices of WCA, Social and Labor Affair and MSE were participants of the key informant interview session.

3.4. Methods of Data Collection

Based on the objectives of this study, both primary and secondary source of data wereusedunder qualitative data collection tools. The primary data sources of qualitative information were collected through in-depth interview, keyinformants'interview and Focus Group Discussion.

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Hence, in this study the in-depth interview data was directly collected from nine unemployed graduate youth until redundancies of ideas occur on the subject matter which is known to be saturated. Interview is the most common data collection method in qualitative research, which is familiar and flexible way of asking people about their opinions and experiences. Boyce & Neale (2006), identify in-depth interviewing as a qualitative research technique that involves conducting intensive individual interviews with a small number of respondents to explore their perspectives on a particular idea, program or situation.

In addition, in this study for the purpose of triangulation and verification of data collected from unemployed graduate youth informants, key informant interview (KII) with experts of government sector offices who have expertise knowledge in relation with their official mandates under the government system particularly for this research problem and focus group discussion (FGD) with parents of graduate youth were employed. The trustworthiness of the research findings driven from the collected data could be enhanced through triangulation of data from another respective of data sources (Lewis & Ritchie, 2003).

Moreover, in this study documents such as reports of key stakeholders, policies and strategies related to youth employment opportunities were also assessed and used for as secondary data sources. The researcher also gathered information from secondary source of data including academic research findings, government and NGO reports accessed through internet and hard copy.

3.5. Data Collection Tools and Procedures

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A qualitative data was collected to conduct this study. In order to collect relevant data from study participants in- depth interview, key informant interview and focus group discussion were used. Initially for each data collection tools guiding interview questions prepared in English vision and then translated in to Amharic version. The guiding interview questions reviewed and cross checked to assess its relevance against to the research question of the study. Following that the researcher met the responsible experts of Woldia town administration office of MSE and made discussion regarding to the procedures of data collection and how to contact unemployed college graduate youth as per the criteria of sampling. Then, the gate keeper purposively informed the principal researcher to meet kebele level MSE cluster coordinators. As per the direction of the town administration expert of MSE office, the researcher met kebele level MSE cluster coordinators and again aware of them the purpose and data collection procedure of the study. According to the MSE cluster coordinators information the researcher contacted the unemployed college graduate youth and based on their free consent, convenience place, suitable time and date the interview was conducted. Next to that, key informant interview with responsible government sector offices and focus group sessions with the same unemployed college graduate including parents were conducted likewise interviews of unemployed graduates' youth. In the key informant interview session, issues which were raised by unemployed graduate youth adequately triangulated aimed to concretely grasp the data's and enhance trustworthiness of the research questions. In general, from March up to May 31/2019 the data were collected by the principal researcher of the study as per the prepared interview guide to dig out the necessary information and during the time note taking and voice recording were employed and helps in order to properly capture the data accordingly.

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3.6. Data Analysis

In the first step the researcher prepared Microsoft excel sheet to properly recorded gathered information's in the field. Next, the researcher familiarized, reviewed the informant's responses properly and translated gathered notes and voice records from Amharic version in to English version and recorded in the prepared excel sheet as per each guiding interview questions of under each categories of research questions of the study.

During the analysis period, in order to key the privacy of informants, easily manage data, properly interpret and analyses the responses of particularly informants interview session with unemployed graduate youth and respective government sector office reference code were given as per the sequence of their interviewed date. Then, based on the recorded information in the prepared excel sheet the researcher organized and analyzed data of the findings thematically according to the information's which have similar understanding and contents. Thematic analysis is the most common qualitative data analysis method employed in the social, behavioral, and health sciences. The process consists of reading through textual data; identifying themes in the data, coding those themes, and then interpreting the structure and content of the themes (Guest, MacQueen, & Namey, 2012).

3.7. Data Management and Quality Assurance

Qualitative research is trustworthy when it accurately represents the experiences of the study participants. Thus, to ensure trustworthiness of this research the researcher initially made rapport with the study participants and accurately recorded the information of each study participants using voice recording including to the notes. Right after the session of interview and

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discussion sessions were conducted with the study participants the recorded files checked and documented in the computer. During the interview and discussion sessions, the convenience of selected rooms for the discussion sessions were also considered. Consequently, the researcher during the time of data collection and analysis the responses obtained from respondents were appropriately recorded, coded, checked for its completeness and consistency in order to ensure trustworthiness of the information as well as its quality data management.

3.8. Ethical Consideration

In this study ethics and the safety of participants were given due attention. Hence, before asking any questions about the research topic, the researcher asked the consents of each research participants. Apart from this, the researcher briefed participants on appropriate details of the research and value of their participation. The involvement of the study participants in the research was totally voluntary and all of them were informed that they will not expect financial benefit from the study. Greatest care was taken to guarantee anonymity and safety of the participants.

In addition, participants in this study were ensured that their personal identities could not be described at any point. As part of the consent procedure, respondents were informed about the confidentiality of the collected data that should be kept by avoiding personal identifier. Code names used in presenting data to maintain anonymity of the participants of the study. The names of the participants are replaced with codes to ensure confidentiality. Oral and written consent were taken from participants of the study. Informed consent was written in English language and translated in to Amharic by the researcher.

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3.9. Inclusion Criteria

Unemployed college graduate youth who graduated before the time of data collection and stayed six months and above without job were included. The inclusion of the key informants was determined based on their free consent, institutional mandate and relevance of the official position, expertise and familiarity with the subject matter

3.10. Dissemination of the Result

Findings of this paper will be communicated to school of social work through hard copy, soft copy and presentation. Also, it will be given to the responsible local level government authorities in the study area for the intervention purpose. The researcher will make attempts to publish the findings of this paper and access to others outside as well.

Chapter Four

Research Findings

In this unit the research results are narrated in the ways of description in different categories of themes. Mainly a narrative description of background information of research participants, situation of unemployed college graduate youth, root causes of unemployment, opportunities and challenges of graduate youth to access revolving fund and consequences of unemployment in the study area are briefly described in the following ways. In each major theme there are also descriptions of sub themes of the findings.

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The findings were obtained from in-depth interview and focus group discussion with unemployed college graduate youth, parents and key informant interview with responsible government stakeholders working with youth. The main focus of this study was to assess the challenges and opportunities of unemployed college graduate youth who have been living in Woldia town in the study period. So as to maintain the confidentiality and privacy of the research participants anonymous code was given to all participants. Thus, for graduate youth who are job seekers coded as JSI (Job Seekers Interview) with consecutive ordered numbers like JSI 1, JSI 2 ...for the research participants of in-depth interview and SIR 1, SIR 2... coded to referred as key informant interview participants of the research from responsible government sector offices (Sector Interview Response). The name of the study participants ordered as per the sequence of their interview dates.

In addition, FGD -1 and FGD -2 considered for group discussion with youth and parents respectively. In general, in this chapter main findings of the research are summarized in each key theme categories accordingly.

4.1. Background Information of Research Participants

In this study, thirty-five individuals were drawn from respective youth, experts who expertise knowledge in the subject matter and parents were participated. The first nine participants were selected for the in-depth interview and ten graduate youth who are being unemployed and six parents who have unemployed graduate youth were selected for focus group discussion.

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Accordingly, a total of sixteen selected participants were for FGD. In addition, ten key informants from government bodies at zonal, woreda and kebele level such as Miro and SmallEnterprise offices, Women and Children Affair office, Youth and Sport, Social and Labor affair, Cluster of Micro and SmallEnterprises (MSE) were participants of the study.

Looking at the educational background of youths who participated in the in-depthinterview were eight-degree holders government universities and one diploma from the private college. Of the nine in-depth interview participants three were married and sixwereunmarried. Majority of respondents living with their parents and a few of them living with their brothers and husbands. Only one participant was living alone. The table 1 here below indicated that the minimum and maximum unemployment period for graduates in this study is one year and five years respectively.

Furthermore, the educational qualification of FGD 1 participants were diploma and degreed graduated from Poly Technique College and Universities. From the total participants of FGD -1 five of them were female unemployed graduates. The age of youths participated in interview and FGD range from 22 to 28 years old. Regarding the educational background of the key informants, masters, BA/BSc degree and diploma holders from the above-mentioned sectors who are working at North Wollo Zone, Woldia town Administration and kebele level. Totally, in this study thirty-five individuals participated and fifteen of them were female participants.

Table- One: Background Information of Unemployed College Graduate Youth

Name of Participants	Sex	Age	Marital Status	Educational Background	Years of Graduation	University /College	Unemployment Period
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JSI -1	F	25	Unmarried	BA degree in Accounting and Finance	2010	Woldia University	1 year
JSI - 2	M	24	Unmarried	BA degree in Land Management and Administration	2010	Woldia University	1 year
JSI - 3	F	27	Married	BA degree in Accounting	2006	Debremarkos University	5 years
JSI - 4	M	25	Unmarried	BSC in Chemical Engineering	2010	Debretabour University	1 year
JSI - 5	M	25	Unmarried	BSC in Nursing	2010	Addis Ababa University	1 Year
JSI - 6	F	25	Married	BSC in civil Engineering	2009	Jijiga University	2 Year
JSI - 7	F	25	Married	BA in Business Management	2008	Woldia University	3 Year
JSI - 8	M	28	Unmarried	Diploma in Nursing	2009	North East College	2 Year
JSI - 9	M	22	Unmarried	BSC in Food Science	2008	Adama University	3 Year

N.B: JSI= Job Seekers Interview

4.2. Situation of Graduate Youths' Unemployment

The data from research participants witnessed that, the size of unemployed graduate youth in the study area is broad and increasing at alarming rate from time to time. The respondents for this concern mentioned that the associated factors like economic, political,

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socio cultural and personal reasons. Regarding this assertion participants (JSI-1), (JSI-2) and (JSI-3) stated as follows respectively:

There is no job opportunity and the number of unemployment in the town is increasing. As result of high number of graduates being stayed without work and the town administration still not able to address the issue of graduate youth unemployment.

The extent of unemployment is wide and increasing from time to time. Even if I am clever student and graduate with great distinction,I stillam seeking a job. When I said this in a vacancy high number of graduate youths applied and for a vacant position at least hundred job seekers registered.

The number of graduate youths, those who have no job is higher and increasing from time to time. For instance, in one vacancy post, up to 200 candidates those who graduate in different education programs like regular, extension and distance programs registered.

Regarding graduate youth unemployment situation in the study area key informants and FGD participants of the study confirmed that:

Unemployment of graduate youth in particular is a hot issue. Now a day it is alarming and observing contemporary political issue for gov't. Considering its seriousness as gov't sector offices who have close mandates are being carried out efforts and there is due attention primarily to address unemployment of graduates but the response is very limited compared to the

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magnitude of the problem. To overcome the problem, further it needs coordination and collaboration efforts among stakeholders. (SIR- 1).

The extent of graduates' unemployment is recognized by gov't as well as in our sector. In general, the problem of unemployment is wide-ranging. In this aspect, those who graduate in applied departments such as chemistry, physics particularly suffer a lot in accessing employment. Even the government again paid cost to train the psychology and pedagogy courses for those kinds of graduates (SIR-2).

As we experienced, the magnitude of graduates' unemployment in the town administration is extensive. If it is continuing in the same way, the issue would be more serious and challenging for graduates to access employment after their graduation. The unemployment of youths in the town administration becoming burning issue because of limited job opportunity against the huge number of graduates. The poor commitment, management system and less team work of the cabinets have cumulative effect to worse employment accessibility of graduate youth. Even the opportunities created at grass root level are not yet considering the graduate youth field of study (FGD-1).

4.3. Causes of College Graduate Youth Unemployment

Regarding the root causes of graduate youth problem to access employment opportunities respondents of in-depth interview, key sector informants and FGD participants

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reflected that in relation with factors of political, economic, and sociocultural backgrounds. Therefore, the key root causes reflected by participants of the study summarized in the following ways.

Political Factors

The Political System and Recruitment Fraud due to Political Affiliation

The responses of in-depth interview, key informants and FGD participants revealed that as the result of the existing political ruling system graduate's youth affected access to get employment opportunity. Under this major reason study participants mentioned that the recruitment fraud due to affiliation of political membership as one of the top causes aggravating employment status of graduate youth in the study.

A long with this factor, respondents also claimed that the education curriculum gaps in formulating market-based field of the study against to the country's economy also contributing graduate youth faced unemployment problem. In general, interviewees, FGD and key informant participants confirmed that:

In my job searching experiences, once up on a time, I went to Mekele for exam of cadaster works position, however, during the time the exam was given in Tigrigna language. Since I am from Amhara region, I can't speak Tigrigna language and due this case I was forced to terminate the exam. As of this unexpected challenge, I have suffered for unnecessary costs. (JSI- 2).

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The education curriculum gaps in the outlining of viable fields of study that considering the demands of the labor market made graduate youth to be unemployed. In addition, the political systems of the country called the ethnic federalism makes political biasness, communication barriers and deter the right of graduates to move in another region to access employment opportunity. Ethnic and ethnic politics structure is poisoned and aggravate graduate's unemployment status. (SIR- 2).

In the country there are high number of unemployed graduate youth due to political and economic reasons. Now a days there is high unemployment in the country and primarily falls down in the hands of the gov't. Particularly, it has political and economic reasons. Recruitment in civil service is not competencies base. Further to that designing of the educational curriculum not considered the context of the country's economy. There is insufficient feasibility study to avail cost effective field of study and this in turn affects me to access employment after my graduation. (JSI- 9).

It is clearly observed that during the course provision, trainee's wrong training preference in addition quality of the training provision affects youth knowledge and skills of graduates and in turn affect to access employment. In fact, at bottom level students not well acquired basic knowledge and skills of education. This is tied with the educational curricular of the country and finally it brings vicious effect on employment status of college graduate youths. There is huge gap in labor market study against the interest of

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trainees. Generally speaking, provision of skill training courses not considering the market demand and the experiences as well as standards of other countries like Germany. In addition, the current political instability of the country distresses graduates to access employment as it is expected (SIR -9).

In this point, FGD 2 told that:

Graduates field of study not yet considered in the market and this typically associated with gaps in educational policy of the government as well as other factors; lack of large-scale industries in the town, mismatching of graduates' educational background in the existing job creation opportunities, fraud and discrimination against non-party member youths and the recurrent political instability of the town are the main reasons for the high level of unemployment of graduate youth.

Requirement Fraud with Political Affiliation

Concerning this respondent of the research revealed that recruitment corruption due to abuse of power and political networks affects graduate youth to acquire job opportunities. The existing job employment schemes in the study area, most of the time given to those who have political affiliation under the political systems and family networks in the ruling party like cabinet members at all levels. In fact, participants of the study stated that:

For me corruption is the main key reason to be unemployed. To be honest, I believed that the recruitment process is based on performance, effort and

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also, I did not believe the educated persons made recruitment fraud, however, recruitment in government sector at this time is based on applicants' relatives and for those having political relationships. (JSI- 5).

There is recruitment fraud due to political affiliation. In my experience observed that if you are not members of the political party during your study period in the campus there is no employment opportunity, hence, the fact is happened here also. (JSI- 8).

On top of this issue the key informant sector respondents revealed that:

There is recruitment fraud due to political networks. For instance, graduate youth's those who came from higher officials not seen as being unemployed. Hence, it is fact on the ground and negatively influence to creating equal employment opportunities for graduates. (SIR -2).

Moreover, participants of FGD 1 asserted that:

In the case of Woldia town accessing employment opportunity is under the networks of the cabinets. For instance, those who have relatives and higher officials can access employment chance in the public, private sectors as well as in government micro scale enterprise program. In fact, in the context of our town, abuse of political power even exercised for those who lived in other places, because, as the result of their political networks the cabinet member lived in town easily access the employment opportunity for their

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relatives rather than creating fair employment chance for those who are avail front line in the town like us. (FGD-1).

Economic Factors

Mismatching of Educational Qualification with the Market Demand

Concerning the mismatching of graduate's qualification with the market demand the study participants revealed that saturation of some fields of qualification in the market, absence of labor market study with the capacity of the country's economy and demands of the market absorbing the knowledge as well skills of graduates determine to access employment opportunity so far. Hence, participants of the study stated that:

Even if my qualification in Land Management and areas of the field study is good but there is limited employment scheme in the market which is match of with my educational background and as result affected me to be unemployed. (JSI- 2).

On top of this concern FGD 1 participants also emphasized that:

Truly speaking most of the time, the education, we acquired in the class room, for instance, the skills we acquired in Surveying is not properly applied in works of the gov't sector. The job description of the position is under the standard and not fully demanding the knowledge and skill of graduates acquired in the class room accordingly.

In this regard, key informants of the study also reflected that:

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After graduation graduates faced difficulty in accessing employment opportunity. In the context our town there is no new job creation opportunity created both in gov't sector offices including in micro scale enterprise program that absorbing all graduates. In every year, because the graduates' number is increasing where as the market demand cease due to budget constraint. (SIR -1,2,3,4,10).

Moreover, FGD 2 also revealed that:

Graduates are suffering from lack of jobs in their field of study. The increasing number jobless graduate youths coupled with inadequate government responses has created a rampant unemployment situation in Woldia town.

Skills Mismatch of College Graduate Youth with MSE Programs

Currently mismatch of qualification with existing job creation opportunities in MSE is the cause affecting graduate youths to access employment. Under this determinant factor of unemployment participants of the study mentioned that job creation opportunities in the micro and small enterprises offices not yet considered the skills of university graduate youth. In general, the types of business areas supposed to accommodate unemployed college graduate youth not fit with the skills and fields of graduate youth.

The other concern mentioned by participants of the study unequal job opportunity in the MSE program due to corruption and the negative attitudes of graduate youth to

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participate in MSE activities made youth's unemployed after their graduation. Thus, overall in this aspect respondents of the study confirmed that;

Firstly, most of job creation opportunities in micro and small-scale enterprise give due attention for graduates of natural science graduates specially to Engineering department. Even though, graduate engineers engaged to work a coble stone but how it could be fit with the level of graduates, as to me no need of attending such courses in university because our mothers can do this type of business with minimal investment. Also, there is lack of good governance to engage in micro scale enterprises programs. Sometimes such institutions are ideal and run for their political consumption. (JSI- 3).

During my study period in the campus, I was unskillful in the practical works of the subject matter. Off course with the help of the Almighty God graduate from the university. However, as result of that my skill gap, now Ia lot frustrated to be employed confidently and affects me my habits of job search experience. (JSI- 6).

In this regard, key government sector informants of the study also reflected that:

Academic performance of graduates especially their skill gaps affected them to access employment both in public and private job opportunities. Most of the time graduates acquired the theoretical knowledge and after graduation they have faced skill gaps to applied their theoretical knowledge in to

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practical knowledge like in the micro scale enterprise activities and private factories. Off course, experiences of our university focus on theory and this in turn makes graduates only conceptualized only theory in nonappearance of the practical skill and the informant phrases the case in Amharic "**ማጥራሪያ**". (SIR -2).

In the micro scale enterprise's programs, most of the time the type of feasible job opportunities identified required skill focused educational qualifications, trainings and experiences in relation there is mismatching of qualification of graduates and these onwards affected graduates to participate in micro scale enterprise job opportunities as well as it also affects the success of youth in their business areas such as baking of bread even after acquired the opportunity. (SIR 1, SIR 6, SIR,10).

In this aspect key informants also confirmed that:

Graduates' attitude to the micro scale enterprises program as one of factors to access employment opportunity because majority of graduate youth expectation is to be hired in government sector offices. For instance, when we advise them to engage in micro scale enterprise, they responded that "*we are not learnt*" to be goods shop men or to crack stone. (SIR 1, 5, 8).

There is no as such sufficient opportunity to work in group under micro and small enterprise for social sciences graduates like natural sciences graduates. Most of the time the job creation opportunities in micro scale enterprise not

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fit with graduates' field of study. And the attention of the government primarily focuses only the Engineering graduates. (JSI-1).

Further, in this point focus group 1 discussants replicated that:

The nature of business types in micro scale enterprise almost the same and saturated. Thus, it also has its own implication youths to start business against their field of study. In line with discussants mentioned that corruption in the case of the town is most prevalent and negatively affects graduates to access employment opportunity in micro scale enterprise program. For instance, to form working group and engage in micro scale enterprise activities sometimes from the guard up to the boss took the chance including their family members. After that those groups who accessed the opportunity, they went to in another works of the gov't office and finally the business run by one of the members of the family/relatives.

Availability of Industries

In this regard participants of study reported that even if there are different potentialities in the study area there is huge limitation to initiate as well as expand factories to enhance the industry sectors and in turn to create job opportunities. The FGD participants also reported that even if the existing factories saturated in the same types of business are

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and this creates difficulty to offer job employment for youths whose graduate in diverse field of study. As a result, interviewee, FGD 1 and key informant participants summarized as follows.

There is lack of establishment of potential factories in the town and contributing for youths to be unemployed. Thereby it is impossible to fascinate the high number of unemployed college graduates in existing job opportunities. (JSI-1,8).

Lack of expansion of industries in the town as well as the recurrent political instability, tauten and less interventions aggravating the unemployment status of graduate youth. (JSI -4).

In the above factors of unemployment key informants from sector offices also confirmed that;

The unequal distribution of resources especially in expansion of industries contributing graduate youths not to access employment and as result in the town there is no potential factories which are creating job creation opportunity for graduate youth. Even if the existing such as the flour factories working in the area mostly hired non-graduates assuming low wage rate and maximizing on their profitability. (SIR -2).

In relation with lack of likely industries, most of the time our poly technique college graduate went to Kombolcha town for job, however, in case of low wage rate of the factories our graduates unable to pay the living cost and then

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became demotivated. Finally, they exposed to unemployed. In fact, if they were accessed employment in nearby by of their family in our town, they may not face expensive life and resigned their job, instead may support the society in their skills. (SIR- 9).

Lack of Financial Support

On top of this reason informants of this study revealed that budget constraint from the sides of the government, lack of financial support including accessibility revolving loan fund and their own means of self-economy challenging to access employment opportunity in government sector offices as well as start their own business respectively.

Lack of financial support is one of the causes that affects my life. Since I am from economically poor family, I am not able to start my own business and I still dependent on my parents' source of income. (JSI- 2, 4,5).

In addition, respondents of key informant interview recognized that lack of financial support even through loan modality is one of the factors affecting graduate youth employment status. Thus, key informants of SIR 4, 5, 6,7 and 10 revealed that like;

In the procedures of the loan system there is long process to be fulfilled by the borrowers and its limited amount of loan provision challenging youth to start their own business.

Working Place and other Infrastructures

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In this conclusion some of respondents of the study witnessed that working place to initiate different income generating activities including availability, accessibility of road, electricity and water are the other contributing factors youth not to engage in their own self-business as well as accessed job opportunities under MSE program. The study participants summarized that:

Due to lack of good governance in kebele micro scale enterprises, I did not get working places to start my own business, however, they only registered me every year as unemployed graduate youth. They heard and solve the problems of other unemployed youth whose shoat, insist and exercise their force power on them. (JSI- 3).

In this aspect key informants also confirmed that:

Working place, lack of infrastructures like road, electricity and water deters youth to carry out their business as expected. These situations demotivated youth not to easily run their income generating activities and maximize the profits of the business, instead they encounter loss. (SIR 1,3, 4,7,9).

Socio-Cultural and Personal Factors

Working Culture and Job Preference

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Regarding this causes of unemployment few of in-depth interview respondents including youths participated in FGD this study told that attitudes towards work and preference of job as such not influence them to access employment. However, some of respondents of in-depth interview stated that their attitudes to work and preference of job affect to acquire job employment. In contrast, the findings of the key informants and parents participated in FGD asserted that graduate youth attitudes to work and their job preference contributing factor not to be employed.

My work preference also affects me to access employment. For instance, I do not have interest to work in Hotel and Cafe as waiters. Even I got a chance to work in Lal Hotel as purchaser but due to my job preference I missed the employment opportunity. In addition, my preferences of working in public sector is one of the causes to be unemployed since my vision in my childhood to work in gov't office and contribute to the country in my areas of profession. (JSI-1).

My personal attitudes to job preference, for instance, if I will not engage in petty trades like tea house preparation, because in our localities this type of work is for female not men, in this case and my thought is also not to occupy in such types of business areas rather I prefer looking jobs related with my profession. (JSI- 4).

Concerning this issue majority of key informants of this study stated that;

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Attitudes and work preference, their bad experiences of campus life like chewing khat makes youth not inspired for work. After their graduation youth's need safety and then prefer better working places rather went to remotest area. There is no spirit of “**Yes, I can Do**” from youths. (SIR -2).

Youth's work preference, attitude and in general their working culture of youth affects to access employment because most of the time they do not have willingness to work in group as well as to initiate their own selfbusiness. (SIR- 4).

After their graduation graduate youths wait for only government employment in their field of study rather looking employment schemes in micro scale enterprise to engage them in different income generating activities. They see them participating in micro and small types of business-like coble stone is shameful and downgrade their educational status. (FGD-2).

Graduate Youth Experiences of Job Searching

In this case respondents of the study mentioned that their job search experiences including their personal commitment is one of the causes to be unemployed. Few respondents also reflected that due to financial constraint they were unable to search jobs outside the study area. In line with the majority of respondents used for notice board and their friends as source of information to admittance job advertisements. A few of them

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explore vacancies through browsing internet including social media. For instance, respondents of JSI- 1,2,3,4,6,8 and FGD-1 participants told that:

One of my experience in searching vacancies is looking notice board in the wall of different sector offices compound. Especially, Monday and Wednesday, I have experience of checking latest jobs that advertised in the notice board, because as a trend most of the time government jobs advertised on these dates. (JSI- 1).

My source of information in relation with job search is depend on contacts of my friends. However, due to loosen of my contacts with my friends, now, I am looking jobs here only in Woldia town. (JSI- 2).

Those persons in my social contacts and who have information regarding advertised vacancies are most of my primary source of information to job searching. Sometimes, I looked job advertisements on notice board but most of the time aired jobs discarded by someone else and this makes difficult to properly apply on time. Now since utmost of my time spent in the home, I don't have vacancy information through my social contacts and internet. As a result, my job searching experiences also affected me to access chances of employment. (JSI-3).

Due to financial constraint, I am not able to search jobs in another places. Also, I am not looking vacancies in social medias as I observed that fake jobs

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advertised in social media frequently. Hence, notice board and my friends are my reliable means of job information. (JSI- 4).

I have not experience job search via internet except gather the information from my friends. I spent the time at home, as result losses my social contacts, I am discriminated from the information and makes difficulty to acquire job opportunity. (JSI- 6).

Here in the town notice board is the means to search job information but since there is recruitment fraud the post is hired a head of time for those who have relatives. Financial constraint even to copy and print credential documents to apply for posts is one of the challenges and makes additional burden to family economy. (JSI-8).

Also, participants of FGD 1 conclude that:

In order to search job advertisements, we used for social media and notice board. Off course the jobs advertise in the notice board not avail in friendly manner and we spent our time walking on foot to look the jobs advertised in different corners of the town. Surprisingly there is no availability of magazine, journals at least to get information of jobs in in one spot.

Recruitment Procedure and Fraud

Regarding this concern all most all respondents mentioned that the recruitment process and procedure applied in the government civil service is one of the factors affecting

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them to access employment. Under this perspective participant of the study mentioned that the screening and exam approach of the sector not considered the competencies, basic knowledge and skills of graduate youth.

In addition, participants of the study added that nepotism in recruitment process is the great concern and demotivated them to compete with full hope and courageous. In line with this challenge some of respondents of the study told that fulfilling minimum work experience requirement is one of the factors affecting graduate not to access employment. In general, participants of the study described that:

Most of the time, I am not lucky to get a chance to compete in avail jobs that advertised in public offices, because, the recruitment procedure in civil service isthrough lottery method. The process of recruitment makes me to be hopeless to look another job employment opportunity, cause, in order get exam in the recruitment process to selection process is only lotter method rather incorporating other competencies like grades of graduates to be selected candidates. Hence, as of my poor luckiness plus and the high number candidates makes me to be became hopeless to get employment. (JSI- 1).

Recruitment process in government sector not considered competencies and qualifications of graduate's field of study. Even if there is improvement to down recruitment fraud in public sector, however, if you have relatives, friends in that sector, you will get a chance to path the exam and employment

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opportunity. Also, in private sector there is recruitment fraud, nepotism through relatives. Even if you get the chance employment opportunity in private sector accidentally you may simply fire from your job if you are not supportive for them doing unethical tasks like fraud. In general, at this time if don't have relatives, you will not get employment opportunities in every aspect as you expect. (JSI- 3).

In this regard shortage of employment schemes in gov't sector office and most of the time the employment requires working experiences as well as the existing vacant positions in the government sector might be offered to internal senior staff of the sector offices through internal promotion and transfer. In this case, it is difficult to get jobs required zero years of working experiences and in this aspect how fresh graduate like me obtained entry point. (JSI-8).

Since there is recruitment fraud most of the time the advertised post is early cooked for those who have ties in kinship or friendship and hired a head of time. Overall, there is no transparency hiring procedure. If you do not have good social networks, it is knotty to access employment as per your performance. (JSI-2,8)

In this regard, key informants as well as FGD 1 responded that:

Without having relative's recruitment in gov't sector is unthinkable. Now the situation makes us hopeless and to involve in unnecessary actions like conflict. In the private sector the recruitment fraud is the same with public.

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How it could be in place a transparent and fair recruitment process in private unless we did not get in public sectors, because as the name indicates private is for private relatives. (FGD -1).

4.4. Existing Job Opportunities and Support for College Graduate Youth

Creating Enabling Working Environment in MSE Program

In terms of this aspect almost all study participants revealed that in the town administration there is no sufficient job opportunities except a few hopes in Micro and Small Enterprise program like provision of working place and loan accessibility. Even though, some of the research participants noted that to access the existing opportunities in the MSE it is difficulty to path the bureaucracy and corruption. In addition, few of them confirmed that for those graduates in Engineering field of study there is an opportunity like offering of construction works with free bid competition after they formed business partnership. For instance, JSI-1, 2 and FGD 1 participants reflected that as follows.

In my experiences as unemployed graduate youth, I didn't receive any support from the gov't such as financial support including loan accessibility. As my experiences there is no satisfactory support to address the issue of graduate youth unemployment because at this movement the provision of the financial support not consider the moral of graduate youth and market feasibility. (JSI-3).

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In my observation there is no support and opportunity from the gov't to solve the problem rather than they are talking for the political consumption under the Micro and Small Enterprise (MSE) programs. Even when you ask the kebele MSE they are not giving you clear feedback rather they also stressed on the issue and pushed to the case as it is happened by because of Zone, Region and Federal performance problem. In town administration, the role of private sectors engagement to create job opportunity is also very limited and now due to insecure situation of the country investors reserved to invest and create job opportunities. (JSI- 4).

In gov't there is support for graduate engineersto work in group and engage them on different business opportunities like construction works. The gov't gave free bids for engineers and engaged them in different income generating activitieslike in the areas of agriculture and manufacturing products. Even though, the support is given for them is insignificant compared to the number of unemployed graduates. (JSI- 6).

In my looking there is no opportunity. Off course, theoretically there is an opportunity to work in group underMSE but the program support is not addressing the interest of individual working alone, for example, even there is no option even to access shades without forming a group in MSE. Even if it has limitation,Woldia University is one of the opportunities to access employment. (JSI-7).

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There is inadequate opportunity for graduate youth to access employment chance. The stadium was one of the opportunities for youth but still it is not passably addressing the unemployment problem of youth and function in its full capacity. It is owned by a private owner/investor, instead, access to unemployed youth to have job opportunity as well as youth acquired entertainment services in nearby. The role of private sectors is also minimal and if there a chance they hired those who had working experiences in another place. (JSI- 8).

Whereas key informants of this study mentioned that:

In the case of Amhara Regional State there is supportive environment like enacted construction guideline under proclamation number 27/2017 to benefit youth who graduate in Engineering field of study. As a result, based the proclamation, 27/2017 ground plus construction which was earlier constructed by gov't and gov't's development agency given to graduates without bid competition, off course, it is not satisfactory even to create employment for graduates of engineering. In fact, to equally treat graduates there is limitation of support from the gov't other graduate youth like social graduates even to work in group and create job opportunities in Micro and Small Enterprise office. The other opportunity to graduates is recruitment in public and private sectors, however, at this time due to budget deficit the recruitment opportunity in government sector offices almost nil and not hiring graduates. Even if it has limitation provision of revolving loan,

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existing of policies, strategies and guidelines in Micro and Small Enterprises are other opportunities for graduates. (SIR -1).

Off course in case of budget constraint, in the gov't sector, after graduation there is no job opportunity that absorbing all graduates. The only opportunity is in MSE sector to engage graduate youth in different income generating activities after forming business partnership. In another way the role of private sector to access employment for graduates is at infant stage, even though, the recruitment process is also base in familial networks and due fear of wage most of factories hired non-qualified personnel. I have conducted rapid assessment in five selected factories engaged on manufacturing areas of investment found in Woldia town to see the participation of female as well as graduate's involvement inthe factories, however, almost all hired non-qualified personals. In fact, in two of factories there are graduates youth whose count in figure. There is also gender role disparity in hiring and wage rate. (SIR -2).

Most of our mandate is to provide awareness raising for youths and to enable them to look and create job opportunities through forming working team. After one-year political disputes in the town there is no opportunity for youth to access employmentin public sector includingin Micro and Small Enterprises. The intention of the gov't is to create enabling environment for youths to create their own business after their graduation through accessing loan, however, in this year there is no also loan opportunity. (SIR -3).

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After graduation there is also support of skill trainings and in the town, there are existing potentialities like urban agriculture, recently expansion of medium level industries and provision of revolving loan fund is one means of the opportunity even if there is limitation in its provision like delay of repayment of transferred loan. (SIR- 6).

In Woldia town the due attention given to youth unemployment by the local government is not satisfactory compared to the large number of unemployed graduate youths added every year. Resources like credit access, MSE recruitment and land plots for market and production should be free from fraud corruption. (FGD-2)

Working Place and Training

In this finding a few respondents reported that provision of working place and capacity building training as one of the opportunities in the study area delivered to graduate youth.

Recently, in the town administration there is provision of working places including shades and it is a good step to partially support youths to engage in their own business. (JSI- 1,3).

Whereas in this aspect, key informants reported that:

There is no new support and opportunity for graduate youths. Off course, as usual there is a provision of short-term skill trainings and awareness raising

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to change the minds of youth and then enable them to engage on self and group business. (SIR-5).

Support like working places, advise and counseling and entrepreneurship training including business development schemes are the opportunities being provided to youth aiming to engage on feasible income generating activities after forming working team. The government also outsourced sector-based refreshment corners like cafeteria which is serve for government employee to create business opportunity for youth. (SIR- 7).

Regarding this our sector made efforts to link youth with private sectors to access employment, awareness creation and training together with TVET college, identify and link youths with existing of NGO projects to create employment after acquired skill trainings. (SIR- 10).

Credit Accessibility

Another opportunity and support reflected by a few of the study participants was provision of financial support through loan system. The respondents explained that:

Provision of financial support through loan system is one of the opportunities for graduates but it is limited in its amount as well as reaching the number of borrowers in satisfactory ways. (GS-1,3).

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In order to engage graduate youths in different job opportunities like provision of financial support through credit at Amhara Credit and Saving Institution is another opportunity. (SIR-5,9).

Family's Economy

In this aspect for majority of respondents their means of income sources depend on their family's economical background and it is an opportunity leading their lives and fulfil at least their basic needs. Few of respondents means of income to lead their life is from their relatives and husbands. For instance, as evidence the in-depth interview respondents mentioned as follow:

In order to lead my day to lives my source of income is depending on my family economy and the opportunity until secured my own job. Off course, it is heavybeing always looking the hands of my family after graduation. (JSI - 1,4,8,9).

During market day my relatives coming from my home village sometimes support me a little money unless I am leading myself through engaging on temporary works. (JSI- 2).

My parents are the main source of income to lead my life, however, recently I have got marriage and my source of income is depend on salary of my husband. (JSI- 6).

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4.5. Challenges of Graduate Youth to Access Revolving Loan Fund

Regarding the challenges of graduate youth to access revolving loan fund participants of the study confirmed that lack of information and transparent working system, misuse of the fund, delay of its repayment from prior lenders, delay of the initial capital due to the nature of bureaucratic working system in the implementing sector offices, requirements of selection criteria' sand corruption in its implementation were the major challenges. In addition, respondents of the study stated that the its interest rate and limited amount of provision against to the market situation challenges graduate youth to access the revolving loan fund.

Lack of Information and Transparency

In this challenge a few respondents of the study mentioned that in the process of revolving loan provision there is lack of transparent working system and clear information in its implementation process. For instance, JSI- 4,5.6 and SIR-5 revealed that;

I heard the information from media but not seen its practical implementation in the kebele level. There is no clear means of information and transparency regarding youth revolving loan fund administration. I heard only the name of support called youth loan fund. (JSI- 4).

There is gap in dissemination of information regarding the provision of loan fund and this makes youths not able to benefit from the program in transparent ways. We only disseminate the information during the meeting dates. (SIR-5).

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Delay of Initial Disbursement, Repayment and Misutilization of the Revolving Fund

On top of this challenge majority of respondents of the in-depth interview and youths participated in FGD explained that in the administration of revolving loan fund there is corruption to access the loan opportunity and in relation with observed that misuse of the fund rather to use the revolving fund as per its intended purpose. In addition, key informants of the study noted that delay of loan disbursement from the source origin as well as delay of lenderstorepaid the loan makes great difficult to collect the money from the beneficiaries of the loan and to transfer the cash for next round beneficiaries of the fund. In this regard respondents of the study reflected that:

The challenge is the loan which was transferred for borrowers not yet recollected timely and disbursed to another youth on time. There is also gap in addressing close monitoring on the feasibility and effectiveness of the business types which is run by beneficiaries of the loan fund. (JSI-4).

After long process fulfillment of the requirement there is delay of disbursement of the loan and it great challenge to start the business tasks as it expected. The other bad experience is the loan service is not used for the intended purpose because there isscreeningproblemand as result youths not the beneficiary of the program. (JSI- 9).

The opportunity is given for selected persons or the family members of working in the respective sector. The provision of the revolving loan fund is family centered. For example, if you have families and relatives working

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there he/she give you the detail information regarding the loan steps and then you are expected to call up on again your family members like your sons of ant, ankle. Then, the business run by only by a few members of the family because the rest will engage in their own business like in the government sector offices. In short, the support of the fund enclosed by a family member rather the program could engross many of unemployed youth in the town.

(FGD-1)

Requirements of the Selection Criteria's

Concerning this challenge majority of respondents of in-depth interview and youths participated in FGD conveyed that fulfilling the requirements of the selection criteria's like collateral of house plan, saving amount as cash deposit, employed person from the gov't sector offices are the bottlenecks of graduate youth to access the loan and engage in their own business.

The main challenge in the provision of loan is the selection criteria not considered the context of graduate youth. For instance, it is expected to fulfill trade license and house plan or guarantee person from gov't sector office. Generally, it is not applicable against to the lived situation of graduates. (JSI-7).

I have been participated to access the revolving loan fund, however, due to the collateral problem in general the complexity of the selection procedures as well as its restriction to engage on different business types as per the

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market situation, high interest rate and lack of working places I did not access the revolving loan fund. (JSI- 8).

The key informants said that:

To access the revolving loan fund there are more than fifteen criteria's such as collateral, business plan and guarantee person that must be fulfilled by parents and youth themselves. But in relation with youth's patience to fulfill requirements of the selection criteria's such as lack of collateral even their families denied for, initial saving amount (10 %) and in addition to youths' low awareness level to loan fund provision makes challenge in loan fund provision. There is also misuse of resources and this in turn makes family crisis due to their collateral to access the loan. (SIR-5).

Off course, there is opportunity of revolving loan fund for graduate youth assuming to reduce unemployment. However, the requirement of its selection criteria is not recognizing the situation of the graduates. For instance, one of the criteria presenting the house plan of the graduates, how it could be applicable for those who are coming from poor family or couldn't has house and, if we are able to do this, why for we are prefer the revolving loan fund, we may simply go to private banks to access the loan. So, its provision procedure is completely following injustice. (FGD-1).

Limited Loan Amount and High Interest Rate

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Regarding these challenges majority of study participants replicated that limitedness of the loan amount against the context business plan based in market situation and its high interest rate discouraged youths to access the revolving fund. For instance, JSI - 7, SIR -5 and FGD 1 participants said that:

In fact, the support of the loan is good, however, the provision of loan amount is contradicting with the volume of the business type and plan. (JSI-7).

The aim of the support is to reduce unemployment of youth through accessing loan and recycle of the fund to new beneficiaries after repaid of the loan from borrowers on time. There is a program called revolving loan fund for youth and much amount of money has been distributed in previous years mostly in 2017/18 but in relation to the level of unemployment it doesn't bring significant change due its approaches of implementation. Because, some of them burn the budget in improper ways and went to somewhere like Arab countries with the cash. Thereby, this makes difficult to delay of the fund and refund the loan to youth on time. In this year, in particularly way it is impossible to collect the disbursed money as result of instability of the political system and deter to access loan to youth (SIR-5).

In this case previously the gov't provided revolving loan fund for graduates having temporary educational transcript of graduates. As result, number of graduates were purchased Bajaji and the like. After that the provision of the

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loan fund approach changed and its amount decreased. The another challenging to access revolving loan is the interest rate that is 17-18 % and it is very difficult for fresh graduate youth who accessed the loan since they don't have sufficient capital and experiences in managing business. (FGD-1).

4.6. Challenges and Consequences of Unemployment for Graduate Youth

Political Disputes and Instability

As one of the consequences of unemployment respondents of this study revealed that political disputes, violence and following its instability are one of the challenges faced due to unemployment status of youth in the study area. In this point, participants of the study acknowledged that:

The challenge is worse for those who came from rural areas after their graduation for searching job like me. The situation leads us to involve in the political disputes and violence. In relation with recruitment fraud, I made conflict with the sector head and I broke widows of the sector and finally went to jail. (JSI- 4).

In the recent days urban disputes including in our town, theft and violence are the results of unemployment and makes economic burden for our families and country. (JSI-5, 9).

In this view point key informants responded that:

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Due to lack of adequate job creation by gov't youths were actively involved in political disputes and that made long lasting instability in the town administration. Youths became hopeless and as result they engaged in different addictions like chewing khat and utilization of alcohol. Graduate youth lead the awful life and as we see now unemployment in general brings political disputes, violence and instability in the town. (SIR -3).

Psychological Problem

In relation with this problem respondents of the study told that as result of being unemployed graduate youth faced psychological problem such as moral molestation, emotional abuse, hopeless, self-blaming and discrimination, stress and anxiety as the major challenge. Hence, respondents stated that;

In my opinion unemployment in the town makes youth to involve in political disputes, hopeless, engaged on smoking cigarette, alcohol, females to involve in commercial sex work, migrate illegally and faced different challenges even death but, in myself, I faced psychological problem like moral molestation, stress, anxiety. The effect makes me to advise my youngers not to waste their time for education rather urge them to engage in business areas. I regret my past life experiences. When I was grade ten, I was proposed to go to Arab countries and now I rehearse that time was good for me rather than spent my life in education for 15 years. (JSI- 1).

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Due to my unemployment status, I stressed, anxious, stigmatized myself, and in general faced psychological problem. I felt bad, stressed when I remember unable to support my mom as once graduate youth and to pay back her endless contribution for my life. My mother always also stressed and worried regarding my status of unemployment. (JSI -2).

My families insisted me in relation with status of unemployment and their abused words break my heart and in general harm me psychologically. I became hopeless and developed negative outlook towards the value of education. Due to your unemployment status, you don't have respect even to get identity card. Really, it is great moral loss and I became mentally sick. At this moment even if I get offer in government office, I will not be satisfied with my job because my moral hearty torched with the problem. (JSI-3).

In relation with my status of unemployment faced moral loss, discriminated from friends and society even from families, at this time, I regret why I am educated and developed self-blaming. The community outlooks also affecting my family's moral wellbeing. If you are unemployed, no one is approaching you so far. (JSI- 8).

As consequences of unemployment FGD 1 participants also asserted that:

Unemployed graduate youth faced moral molestation, hopelessness and in turn to vulnerable to use different addictions like chewing khat. Due their moral deterioration graduate youth also migrate to other places illegally and

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army forces. In this case there was a youth in our village who has been graduate with electrical engineering, he tried much to access job but he stayed for long years without job then involved in chewing khat and he faced great psychological problem. He was crying a lot by remembered the recruitment fraud while he was faced. After that he got the chance and went to military forces for training.

Furthermore, on top of this consequence FGD 2 told that:

Joblessness of graduate youths has created deep psychological and depression and some of them are becoming addicted in different substance abuse and guilty acts.

Stigma and Discrimination

In addition to psychological problem a few participants of the study faced stigma and discrimination from the society as well as developed self-discrimination. Thus, respondents told that:

Always my friends and neighbors asking me regarding my unemployment status as result of this even I am not back to my families for holy day rather hide myself not to contact them for greetings during walk time in the street in nearby. Also makes me to discriminate myself from my friends, relatives and

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neighbors. If don't have job, no one is approaching and gives you respect in the community.(JSI- 2,3,8).

Economical Problem

In this concern majority of respondents of the study mentioned that as they faced economical problem. In this challenge of unemployment respondents witnessed that due to their unemployment makes burden for their family's economic crisis.

In addition, participants of the study in FGD 1(females) confirmed that due to the economic shocks in relation to their status of unemployment females engaging in commercial sex work. Concerning this economical consequence of unemployment participants of this study stated that like the following ways.

My father died when I was kid and as result, I attended my education with help of my mother under economic burden, now also lead my life with great economical problem. For me it is heavy to eat and fulfil other basic needs like cloth, shelter. (JSI- 2).

After graduation it is difficulty to live because it is changing to fulfil at least basic needs; like for clothing, food, family economic crisis and now a days me and other graduate youth becoming baby pair " የልጅተገባሪ“rather helping our oldparents. (JSI- 8).

Furthermore, respondents of the key informant confirmed that;

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Graduates unemployment bringing loss of the country's economy because after the graduation we provide retooling training to fulfil the skill gaps of the graduate youth coming from different universities. In another way, in the context of our Technical, Vocational Education and Training college, since the college mandate is creating qualified human resources and link to access employment, however, graduates from also our college are unemployed and it has effects to backfire the college and exposed to expense cost for promotion to maintain the images of the college. (SIR -9).

Our youths are ashamed of being unwaged and the community even considered them as youth pensioner and economically dependent to their families. (FGD-2)

In addition, in line with this concern respondents of the study reflected that after graduation ceremony graduates long waiting in searching employment opportunities and in turn this effect built negative image for their youngsters' educational performance and in general the society in acquiring benefit of education. In this aspect participants of the study reflected the experiences that observed in the study area.

Due to absence of job employment opportunities or job creation in the town youths prefer to migrate desert areasto job search in abroad and in relation with our citizens died including the graduate once. This makes difficulty for education even for country's image. (JSI -1).

On top of this consequence key informants responded that:

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The consequence of unemployment is wide and as result youths became hopeless in their educational qualification, affecting attitudes of others youth for education and divert their values to migrate to illegally and /or legally.

(SIR- 6).

This situation has a harmful impact of the educational attitude of parents and children which leads to hopelessness and increasing illegal migration of the young generation. (FGD-2).

Increasing Trends of Illegal Migration

In this aspect all participants of the study mentioned that in relation to dissatisfied with the job creation opportunities and cumulative effects of unemployment in the study area graduate youths migrate to Arab countries in illegal ways. Thus, study participants revealed as follows as per the experiences and trends of illegal migration in the study area.

I knew my friend graduate with statistics went to abroad illegally and after a year he backed to his homeland. During the time he convinced other our friends to go together abroad in illegally ways, however, among them one of our friends died while crossing the deserts. At that time, I was also planned to be one of the migrants with my peers. (JSI- 2).

My friends migrate to Arab countries in crossing ocean as result of limited job creation opportunities in the town and I always also made bargaining with my mind to migrate like my friends. Now, my friends also called and

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advise me to do what they did but due to my great fear of leaving my home country, I still bargaining to go Arab countries. (JSI- 3).

There is no choice for youths not to migrate to Arab countries since there is no employment opportunity. No one is wants to go abroad but when things are sour youths longing to go abroad. I was also plan to go abroad but I can't pay 40, 000 up 80,00 birr and couldn't get a contact person to receive me on my arrival at destination area. (JSI-5).

Respondents of the key informants as well as FGD 1 participants told that;

As a result of their status of unemployment youths migrating to aboard in illegal ways. In fact, in our context, not only unemployed youths migrate to abroad even those who have better economic background and jobs migrate too. (SIR- 10).

The FGD 1 participants also concluded that:

There is no option rather than going to somewhere to searcha job. As we seen and experienced the opportunity in all matters is arranged for those who have members of the family, relatives and affiliation in the lines of the political system. Now, even working in another regional states of the country is challenging so that crossing red sea in illegal way is best solution for youth.

Society's Attitude to Unemployed College Graduate Youth

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Concerning societies attitude towards unemployed graduate youth the interviewees as well as FGD participants with youth reported that the community has different outlooks which influence graduates' moral value most the time negatively. It is also challenging of graduate youth in their day to day lives. In this regard, respondents of this study JSI-1, JSI- 2 and FGD -1 revealed that:

In the society the issue of unemployment makes stressed on their graduate youth. The community becoming hopeless in their children's educational status. Even unemployment of graduate youth makes their youngsters not to follow them as role model. As a result of this the community is shifting their children to attend skill trainings like driving, construction related skills, in small scale manufacturing sectors like wood and metal works due to lack of job opportunity for graduate youth. (JSI- 1).

At this movement the community, including my family, is looking invest on education as a loss. My relatives and neighbors always ask me, my status of employment, as result of this, I am not willing to go back to my home village even in holy days. Because the community reflected that if learning is like as your effort ... it would be better not educated.(JSI- 2).

In this aspect FGD-1 also revealed that:

Now a days the community not have trust on their college graduate youth regarding to acquire employment opportunities. Due to this frustration, the community advise their children to look another skill related field like

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driving. As result of this in the society unemployed college graduate youth labeled by the society as they have poor academic performance and also associated with absence of good governance, poor preference of field of study by graduate youth and the chance of employment might be through relatives. Mainly in relation with unemployment status of graduate youth the society gave neck names like bum around, idler, bodgie, shiftless and now those issues became as “**blessing**” which is given for unemployed youth. The society considered learning is ruin and also to evaluate the cost effectiveness of learning occasionally they said that “it was better planting ten legs of eucalyptus rather investing to educated like you”. In Amharic, “አንተን ከማስተምር፡ አስር እግር ባህር ዛፍ ብተከልይ ሻልከር”.

Unavailability of Youth Centers

On top of this participants of the research noted that in the town administration there is no availability of youth centers offering different services for the positive development of youth and challenging issue at least to spending their time as coping mechanisms.

As a result, majority of respondents of in-depth interview and FGD 1 described that unemployed graduate youth spent their time in chewing khat and few of them are assisting domestic works of their families and looking vacancies. Few of them participated in providing volunteer services in the government and NGO offices, looking films, visiting holy places and reading books. Utmost female married graduate youth primarily engage in providing caring their kids including the domestic tasks. The respondents stated that:

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I spent my time in providing volunteer service in NGOs named SoS to promote children's education performance and offering care support. As my observation there is no youth center in the town and as result of this youth's spent their time in consumption of chewing Kchat, smoking cigarette, alcohol consumption and in this regard in the town administration there is no intervention which addresses the concern. (JSI- 1)

Since I have married, I spent my time in doing domestic works and providing care for my child. As my experienced during my schooling in Debremarkos there are different youth centers which provide social services for youth, but in the context of this town there is no availability of youth centers. Instead of this houses of chewing khat and beverages are expanding which also negatively affects the life 's of youth. (JSI- 3).

I spent my time by looking films, discuss with friends in café as well as some times participate in volunteer work under government office. No opportunity! Even also there is no adequate public library. (JSI- 9).

In this regard, FGD 1 participants also asserted that:

In our town administration, there is no availability of friendly youth centers which enhance the inclusive development of youth as well as to cope up their stressful situation rather as result of this youths exposed to further craziness and spent their time with in chewing khat.

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4.7. Summary of Research Findings

The findings of the research are summarized as follows against in its research questions.

Table 2: Summary Table of Major Research Findings

Research Questions	Major Findings
What is the unemployment situation of college graduate youth in the study area?	The findings of the study indicated that due to the high number of college graduates, limited job creation job opportunities in the study area the unemployment situation of college graduate youth is a serious political, socioeconomic issue and alarmingly increasing time to time.
What are the challenges, root causes and factors that are affecting college graduate youth for employment in the study area?	The results of this study revealed that college graduate youths unemployed due to various sociocultural and personal factors. Recruitment fraud due to political affiliation, political corruption, educational curriculum gaps in considering labor market of the country are factors affecting college graduate youth to access employment. Under the economic factors mismatch of education with the labor market, skill gaps to participate in MSE program, lack of industries, weak infrastructure like electricity, credit accessibility are the factors affecting college graduate youth to access employment after their graduation or engage in different job creation opportunities. Personal factors such as working culture, attitude, job preference and their job satisfaction also affected college graduate to access employment. Mainly the recruitment fraud/corruption, lack of good governance, the recurrent political instability and limited job opportunities in the labor market are more affects college graduate youth to access employment.
What are the opportunities for college graduate youth to access employment?	Almost all study participants revealed that in the town administration there is no significant job opportunities except a few hopes in micro and small enterprises program like provision of MSE program.

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<p>employment including access to revolving loan fund in the study area?</p>	<p>capacity building trainings and loan accessibility. Even though, some of the researchers confirmed that to access the existing opportunities in the MSE's it is difficult to path through corruption. In addition, few of them confirmed that for those who graduate in Engineering there is an opportunity like offering construction works with free bid competition and business partnership. Even if there are medium level factories like flour factories but opportunities in private sectors also very limited for college graduate youth.</p>
<p>What are the challenges of unemployed college graduate youth to access revolving loan fund in the study area?</p>	<p>Participants of the study confirmed that lack of information and transparency in its process, delay of the fund, delay of its repayment from prior lenders, delay of the initial capital due to bureaucratic working system in the implementing sector offices, fulfilling requirements, and criteria's, and corruption in its implementation were the challenges to access revolving loan fund. In addition, respondents of the study stated told that the interest rate and limited amount were the challenges for college graduate youth to access the revolving loan fund.</p>
<p>What are the consequences of unemployment for graduated youth in the study area?</p>	<p>Due to above cumulative effects college graduate youth vulnerable to psychological problems like depression, molestation, anxiety, stress, hopelessness; economic problem and to engaged in prostitution and other violence. In addition, unemployed college graduate youth also faced stigma and discrimination well as it contributes to increase illegal migration as well as negative image on the view of the youngsters and community in general.</p>

Chapter Five

Research Discussion

In this chapter key findings of the study in relation to the empirical reviewed literature and theoretical concepts are reflected. The major findings discussed in this chapter are the situation unemployment of graduate youth, root causes of graduate youth unemployment, opportunities and as well as challenges of graduate youth in order to access revolving loan fund as well as consequences of unemployment in the study area summarized as follows.

5.1. Unemployment Situation of College Graduate Youth in Woldia Town

The findings of this study indicated that unemployment of college graduate youth is one of the social, economic and political problem faced in Woldia town administration. The scope of the problem in study area is alarming and a serious concern due to the high number of graduates added in each year as well as the job creation opportunity in the town is insufficient. As a result, the magnitude of unemployment of graduate youth in the study area is wide. Along with this study, the recent CSA survey result showed that Amhara region is the one of the fourth region from five top regions in high urban youth unemployment rate of the country (CSA,2018). Thus, Woldia town is one of the city administrations of Amhara region and no exceptional case that the magnitude of the problem is low. To support this, the very recent reports of medias noted that youth unemployment challenge has been a pressing issue for the Ethiopia government for a long period of time, but at no other time has it

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become such an issue of national concern. The churning out of innumerable graduates from a rapidly mushrooming out higher education institutions, wedded with the lack of jobs in both rural and urban areas (The Ethiopian Herald March 17, 2019).

In line with this, youths participated in the interview and FGD explained that in the town there is no youth friendly youth centers and it aggravating the challenges of graduate youth to spent their time with using substance abuse like chewing khat, smoking sheisha and other related addictions.

The results of this study showed that the community attitude towards unemployment of graduate youth also significantly affects the psychological wellbeing of graduates and it is an indication how the extent of unemployed of graduate youth is recognized by the community due to its serious concern. The findings also recognize that the sheer magnitude of the youth employment challenge has gradually penetrated the public's awareness over the last decade, raising the profile of the issue before governments and policymakers (ManpowerGroup,2012).

5.2. Root Causes of Unemployment for College Graduate Youth

Political Factors

The research findings of this study revealed that political biasness like recruitment fraud due to political networks and the general the recurrent political instability in the town affected graduate youth to access employment opportunity. To support this study, the research findings also asserted that among the principal causes of youth unemployment has

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been public sector corruption which has resulted in mismanagement of enormous public resources over the years (Nwogwugwu Godwin and Ndubuisi Irechukwu,2015).

In line with, result of this study showed that the current political instability of the country has also contributed negatively to access employment of graduated youth in government sector as well as to start business even under the support of MSE program. In addition, the findings of this study showed that the education policy particularly the designing of the educational curriculum has limitations in looking feasible labor market which is multiplying the problem of graduates' status of unemployment. The study finding also indicated that the educational curriculum has equally made graduates of institutions to become widely unemployable (Ngozi Nwogwugwu & Godwin Ndubuisi Irechukwu,2015).

Lack of amendment of the educational curriculum contributing pay to unnecessary resources of the country, family economy and then lead graduates to have terrible life after graduation. Over the years, curriculum of higher institutions has not been amended to meet the challenges of the new generation leading to the inability of the graduates to meet with the needs of the present dispensation (Ibid). Ethnic and political bias by public and private employers upon recruitment cannot be underestimated for the unemployment of graduate youth (Wube, 2012, as cited in Abel et al.,2016).

Economic Factors

As per the findings of this study, mismatch of number of graduates with the existing labor demand is the economic factor that affects graduate youth to access employment

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opportunities. To support this, in Ethiopia poor economic performance is a major problem to absorb the labor force adequately (Nebiletal.,2010). In this regard other findings also confirmed that lack of effective economic and employment policies and insufficient job creation has left many young people with no option but to accept part-time, temporary or informal work (UN,2016).

In this study, skills mismatch with the existing MSEs programs are the other economic factors that affects graduate youth to engage in different income generating activities. Another study finding conducted by McKinsey Global Institute, 2012; as sited in World Economic Forum in 2014 also confirmed that qualification mismatch is pervasive in modern job markets (World Economic Forum,2014). In addition, qualification mismatches occur when the formal qualifications that individuals hold deviate from the qualifications that are required to be able to be hired for and to perform the job (Quintini, 2011, as cited in Cedefop, 2015).

Skills mismatch affects individuals at different stages of their working lives. Skills mismatch is also a dynamic phenomenon affecting employees within their jobs and across their entire working careers (World Economic Forum,2014). Lack of skilled workers, large proportions of graduates go unemployed for long periods of time or are forced to work in the informal sector (African Development Bank,2011). In this regard, also under the MSE development strategy indicated that the reason for focusing on skill basis of the TVET system is that usually the education and training systems have no relationship with production and service activities rather they were theory based. Such education and training

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system and institution have little or no value in the effort of equipping trainers (Federal MSE, 2011).

In another way, lack of industries, working places, adequate trainings and poor infrastructure like road, electricity, water affects graduate youth to acquire employment opportunity as well as to initiate their own business. Inadequate training and skill obsolescence translate into limited job prospects for youth even when the economy improves (UN,2016).

In line with the findings of the study indicated that graduate youth attitudes to participate in the MSE program also contributed graduate youth to be unemployed. In contrast to this finding, the study conducted by Temesgen(2017) confirmed that youth has positive attitude towards MSE programs. Support to this study, the study conducted by Belete (2016) 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.

In addition, the findings of this study noted that lack of good governance, corruption and bureaucratic nature of the MSE's program contributed to unemployment of graduate youth. This finding is consistent with other researcher findings confirmed that the working environment in MSEs is not supportive to start a business in short process; bureaucracy, corruption and political affiliation with the current ruling party are identified as major problems to get engaged in MSE (Daniel 2016; Belete, 2016).

Moreover, shortage of credit accessibility is one of the factors affecting graduate youth to engage on their self-business or group business. Another study finding also

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confirmed that the problem of credit access to youth run enterprises seems to be more pronounced in developing countries (Chinguta ,2001). A study finds also confirmed that access to credit has a positive and significant effect on youth employment (Anywanu, 2013). The recent study findings also revealed that poor access to credit and labor regulations can disproportionately affect young people (Betcherman& Khan, 2015).

Sociocultural and Personal Factors

In relation with these factors, the results of this study indicated that working culture, attitudes to work, job preference and personal work experiences and job searching experiences of graduate youth affected graduate youth to access to employment. A cultural or socio-cultural environment can influence the entrepreneurial activities, because socio-cultural structure involves the beliefs and mindset about the legitimate and efficient activities in the society as well as the socio-cultural institutions which support the specific life styles (Behrooz,2016).

In addition, the study results revealed that recruitment fraud is one of the major causes that affects graduate youth to access employment both in public and private sector offices. Mainly nepotism of the recruitment committed by relatives, friends and those who have social ties due to marriage, and political affiliations. To support this finding, the survey result conducted by Abeletal.(2016) recognized that employment environment for youth unemployed is highly unfair. Hence, it is true that the youth is suffering from unfair competition and corruptive employment actions. The finding results also asserted that favoritism, corruption and bias and discrimination in different forms are indicated as factors responsible for youth graduates' unemployment (YohannesAsmare&MissayeMulatie, 2014).

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Moreover, in this study graduates means of job searching were assessed and the results indicated that the majority of graduate youth means of information to job searching is looking notice board. A few of them accessed job searching information from their friends and browsing internet.

The study finding also showed that limitedness means of job searching and graduated youth job search experiences affects graduate youth to access job information and employment opportunity. To support this finding, unemployed urban youth also face the challenge of gaining sufficient and systematic information during job searching (IDS,2017).

To support this, other findings also confirmed that lack of information about available jobs and skill requirement to job seekers on one hand, and information asymmetry on the part of employers regarding skills of prospective jobseekers on the other tends to cause high rate of frictional unemployment (William,2014).

In relation with job searching graduate youth experienced financial constraint to search jobs in other places and to copy their credentials. In this regard, there is a high cost in terms of movement, time, money and other resources associated with job searching and matching. Most vacancy advertisements are not easily available and require travelling to central places to visit advertisement boards or to find newspapers (IDS,2017).

5.3. Existing Opportunities for College Graduate Youth

Regarding the existing opportunities the findings of the study showed that there are no adequate opportunities which are significantly absorbing the number of graduates in the study area. Off course, in this study existing of job creation opportunities in the MSE

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program such as provision of working places, credit accessibility, trainings are the opportunities offered by the government. Even though, those services and opportunities in MSE are limited, saturated and the available resources are not fairly allotted to graduate youth because of poor good governance, prevailing corruption and the persistent political instability of the country narrowing the opportunities so far.

The other findings also showed that the political instability of the country including the recurrent trend of political disputes in the study are has locked the opportunities of employment schemes. The widespread nepotism and corruption have paved the way for unemployment of graduated youth. This has a lot to do with almost all issues ranging from accessing rural land to getting employed in public institutions (Wube,2102 as cited incited in Abel et al., 2016).

In another way, the interviewee youth and youths participated in FGD emphasized that the gov't with the participation of the community-built stadium to improve the socioeconomic status of the town. Even if it is one of the opportunities to create job creation opportunities for youth, however, due to the political factors the expected opportunities are not yet obtained. The Ethiopian government needs to place more emphasis on the demand side of the labor market so that the better educated young labor force is integrated meaningfully into the economy. This approach can be harmonized with the government's initiative to establish industry zones in different parts of the country (IDS,2017). However, in this study recognized that the existing job creation opportunities not harmonized to reduce unemployment of graduate youth.

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In terms of field of study, the findings of the study noted that there is good opportunity for natural science college graduate youths than social sciences graduate youth. Thus, the other opportunity pointed out by the key informants as well as interviewee youth; there is an enabling environment for graduates of engineering departments and they accessed free competition bid to construct drainages, culverts, ground plus constructions. To support this, according to ANRS council proclamation number 27/2017 the regional state government amended guidelines to benefiting youth in building of constructions with free bid completion that is 40 % for new graduated youth, 40 % for senior graduated youth 20 % and the remaining 40 % for all graduated youth (ANRS Urban Development, Housing and Construction, 2018).

Moreover, in this study findings indicated that there are limited private owned factories engaging on flour production which considered as an opportunity, however, there is gap in hiring college graduate youths due to frustration of wage rate rather they creating opportunities for non-educated youth. In general, the recruitment fraud and low wage rate in private sectors is also affects college graduate youth to access employment.

5.4. Challenges of College Graduate Youth to Access Revolving Loan Fund

As per the findings of this study lack of information and transparent working system, delay of transfer of the fund, delay of repayment of the transferred loan due to weak follow-up and misuse of the fund are the challenges in the administration of revolving loan fund which in turn affects graduate youth at least to start their own self business and/or group business. Ineffective and inefficient service in delivering and collecting loan, failures in

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creating awareness that help to identify competent clients before supplying credit and capacity limitation to provide training, produce business plan, and facilitate production and sales sites (Federal MSE,2011).

Also, the recent reports from media reported that as result of lack of awareness creation works and absence of strong follow up tasks so as to outreach youths, inefficiency of implementing organs at different levels and lack of deep understanding of policy and the growing size of youth funds nonreturnable to revolve for others youths the revolving youth fund has faced a knotty issue in achieving the set target(The Ethiopian Herald March 17, 2019).

In addition, the results of this study showed that fulfilling the requirements of loan selection criteria's including its long bureaucratic process, corruption and as well as its interest rate demotivated graduate youth to access loan. The low amount of loan against to the market is one of the challenges indicated in this study.

In this aspect, according to Amhara RegionalState Bureau of TVET on youth focused revolving loan fund implementation manual, the maximum ceiling of loan for an individual is not more than 200,000 birr and if the member of the enterprise is not more than five the maximum range of loan amount not more than one million (ANRS Revolving Loan Fund Guideline, 2018). However, in this study interviewee and FGD participant youth explained that the mount of loan provision is minimal and in average it is around thirty thousand. This implies that there is misuse of the revolving fund and implementation gaps on the enacted guideline which endorsed by the councils of Amhara Regional State.

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5.5. Consequences of Unemployment of College Graduate Youth

Due to the political, economic and sociocultural reasons graduate youth after graduation became unemployed and as result of this, they vulnerable to different problems. Under this study findings indicated that unemployed college graduate youth in the study area experienced the following consequences due their unemployment status.

Political Disputes and Instability

The research findings of this study revealed that due to limited job creation opportunities including the corrupted working nature of the local government system, youths participated in political disputes, conflict, violence and other illegal actions. This makes also to happened political instability in the study area. Support to this finding indicated that corruption, injustice, discrimination, humiliation and experience of violence are the most important driving factors that contribute to young peoples' resort to violence (Mercy Corps, 2015; as by cited in Idris, 2016).

In this regard, consistent the study confirmed that amass of unemployed population, especially when such incidence is high among the educated and the youth, becomes a potential source of political and civil unrest (National Employment Policy and Strategy of Ethiopia, 2009; cited in Abel et al., 2016). Eye witnesses also confirmed that graduated youths of the town had participated in the destructive political caused urban violence of 2017 and 2018 of Woldia town. Support this, the recent reports of Ethiopian Herald confirmed that the churning out of innumerable graduates from a rapidly mushrooming out higher education institutions, wedded with the lack of jobs in both rural and urban areas, has

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fomented political instability in all states and city administrations, leading to injuries, destructions and even deaths (The Ethiopian Herald March 17, 2019).

Psychological Problem

As it is identified in this research finding, graduate youth faced psychological problems such as moral molestation, stress, anxiety, hopeless and self-blaming as a result of their unemployment status. The finding of another study also revealed that graduate unemployed youth suffered psychological problem because of the status of unemployment (Temesgen,2017). Similar to this finding, other study results confirmed that the experiences and consequences of youth graduates' unemployment has effects on feelings of inferiority and hopelessness (YohannesAsmare&MissayeMulatie, 2014).Moreover, the result of other study confirmed that aside from social isolation, depression, inferiority complex and low self-esteem are common among unemployed youth (Zelalem, 2014).

Economical Problem

According to this study majority of graduate youth in the study area faced economic problems which in turn contributed also to their family's economic crisis. The result of other study confirmed that also unemployed youth are subjected to lead subsistence or be it a dependent life (Zelalem, 2014). In addition, due to absence of employment opportunity in government sector, the government again trained college graduate youths in the TVET collegeto retooling the skills of graduate youths in another field of study. Hence unemployment of graduate youth made loss of the country's economy. In this study finding as explained by female youth participants in the FGD, due to financial constraints female

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graduate youths forced to engaged in commercial sex works. The other study findings also confirmed that failure to address youth employment issues will have serious consequences to the economy and society (Lorenzo et al,2007). Similar to this finding, other study results also confirmed that the experiences and consequences of youth graduates' unemployment has negative effects on poverty and unable to get the basic needs (Yohannes Asmare & Missaye Mulatie, 2014).

In the findings of this study also indicated that in case of their unemployment status and long period job searching experiences of graduate youth influences their youngsters and parents to develop negative attitude towards the values of education.

Stigma and Discrimination

In this regard, the results of this study showed that few of graduate youth developed self-discrimination as the effects of unemployment and frequent moral torch of the community. In another way, graduate youths also face stigma and discrimination, low acceptance by their friends, relatives and in general by the community. In support of this finding, studies also showed that an episode of unemployment puts youth at risk of long-term social exclusion (Bell, David, and David G. Blanchflower 2011, as cited in World Economic and Social Affair, 2018).

Consistent to this study finding, other study results confirmed that the experiences and consequences of youth graduates' unemployment has effects on social exclusion, stigma and discrimination, destroys moral and breaks social relationships, mobility/migration, (Yohannes Asmare & Missaye Mulatie, 2014). In addition, the study finding indicated that

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prolonged unemployment among graduates leads to social exclusion rather than inclusion and wastes the knowledge acquired through a formal education (Belete, 2016).

Increasing Trends of Illegal Migration

In this concern, the results of this study disclosed that due to absence of job creation opportunities and associated factors like lack of good governance, corruption and recruitment fraudgraduate youth in study area migrated to Arab countries via crossing harsh climatic areas of desert and ocean in illegal ways. Other findings to support this study confirmed that youths are exposed to engage in urban social ills such as crime, addiction and perception of illegal migration (Temesgen, 2017).

5.6. Research findings in Relation with Theories

According to human capital theory, investment in human capital through education and experience is fundamental. The theory acknowledge that education can improve the knowledge, skillsand the capacity and quality of human capital, which will increase productivity(Marimuthu et al.,2009). In the view of this theory, in the context of Ethiopia high number of workforces acquiring education in higher institutions aiming to deploy productive workforces for the country economic growth as well as societies social change, development after the necessary knowledge and skills provided. However, this study indicated that due to various factors graduate youth became unemployed after acquired the knowledge and skills while stayed in the university instead of contributing the country's economy in their field of qualifications.

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In this study finding as the key informants explained that as result of graduates' skill gap the Poly Technique College offered retooling training. This means that again the government investing on education for college graduate youth, however, even the return is the reverse after all efforts made by government. Therefore, in the context of Ethiopia it needs transformative approach on the education sector and give attention the context of the labor force demand and economic capacity of the country to create well productive citizens and attain the paybacks of investment in education. Therefore, the concept of this theory is contradicted with the findings of this study finding.

In another way, in this finding indicated that youths who have social contacts and political affiliation are more likely to access job opportunities. In this regard, the social capital theory also confirmed that a well-connected person especially one of high status, is seen as having more of it, by converting these relationships to value to himself (Dekker, P & Uslander, E. 2001; Coleman, 2009).

Moreover, according job search theory information on vacancies and wages associated with them are considered as imperfect. This information has to be acquired before a worker can become employed (Alisher, 2007). Hence, in this study indicate that the experiences of job search information, means of sources of information and financial constraint affects college graduate to access job information and employment opportunity.

Conclusion and Implications of the Study

In this chapter mainly conclusion of the study findings and its implication on policy, social work practitioners and education, local government authority and other researchers briefly presented as follows.

6.1. Conclusion

The general objective of this research is to assess the challenges and opportunities of unemployed college graduate youth to access employment in case of Woldia town administration of Amhara Regional State, North East Ethiopia. In this research graduate youths' who are living in Woldia town without job and/or waiting job opportunity are the target populations of the study. Youths who graduate diploma and above as well as whose age range is 22 to 28 were participated in the study. The qualification of participants of this the study were graduate in heterogeneous field of study from different university and college.

The researcher used qualitative research method focus on descriptive case study approach. The researcher used purposive sampling techniques having in depth interview, FGD with youth, parents and key informant interview with responsible different government sectors offices at zone, woreda and kebele level. As a result, in this research, nine youth, sixteen youth and parents and ten government experts were participated via in-depth interview, FGD and key informant interview respectively. The key informant participants were drawn from North Wollo zone, Woldia town and kebele administration responsible

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sectors offices. The study was carried out from March 1,2019up to May 31,2019 and thirty-five individuals (43 % of females) were participated in the study.

The situation of graduate youth unemployment is a growing social, economic and political contemporary problem. Now a days the extent of graduates' youth unemployment in the study area is becoming increasing and big political deal for the government. The notion behind that in each year the number of graduates is alarmingly increasing whereas the labor market is not progressive to accommodate the active workforces. Lack of availability of youth friendly youth centers in the study area contributing that much worsen the lives of unemployed graduateyouth.

The findings of this study assessed that the extent of unemployment of graduate youth in the study area is alarming and wide in its extent. The size of college graduate youth unemployment is associated with the political, economic, social cultural and personal root causes which strongly challenges graduate youth to access employment opportunity after their graduation. Political biasness like recruitment fraud due to political affiliation and the educational curricula of the country affects graduate youth to access employment. In addition, the recurrent political instability of as result of the above-mentioned political factors and their cyclic effects across the country is contributing graduate youths' unemployed in local context.

The results of this study explored that mismatch of graduates' educational qualification with the existing labor demand, lack of industries, working places and availability of inadequate infrastructures are factors that affecting graduate youth to acquire job opportunities under economic factor. In this regard, the government made efforts but the

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magnitude of the problem still needs maximum effort and involvement of different stakeholders at all levels.

In another way, graduate's skill mismatch with the MSE program, their attitudes towards MSE job creation opportunities, corruption, bureaucratic working nature of the MSE and limited accessibility of financial support including the revolving loan fund challenging for college graduate youth to engage in different job creation opportunities.

Moreover, working culture, attitudes to work and job preference as well as job searching experiences affect graduates to access employment opportunities both in public and private sectors. Fulfilling minimum work experience requirements also the challenges that affecting graduate youth to have employment after graduation.

Means of job advertisement and related costs also affects graduate youth to access adequate job information and employment opportunities in and out of the study area. In relation with accessing job information, the main source of information for graduate youth is jobs advertised on notice board but it is not widely reachable in friendly ways.

Most of the time the dependency syndrome of employment in public sector aggravating unemployment status of college graduate youth. However, the recruitment procedure in government civil servant including the excessive practices of recruitment fraud by relatives, friends and related social networks narrowing the employment chance of graduate youth. Recruitment fraud and low wage rate in private sectors also negatively challenging graduate youth to access employment in the study area.

In associated with the above root causes college graduate youth being unemployed for the years and in turn vulnerable to psychological, social, political and economic

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problems. The situation also made negative attitude on values of education by the new generations and the community. In broad sense unemployment of college graduate youth is a huge loss of economic and productive working forces of the country.

In this research, the researcher explores that the existing job opportunities and supports to offer employment occasion for the graduate youth. Henceforth, the findings of this study conclude that in study area the opportunities created are insufficient to encompass unemployed college graduate youths against to the number of graduates. In fact, in the study area creating enabling environment under MSE program like provision of working places, capacity building training and free competition of bid are the identified opportunity rooms. The other opportunity identified in this study is private owned factories like flour factors, however, in relation with wage rate those factories hired non-educated personnel. Further, in relation with the opportunities the business nature of existing factories more focused on same types of business areas. But, this in turn affects to participate the diverse disciplines of graduate youth.

Furthermore, in this research study provision of revolving loan is one of the opportunities to graduate youth to engage in different business opportunities in private or in group after fulfilling the requirements of revolving loan fund procedure. However, in this study finding shows that lack of information and transparent working system, delay of fund transfer and repayment of dispersed money, unnecessary bureaucracy, corruption and complexity of selection criteria are challenging for graduate youth to access the revolving loan fund.

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Overall in the findings of this study recognized that factors like recruitment fraud including the incompetent recruitment procedure in civil service, lack of good governance, recurrent of political instability and insufficient demands of the market are the major challenges affected graduate youth to access employment. As a result, graduate youth distressed to political, psychological, social and economic problems.

6.2. Implications of the Study

The findings of this study clearly indicate that unemployment is one of the burning issues of political, social and economic problems that have been broadly manifested in the study area. This caused great trouble on the all-round wellbeing of graduate youths in particular and the community in general. The problem is mainly associated with political, policy, sociocultural and economic factors. Therefore, to reduce unemployment of graduate youth the researcher forwarded the following implications.

Implications for Social Policy Makers

In the context of Ethiopia social policy makers primarily responsible to develop policies and strategies to address the socioeconomic problems of the country. In this regard, different policies and strategies were enacted to improve the well-being of the citizens in the country. As result, in relation with youth development program various policies and strategies such as youth policy, education policy, health policy, employment policy and strategy and MSE development strategy are also the key enacted policies and strategies.

However, most of the time the endorsed policies and strategies in relation with youth particularly implemented improper ways and due to this accessing employment opportunity

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for youth still a challenging and hot political agenda of the government. As a result, in case of unemployment status youths primarily participated in front line of political disputes, instability of the country and faced psychological, social and economic problems. In this regard, unemployment of graduate youth is big loss of the country's economy after the large-scale investment on the education sectors.

Currently, the situation of graduates' unemployment has brought negative image on values of the education to the new generations and the society as whole. For this concern, the education policy particularly the development of the educational curriculums consisting the lion shares of graduate youths became unemployed and experienced various challenges in accessing of employment opportunity. For instance, in this study also reflected that mismatching of qualification with the existing labor market, skill gaps of graduates to engage in practical works and non-existence brief and inclusive job description for each fields of study under the job categorization of government civil service are the challenges observed. This means that there is inadequate and updated feasible labor market study under designing of the educational curriculum and absence of inclusive job description for each profession under government civil service manual of job categorization. Fulfilling requirement of working experiences as well as the high number of graduates from different institutions narrowing the employment opportunity of fresh graduates.

The other challenge is provision of quality of education rather than the capacity of the labor market against to the country's economic to absorb graduates in their field of study. As result of skill gaps and mismatching qualifications of graduates' implementers at grass root level enforced to provide retooling training in collaboration with respective Poly

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Technique College. This makes double investment in same the labor workforce and wasting the country's economy.

In another scenario, in this study findings noted that at implementation level there is gap to carry out the endorsed strategies and guidelines at grassroots level. For instance, in the study there is breaching of the enacted guideline of the Amhara regional state council to administrator the provision of revolving loan amount for youth.

Hence, in this viewpoint the researcher recommended that the social policy makers amend the educational policy, put in place check and balance to see the applicability and feasibility of the enacted policies, strategies and guidelines at all levels of implementation.

The policy makers should also work on to have well compressive, feasible and updated human resource policy considering the disciplines of each field of study against the country's level of economy as well as potentials of the institutions.

Implications for Social Work Practitioners an Education

The primary mission of the social work profession is to improve the well-being of individuals through promoting social change and development, with focus attention to the vulnerable, oppressed and marginalized segment of population. Social justice and human rights are the central principles of social work profession aiming to ensure service provisions in fair justice and keeping the rights of the people.

Unemployment is on one the social problem that seriously affects the well-being of individuals particularly youth segment of population than adults. Hence, social work

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practitioners work on in different interventions as such as advocacy work, counselor, partner and agents of the social development.

As result, of this study graduate youth suffer a lot in relation with lack of good governance, nepotism and bureaucratic working environment to access job opportunities. Therefore, social workers should advocate and be on behalf of the unemployed graduate youth to access employment opportunities in fair and equitable ways. As a counselor, social workers should contribute to address the social and emotional problems of the affected individuals and groups through counseling and ongoing psycho social support.

In addition, social workers expected to mobilizing fund resources through developing project proposals as well as linking with existing institutions like gov't, private and NGO sectors offices as partner and development agent of those disadvantageous groups of the community in order to access different services as per their problems. The social work education should be expanded in different areas to create qualified human resources and deploy in the society to promote social change, development and ensure social justice across the country.

Implications for Local Government

In addressing unemployment problem of youth in general there are different stakeholders at all levels of government system. Hence, in this regard the following stakeholders mainly the local authority offices of MSE, Poly Technique college, WCA, Youth and Sport Affair and Social and Labor Affair at all levels should consider the following recommendations as per the findings of this study.

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Micro and Small Enterprise in collaboration with Poly Technique College expected to conduct feasibility study on potentials of the town administration as well as labor market study to create context based alternative job creation opportunities and to access information for graduate youth demanding their educational background and skills match.

In addition, the town administration Micro and Small Enterprise in collaboration with WCA, Youth and Sport should put in place shared data management system to routinely access job information, internet access and available job opportunities under MSE in one spot areas. This will be also one of the job creation opportunity for graduate youth in study area.

All stakeholders who's closely working with youth development program should put in place youth friendly compliant response feedback mechanism and develop protocol codes for conflict of interest in their sector offices to address problems of good governance and fraud cases and ensure accountability. As working taskforces those sectors should create ongoing awareness creation towards values of education, consequences of illegal migration and corruption, working culture and increase participation of graduate youth in the MSE tasks in the transparent ways. The local government authorities specifically should initiate positive youth development program(peer education, life skill training) and this enables youth to develop self-assertiveness and empower to enhance their decision-making ability.

In addition, from all stakeholder should be expected to properly implement the enacted policies, strategies and guidelines, establish functional coordination, collaboration and teamwork among stakeholders, increase the participation and support of parents, put in

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place strong monitoring, evaluation, accountability and learning programs to manage the effectiveness and efficiency revolving fund and address the unemployment of youth.

In specific mandates, Social and Labor affair office should advocate to be there fair employment system, competencies-based selection and recruitment process and closely follow up the wage rate both in public and private sectors. Moreover, offices of Women and Children affair and MSE expected to create, awareness creation, address transparent working system, reconsider the screening requirements of revolving loan fund against the context of the graduates' capacity and designing proper controlling mechanisms of fund management unless the fund will not be used for intended purpose.

Implications for Future Research

In the country level different researchers conducted research on nature, determinants and consequences of unemployment entirely with youth unemployment in rural and urban settings. Off course recently, a few researchers conducted the lived experiences and determinant factors for unemployed graduate youth. A part from other researchers, however, in this research challenges and opportunities of unemployed college graduate youth including access to the revolving loan fund were accessed. In the study area trends of illegal migration to Arab countries is prevalent. Therefore, the unemployment status of college graduate youth might be also aggravating the problem and affects the attitudes of the new generation towards the value of education.

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Thus, this research can be reference point for other researchers and the researcher recommended other researchers to assess youngster's aspiration for education and the effectiveness of youth revolvingloan fundat large in the study area.

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Appendixes

Appendix I: English Version Information and Consent Sheet

My name is Alemayehu Molla. Now I am doing my thesis work at Addis Ababa University College of Social Science School of Social Work for the partial fulfilment of Masters of Social Work. The main aim of this study is to assess the *Challenges and Opportunities of Unemployed College Graduate Youth* in case of Woldia Town Administration. The study is being conducted with the prior approval and recognition of the School of Social Work.

Therefore, I kindly request you to give me reliable information mainly regarding the challenges and consequences college graduate youth being unemployed and opportunities of graduate youth to access employment based on the prepared guiding interview questions. In this study, I will use voice record for its completeness and the information collected from the study participants will be kept confidentially. Without the consent of the participant the information will not be disseminated for other third person. The information collected by this study will be stored in a file, without your name, but a code number will be assigned to it. You can choose not to respond to some or all interview questions if you do not want to give your response or understand. You have also the full right to withdraw from this study at any time you wish, without losing any of your right.

Finally, I would like thank you for your consensus, kind participation in this study and kindly request you to sign hereunder below.

Participants Name: _____ Researcher's Name: _____

Date: _____ Date : _____

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Signature: _____ Signature: _____

Annex II: Semi-Structured Interview Guide for Youth

Part 1: Personal Information

- 1.1. Sex _____
- 1.2. Age _____
- 1.3. Marital status _____
- 1.4. Education status _____
Field of study _____
University/College _____
Year of graduation _____
- 1.5. With whom you live? _____

Part 2: Information Regarding the Situation of Graduate Youth Unemployment

- 2.1. How do you understand college graduate youth unemployment?
- 2.2. Please tell me the extents of unemployment of college graduate youth in the study area?
- 2.3. Tell me about being unemployed after graduation? How long your unemployed?
- 2.4. Please tell me your lived experiences and source of income to lead your life?
- 2.5. Any additional points and recommendations would you like to add?

Part 3: Causes of Graduate Youth Unemployment

- 3.1. Please tell me the causes specially affecting you to be unemployed?
- 3.2. Tell me what are the major causes of graduate unemployment in general in the study area?
- 3.3. How do you describe your attitude towards work and job preferences?
- 3.4. How do you regularly follow vacancies? Please tell your experiences and challenges in searching vacancies?
- 3.5. Please describe the communities outlook regarding unemployed graduate youth?
- 3.6. Please tell me about how you spend your time being unemployed?
- 3.7. Describe what are opportunities in the town provided the services while youth's to spent their time?

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3.8. Any additional points and recommendations would you like to add?

Part 4: Consequences of Graduate Youth Unemployment

- 4.1. How do observe the extent of consequence of graduate youth unemployment in the study area?
- 4.2. Please describe the consequences you faced for being unemployed?
- 4.3. How do see and describe unemployment push to youths for illegal migration? Please tell me the trends in your locality?
- 4.4. Any additional points and recommendations would you like to add?

Part 5: Efforts of government and private sectors to address unemployment problems of graduate youth

- 5.1. Please tell me the efforts made by the gov't to address the unemployment problems of graduate youth? Tell me the opportunities made by the gov't?
- 5.2. Describe the gov't sectors offices playing a significant role to curb the problems of graduate youth unemployment?
- 5.3. How do see the role of private to address the unemployment problems of graduate youth?
- 5.4. Tell me the private sectors in which job categories made effort to access employment opportunities for graduate youth?
- 5.5. Any additional points and recommendations would you like to add?

Part 6: Youth Experiences and Challenges to Access Gov't Revolving Loan Fund

- 6.1. How do you see the support of revolving loan fund by the gov't?
- 6.2. Explain your participation and experiences in accessing of revolving loan fund?
- 6.3. Please describe the major challenges to access provision of revolving loan fund?
- 6.4. How do see the support of revolving loan fund in addressing unemployed college graduate youth?
- 6.5. Any additional recommendation and points you would like to add?

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Annex III: Key Informant Interview Guide for Government Office Experts

Dear Sir/ Madam My name is Alemayehu Molla. Am undertaking a study to assess challenges and opportunities of unemployed college graduate youth to access employment opportunities in your area. Your participation in the interview would be very important to get an in-depth understanding on the study's subject matter. Hence, I kindly request you to answer the following interview questions honestly. The information you give is strictly for academic purposes and will be treated with maximum confidentiality.

Thank You!

Date of KII Start time _____ End time _____

Name of the government sector _____ Position held _____

1. How does government explain the extent of college graduate youth unemployment?
2. What are the major challenges and causes of college graduate youth unemployment?
3. What are the challenges and consequences of college graduate youth unemployment?
4. Describe the efforts and opportunities made by the government reduce college graduate youth unemployment?
5. What are the challenges in the administration of revolving loan fund?
6. Please describe the role of private sectors and what kind of opportunities created for youth to access employment schemes?

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7. What is your recommendation to improve employment problems of college graduate youth?
8. Any additional suggestion and points?

Annex IV: Focused Group Discussion Guiding Questions for Youth

1. How do you see the magnitude of college graduate youth unemployment in this area?
2. What are the main root causes/factors college graduate youths to be unemployed?
3. Please describe the consequences you faced due to being unemployed after your graduation?
4. How does the society describe college graduate unemployment?
5. How do you describe availability of social services to cope up unemployed graduate youth? How do you spend your time?
6. What are the challenges in the support of revolving loan fund by gov't for graduate youth? What are your experiences?
7. Please tell me your methods used to search job vacancies? Tell me the challenges and experiences in relation with job searching?
8. What are the efforts and potential opportunities to address college graduate youth unemployment?
9. How do you see attitudes to work and job preferences affecting your employment status?
10. How do you describe actions taken by government and private to reduce graduate unemployment?
11. Any additional points and recommendation?

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Annex V: Focused Group Discussion Guiding Questions (Parents)

1. How do you see the magnitude of college graduate youth unemployment in this area?
2. What are the main root causes affected college graduate youths to be unemployed?
How you see youths' attitude to work and job preference?
3. Please describe the consequences college graduate youth faced due to their status of unemployment after your graduation?
4. What are the efforts and potential opportunities to address college graduate youth unemployment?
5. What are the challenges in the support of revolving loan fund by gov't for college graduate youth? What are your experiences?
6. Any additional points and recommendation?

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ሁኑናሚጥራዊነቱየተጠበቀመሆኑንበድጋሚማስገንብእውዳለሁ።

በተጨማሪምስምዎትበኮድስለሚቀየርምንምአይነትስጋትእንደሌለበዎትማረጋገጥእውዳለሁ።

በመጨረሻምበጥናቱለመሳተፍበመስማማትዎእጅግእያመሰገንኩበተዘጋጀውየስምምነትማረጋገጫበታላይበመፈረምእንዲያረጋግጡልኝበአክብሮትአጠይቃለሁ።

የጥናቱተሳታፊስም: ፊርማ..... ቀን.....

የአጥኝውስም: ፊርማ..... ቀን.....

ቅፅ II: ወጣቶችጋርቃለመጠየቅለማድረግመጠየቂያቅጽ

ክፍል 1: የተሳታፊዎችንግላዊመረጃበተመለከተ

1.1 . ጾታ

1.2 . ዕድሜ

1.3 . የጋብቻሁኔታ

1.4 . የትም/ትሁኔታ

- የተመረቁበትየትምህርትመስክ _____
- የተማሩበትዩንቨርሲቲ /ኮሌጅ _____
- የተመረቁበትዓ.ም _____

1.5 . ያለስራየቆየበትጊዜ _____

1.6 . ከማንጋርየሚኖሩት _____

ክፍል 2: የወጣቶችንየስራአጥነትሁኔታበተመለከተ

2.1. ሥራአጥነትንእንዴትይረዱታል? የስራአጥነትሁኔታበከተማአስተዳደሩያለበትሁኔታምንይመስላል?

2.2. ከተማሩበኋላስራአጥነትእንዴትእንደሆኑቢገልጹልኝ? ለምንያህልጊዜስራአጥሆኑ?

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- 2.3. ማህበረሰቡ ስለተመራቁ ስራ አጥጣቶች ያለውን እይታ አመለካከት ቢያብራሩልኝ?
- 2.4. ያለዎትን ጊዜ በምን ሁኔታ ላይ ነው የሚሰጥዎት ?
- 2.5. ከተማ አስተዳደሩ ለወጣቶች ጊዜ ማሳለፍ ያየሚሆኑ አገልግሎቶች መስጫ ማዕከላትን ከማስፋፋት አኳያ ያለውን ሙቹ ሁኔታ ቢያብራሩልኝ ?
- 2.6. ያለዎትን የኑሮ ልምድ እንዴት እንደሚኖሩ እንዲሁ ምሥራቅ ያለውን ስራ ትቶ ገንዘብ ምን ጭምን እንደሆነ ቢያብራሩልኝ?
- 2.7. ተጨማሪ የሚገልጽት ምክርሃት ብካለ?

ክፍል 3: የወጣቶች ስራ አጥነት ምክንያቶች የሆኑትን በተመለከተ

- 3.1. ለእርስዎ በተለየ ሁኔታ ሥራ አጥጣቢነት ምክንያቶች ቢገልጹልኝ?
- 3.2. ለተመራቁ ወጣቶች እንደ እናንተ ከተማ አስተዳደር ዋና ስራ አጥጣሪ ሆንዎና ምክንያቶች ቢነግሩኝ?
- 3.3. ለስራ ያለዎትን ዝንባሌ/አመለካከት እና የስራ ምርጫ እንዴት ይረዱታል?
ተመራቁ ወጣቶች ካላቸው የስራ አመለካከት እንዲሁ ምን የስራ ምርጫ ጋር ተያይዞ ያለውን ሁኔታ ቢገልጹልኝ?
- 3.4. የስራ ማስተዋወቂያዎችን እንዴት ነው የሚከታተሉት? ስራን ከማፈላለግ ጋር ያለዎትን ልምድና ያጋጠመዎትን ችግሮች ቢገልጹልኝ?
- 3.5. ተጨማሪ የሚገልጽት ምክርሃት ብካለ?

ክፍል 4: ስራ አጥነት የሚያስከትለውን አሉታዊ ተጽዕኖ በተመለከተ

- 4.1. ስራ አጥነት በተመራቁ ወጣቶች እያስከተለ ያለውን አሉታዊ ተጽዕኖ እንደ እናንተ ከተማ አስተዳደር እንዴት ይመለከቱታል?
- 4.2. ከተመራቁ በኋላ ስራ አጥጣሪ ሆንዎ የደረሰዎት ያለውን ችግሮች/ተጽዕኖዎች ቢያስረዱኝ?
- 4.3. ስራ አጥነትን የወጣቶችን ህገወጥ ስደት እንዴት ይመለከቱታል?
በእናንተ ስለተማ አስተዳደር ይህ ዓይነት ሁኔታ ምን ይመስላል?
- 4.4. ተጨማሪ የሚገልጽት የቀረሃት ምክርሃት ብካለ?

ክፍል 5: የተመራቁ ወጣቶችን ስራ አጥነት ለመቅረፍ ያለውን ሙቹ ሁኔታ በተመለከተ

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- 5.1. የተመራቁወጣቶች የስራ አጥነት ንለመቀነስ እየተደረገ ያለውን ድጋፍ እና ምቹ ሁኔታ ቢያብራሩልኝ?
- 5.2. የተመራቁወጣቶች የስራ አጥነት ሁኔታ ለመቀነስ ከፍተኛ ሚና ያላቸውን ተቋማት ቢገልጹልኝ?
- 5.3. የተመራቁወጣቶች የስራ አጥነት ለመቀነስ የግል ተቋማት ስድገት ምን እንደሚመስል ቢገልጹልኝ?
- 5.4. የተመራቁወጣቶች የስራ እድል በከተማ አስተዳደር ከማመቻቸት አንጻር የግል ተቋማት በምን አይነት የስራ ዘርፍ ላይ ጥረትና እገዛ እንደሚያደርጉ ቢያብራሩልኝ?
- 5.5. ሌላ ቀረጫ ለተጨማሪ ማረጋገጫ/ምክረ ሃሳብ?

ክፍል 6: የተመራቁወጣቶች የተዘዋዋሪ ብድር አገልግሎት ለማግኘት ያጋጠሟቸው ችግሮችን በተመለከተ

- 6.1. በመንግስት የሚሰጠውን የተዘዋዋሪ ብድር አገልግሎት አሰጣጥ እንዴት ያይይታል?
- 6.2. የተዘዋዋሪ ብድር አገልግሎት ለማግኘት የነበረዎትን ተሳትፎና ልምድ ቢገልጹልኝ?
- 6.3. የተዘዋዋሪ ብድር አገልግሎት ለማግኘት ያሉዎት ችግሮችን ቢገልጹልኝ?
- 6.4. የተመራቁወጣቶች የስራ አጥነት ከመቀነስ አንጻር የተዘዋዋሪ ብድር አገልግሎት ያለውን ፋይዳ እንዴት ያይይታል ቢያብራሩልኝ?
- 6.5. ተጨማሪ የሚገልጹት ማረጋገጫ/ምክረ ሃሳብ ካለ?

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ቅፅ III: ከመንግስት ተቋማት ጋር ለሚደረግ የተዘጋጅ ቃለመጠየቅ

የተከበሩ አቶ/ወ/ሮ/ሪ/ት

ስሜን ስም ለማህተም ላይ ባላል፡፡

ይህ ቃለመጠየቅ የተዘጋጀው በወልድ ያከተማ አስተዳደር የተመራ ቁጥጥሮች የስራ አጥነት ሁኔታ በተመለከተ ያሉ ግሮችን እንድሁም የስራ እድል ለማግኘት ያሉ ምቹ ሁኔታዎችን ለማጥናት ያለመነው፡፡

ይህ ምጥናት እየተሠራ ያለው በአዲስ አበባ የኒቨርሲ ቲሶቫል ወርክትም/ትክፍል እውቅና ይሁኝ ታመሆኑን እየገለጸኩ የእርሰዎተሳትፎ በጥናቱ ዘሪ ያለ ስመልክቶ የተሸለመ ረጃ ለማግኘት ያለው አስተዋጽኦ ተኛ ስለሆነ የሚከተሉትን መነሻዎች ቃለመጠየቅ ጥያቄዎችን በታማኝነት እንዲመልሱልኝ በአክብሮት እጠይቃለሁ፡፡ ለድህረ ምረቃ የሚገኙ ምጥናት የሚሠጡት መረጃ ሚጥራ ዊነቱ እጅግ የተጠበቀ ነው፡፡

ለትብብረት ያለው ስም _____

ቃለመጠየቅ የተደረገበት ቀን _____

የተጀመረበት ሰዓት _____ የተጠናቀቀበት ሰዓት _____

የተቋሙ ስም _____

የተጠያቂው የስራ ድርሻ _____

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1. የተመራቁወጣቶች የስራ አጥነት ሁኔታ በመንግስት በኩል እንዴት ይገለጻል?
2. ለተመራቁወጣቶች የስራ አጥነት ዋና ዋና ምክንያቶች ምንድን ናቸው?
3. የተመራቁወጣቶች የስራ አጥነት እያስከተለ ያለው ችግር/አሉታዊ ተፅዕኖ ምንድን ነው?
4. የተመራቁወጣቶች ስራ አጥነት ለመቀነስ በመንግስት በኩል የተደረገ ያሉ ድጋፎች እና ምቹ ሁኔታዎች ቢያብራሩልኝ?
5. የመንግስትን የተዘዋዋሪ የብድር አገልግሎት ለማስተዳደር ያሉ ችግሮች ቢያብራሩልኝ?
6. የተመራቁወጣቶች የስራ እድል ለማመቻቸት የግል ተቋማት ሚና ምን እንደሚመስል እና ለስራ ምን አይነት ምቹ ሁኔታዎች እንደተፈጠሩ ቢገልጽሉኝ?
7. የተመራቁወጣቶች የስራ የማግኘት ችግር ከማሻሻል አንጻር ምን መደረግ አለበት ይላሉ?
8. ተጨማሪ የሚገልጹት ሃሳብ/ምክር ሃሳብ ካለ?

ቅፅ IV: ከተመራቁሰራ አጥነት ችግሮች ጋር የብድን ተኮር ወይም የሌላ ማረጋገጫ ግዩ ግዩ ተዘጋጅ መጠየቅ

1. በእናንተ እይታ የተመራቁወጣቶች ስራ አጥነት በወልድ ያከተማ አስተዳደር ምን ይመስላል ትላላችሁ?
2. በማህበረሰቡ ዘንድ ተመራቁሰራ አጥነት ምን እንዴት ይታያል?
3. ለተመራቁወጣቶች ስራ አጥነት ዋና ዋና ምክንያቶች ምንድን ናቸው?
4. ስራ አጥመሆናችሁ ምን አይነት አሉታዊ ተፅዕኖ አድርሰዋል?
5. ተመራቁወጣቶች ስራ አጥነት ምን ሆኖ ጋር ተያይዞ የሚደርስባቸውን አሉታዊ ተፅዕኖዎች ለመቋቋም ምን አይነት አገልግሎቶች አሉ? ጊዜያችሁን በምንድን ነው የምታሳልፉት?
6. የተዘዋዋሪ የብድር ድጋፍ ለማግኘት ችግሮች ምንድን ናቸው? ያላችሁን ልምድ ስብት ገልጹልኝ?
7. ስራ ለማፈለግ የምትጠቀሙትን መንገዶች ብትገልጹልኝ?
ስራ ከማፈለግ ጋር ተያይዞ የሚያጋጥማችሁን ችግሮችና ልምዳችሁን ብታካፍሉኝ?
8. የተመራቁወጣቶች የስራ አጥነት ችግር ለመፍታት ምን አይነት ምቹ ሁኔታዎች እንዳሉ ብታብራሩልኝ?
9. ለስራ ያላቸው ዝንባሌና ስራን በማማረጥ የሚያስከትልባቸውን ስራ አጥነት እንዴት ታይተዋል?
10. የወጣቶችን የስራ አጥነት ችግር ለመቀነስ በመንግስትና በግል ተቋማት አማካኝነት እየተሰሩ ያለ ስራዎች እንዴት ብታብራሩልኝ?
11. ተጨማሪ ቀሪ ሀሳብ /አስተያየት?

Challenges and Opportunities of Unemployed College Graduate Youth

ቅፅ V: ከወላጆች ጋር የቡድን ተኮር ወይም የሌላ ማረጋገጫ ግድግዳ ዘጋጅ መጠየቅ

1. በእናንተ እይታ የተመራ ቁጥጥሮች ስራ አጥነት በወልድያ ከተማ አስተዳደር እንዴት ታዩታላችሁ?
2. ለተመራ ቁጥጥሮች ስራ አጥነት ዋና ዋና ምክንያቶች ምንድን ናቸው?
3. ተመራ ቁጥጥሮች ስራ አጥነት መሆናቸው ጋር ተያይዞ የሚደርሱ ሰባቸውን አሉታዊ ተጽዕኖዎች በታብራሩልኝ?
4. የተመራ ቁጥጥሮች የስራ አጥነት ግርለ መፍታት ምን አይነት ምቹ ሁኔታዎች እንዳሉ በትገልፁልኝ?
5. ተመራ ቁጥጥሮች የተዘዋዋሪ የብድር ድጋፍ ለማግኘት ግሮቹ ምን እንደሆኑ በትገልጹልኝ?
6. ተጨማሪ ቀሪ ሀሳብ / አስተያየት?

Annex VII

Letter of Declaration

Here below, I declare and signed that the research title called *Challenges and Opportunities of Graduated Youth for Employment* in case of Woldia town is my original thesis work and before that it is not presented by other person in another university for the purpose of degree. In this thesis work references materials were used for have been well recognized.

Researcher's Name: Alemayehu Molla

Signature: _____

Place: Addis Ababa

Date of Submission: June, 14/2019

This thesis has been submitted for examination with my approval as the thesis advisor.

Challenges and Opportunities of Unemployed College Graduate Youth

Advisor's Name: Mesele Mengistab (PhD)

Signature: _____

Date: _____