



**SCHOOL OF GRADUATE STUDIES
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT**

**AN INVESTIGATION INTO THE OPPORTUNITIES AND
CHALLENGES FOR FRESH GRADUATE EMPLOYMENT IN NON-
GOVERNMENTAL ORGANIZATIONS (INGOS): A CASE STUDY IN
ADDIS ABABA, ETHIOPIA.**

BY: ZERTIHUN TESHOME

ADVISOR: DEJENE TULU (PHD)

MAY 2024

ADDIS ABABA, ETHIOPIA

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PROGRAM: EXECUTIVE MASTER OF BUSINESS ADMINISTRATION (EMBA)

EMBA THESIS ON:

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**A THESIS SUBMITTED TO THE DEPARTMENT OF MANAGEMENT
AT ADDIS ABABA UNIVERSITY IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE AWARD OF EXECUTIVE MASTER OF
BUSINESS ADMINISTRATION (EMBA).**

MAY 2024

ADDIS ABABA, ETHIOPIA

APPROVAL SHEET

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DECLARATION

I, Zertihun Teshome, declare that this research project work entitled “*An Investigation into the Opportunities and Challenges of Fresh Graduate Employment in International Non-Governmental Organizations (INGOs): A Case Study in Addis Ababa, Ethiopia*” is my own original work. I have carried out it independently with the guidance and suggestions of the research advisor and that all sources of materials used for the study have been duly acknowledged.

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List of Acronyms

CSA: Central Statistical Authority

CSO: Civil Society Organizations

FDRE: Federal Democratic Republic Ethiopia

GTP: Growth and Transformation Plan

ICLS: International Conference of Labour

ICT: Information, Communication and Technology

ILO: International Labour Organization

IMF: International Monetary Fund

INGOs: International Non-Governmental Organizations

LMIS: Labour Market Information System

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

NGOs: Non-Governmental Organizations

OECD: Organization for Economic Co-operation and Development

PWDs: Livelihood of People with Disability ()

UN: United Nations

UNDP: United Nations Development Programme

UNESCO: United Nations Educational, Scientific and Cultural Organization

USAID: United States Agency for International Development Statisticians

USD: United States Dollar

ACKNOWLEDGEMENTS

First, I would like to express my deepest gratitude to the Almighty God for helping me to complete this thesis work. Next, I would like to express my deepest gratitude to my advisor, Dejene Tulu (PhD) for his support, encouragement, invaluable comments, advice, and guidance at various stages of my study. Indeed, I very much appreciate his kindness that motivated me to work hard toward achieving excellence in my studies and completing this research.

Besides, I am grateful for my lovely family who have been the inspiration and motivational force throughout my entire academic life and for their overall support and encouragements from the beginning to the end of this research paper. My deepest and heartfelt thanks go to my seven-year-old daughter, Fedhi. Her patience and understanding during my thesis work have been remarkable. This journey took away our precious time together, and her acceptance of this reflects maturity beyond her years. I am eternally grateful.

My great thanks go to all my friends those who provide me all the necessary assistance while I am preparing this thesis. Finally, I would like to express my thanks for the selected organizations and fresh graduates for providing me the necessary data for this study.

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ABSTRACT

The purpose of this study was to examine the challenges and opportunities of fresh graduate employment in NGOs in Addis Ababa and to provide recommendations for enhancing their employability. For this purpose, INGOs functioning in Addis Ababa were selected as a research setting. Descriptive research design was employed for the current study. To collect the necessary data for this study, semi structure interview, questionnaire, and document analysis were used. Then, 225 questionnaires were delivered to fresh graduates, out of which 208 of them returned with fully completed and substantial responses. The returned questionnaires had a response rate of 92.44 %, and it is hoped that the returned questionnaires is enough to analyse the data. The information gathered from the questionnaire's closed-ended questions was then inserted into SPSS (Version 25) and analysed using descriptive statistics such as frequency and percentage. Besides, the data collected via open-ended questions of the questionnaire and Interview were described and discussed qualitatively. Finally, the qualitative and quantitative data were integrated together during analysis in the way they can support, triangulate, and substantiate each other. From the analysis of data, different findings were obtained. The study reveals that 53% of the sample is male and 47% female, with no significant gender differences in employability. 86.3% have bachelor's degrees, which are necessary for various organizations, including INGOs. However, the current market is low for fresh graduates. The study reveals that 96.2% of respondents aged 21-31 are mature enough to be employed, but they remain unemployed for two years after graduation. The majority of fresh graduates (87.5%) seeking work in INGOs in Addis Ababa are city residents, indicating that unemployment affects city residents more. Graduates from Business, Economics, Natural and Computational Science are more affected by unemployment. The study revealed a high demand for employment opportunities among fresh graduates in INGOs in Addis Ababa, with 76% of respondents reporting a high number of applications, indicating a growing trend of job seekers in the city. Furthermore, the study revealed majority of fresh graduate respondents (70.7%) and HR workers (61.5%) in Addis Ababa City believe there is no clear policy or regulation governing the hiring of fresh graduates in INGOs. This lack of clear regulation can affect the employability of new graduates in INGOs. The study found that half of fresh graduates in Addis Ababa believe that INGOs do not provide enough career opportunities for recent graduates, indicating that INGOs are not producing enough job prospects for recent graduates. The majority of fresh graduates (64.8%) and HR professionals (61.5%) believe that the job opportunities created by INGOs are insufficient for young graduates. The majority of fresh graduates (59.1%) felt that INGOs do not target fresh youth graduates when advertising jobs in their organizations, and they have never seen job advertisements for fresh graduates. Based on the findings, conclusions are drawn, and recommendations are forwarded to improve the employability of fresh graduates. The study suggests the need for legislation prescribing the employment of fresh graduates in INGOs.

Key words: *Addis Ababa, Challenges fresh graduates, employability, INGOs, Opportunities,*

CHAPTER ONE: INTRODUCTION

This chapter provides general introduction to the study. It describes background of the study, statement of the problem, research questions, and objectives of the study. Besides, the significances and the scope of the study will be discussed in this chapter.

1.1. Background of the Study

Ethiopia is among the poorest countries in the world and has the biggest pre-industrialized society. Ethiopia is dealing with a variety of economic and social problems, including poverty, inequality, conflict, and climate change. In Ethiopia, non-governmental organizations (NGOs) play an important role in delivering humanitarian help and supporting sustainable development. Ethiopia is one of Africa's fastest growing economies, with an average annual growth rate of 9.8% between 2008 and 2018. However, the country continues to face several problems, including poverty, inequity, unemployment, and environmental deterioration. According to the World Bank, Ethiopia has a 19.2% unemployment rate in 2018, with young unemployment reaching 25.3%. One of the primary causes of the high unemployment rate is a mismatch between labor force skills and credentials and labor market needs.

Ethiopia's population has grown rapidly in recent decades. Ethiopia's population is predicted to be 104 million, with 41% under the age of 15 and more than 28% between the ages of 15 and 29. Ethiopia's young population is a tremendous advantage and untapped resource for good progress. However, like in other countries, young unemployment is a concern in Ethiopia. Youth unemployment is predicted to be over 27% (USAID Fact Sheet, 2017). A major socioeconomic issue that affects people of all ages is unemployment. However, the issue is particularly serious among young people in underdeveloped nations, where the unemployment rate is three times higher than that of adults (ILO, 2017). Ethiopia, whose estimated median age is 19, has the second-largest youth bulge in Africa, after Nigeria, which further exacerbates the susceptibility of the country to young unemployment. 30 million of Ethiopia's 102 million inhabitants are thought to be between the ages of 15 and 29, and by 2030, there may be 40 million young people in this age group (Zeru, 2018). Ethiopia is renowned for having a high rate of young unemployment as a result. Accordingly, the national estimates of unemployment rates for young people (15–24 years old) as of 2014 were 26.7% (30% for young women and 22% for young males) (CSA, 2018).

Besides, the Ethiopian CSA (2015) study states that while unemployment rates for youth in general and urban youth population have decreased relative to one another, the rate of unemployment for young with higher education has increased—from 2% in 1999 to 7.5% in 2013. Simultaneously, according to the most recent CSA (2016) study, 17% of urban youth unemployment and 12% of all urban unemployment are among the educated and certified young without a bachelor's or diploma. Furthermore, the Ministry of Education's (MoE) 2015 annual summary of education data showed that, in just the 2014–15 academic year, about a quarter of a million individuals received diplomas and bachelor's degrees. Hundreds of thousands of people entered the job force based on these figures, despite the prior record-breaking high rate of unemployment.

In this regard, Addis Ababa is not an exception in terms of the challenges associated with youth unemployment. CSA (2021) reported that in terms of regional unemployment, Benishangul-Gumuz Region had the lowest rate (4.3 percent) in February 2021, while Addis Ababa Administration had the highest rate (22.1 percent), followed by Dire Dawa (15.9 %). The 2021 CSA Survey indicates that in both the educated and illiterate groups, the unemployment rate for women is greater than for males. As a result, the nation is facing a serious socioeconomic crisis due to the quickly rising rate of unemployment among graduates.

To address the high percentage of young unemployment that currently exists, the Ethiopian government has implemented several strategies, including a national employment policy and strategy, as well as a technical vocational education and training strategy focusing on poverty alleviation for youth and workforce development based on labour market needs (MoLSA, 2009). The government also enacted national youth policy to enable youth in the process of building a democratic system, good governance, and development endeavours as well to ensure that youth have the professional competence, skill and ethics (IDS, 2017). The alarming reality is that, in spite of the government's increased efforts to expand youth employment programs, the high percentage of young unemployment among graduates continues to be a major cause for concern in all regions of the nation, including the Addis Ababa.

To address the different socio-economic problems, Ethiopia had been getting support from various foreign funding sources goes, NGOs are leading the charge. In Ethiopia today, a sizable number of national and international NGOs carry out a variety of development and poverty alleviation initiatives. NGOs in Ethiopia have reportedly spent \$4 billion USD on

different development initiatives all around the nation, according to the Non-State Actors Mapping Study (2014). Additionally, this third sector raised about Birr 35.76 billion (US\$ 1.788 billion) to carry out 2,604 projects. Comparatively speaking to many other African nations, Ethiopian CSOs are less established in terms of diversity, size, and capacity.

Besides, it is noted that Ethiopia has experienced a rise in non-profits and societies (NGOS) over the past 20 years, and these organizations have played a significant role in addressing the nation's many development goals as a major development partner. NGOs are carrying out different development agendas at the national level and are becoming more and more significant in the social and economic environment. Furthermore, NGOs have made enormous contributions to generating foreign exchange, creating jobs, and addressing government goals, according to the CSO Sustainability Index (2013).

Moreover, the Ethiopian NGOs offer employment opportunities for recent graduates, providing a platform for young individuals to contribute to the nation's socio-economic growth. However, securing suitable positions can be challenging due to factors such as political stability, resource availability, competition, and the relevance of education and training. A recent study by GeezJobs(2019) reported there are currently 53 NGO job openings in Ethiopia, primarily in Addis Ababa, across diverse sectors like health, education, environment, governance, human rights, and peace building. These positions are highly sought after and often require specific qualifications and experience.

To secure a fulfilling job in Ethiopian NGOs, graduates should understand their career objectives, potential opportunities, and challenges in this sector. They should be familiar with local NGOs focusing on grassroots issues, international NGOs providing technical assistance and advocacy, and hybrid NGOs that combine both approaches. Adhering to ethical and professional standards are crucial for interactions with stakeholders, including donors, beneficiaries, partners, government agencies, and media outlets. Despite challenges, Ethiopian NGOs have numerous opportunities for fresh graduates, as the growing recognition of their role in addressing socio-economic issues has led to increased funding and support. Working in NGOs offers a unique opportunity for young professionals to gain practical experience, develop a broad range of skills, and make a positive impact on their communities. Therefore, this research assessed the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia, using a case study approach.

1.2. Statement of the Problem

It is noted that graduates face various challenges in transitioning from education to work, resulting in graduates being long-term unemployed, totally unemployed, or underemployed, which in turn leads to various economic, social, and political problems. It was reported that, generally, Ethiopia has a sufficient supply of graduates with technical skills mainly in information, communication, and technology (ICT), business, engineering, and many other fields. Unfortunately, the demand for these graduates is still low despite the economic growth in the country. According to the reports (Demissie, et.a; 2021), substantial percent graduates of from public universities and institutions of higher learning are still unemployed. In Ethiopia, lack of employment opportunities for educated young people is the critical development challenges facing the country (Mekonnen, 2021).

With this regard, it is noted that non-governmental organizations (NGOs) are one of the potential employers for graduates who are interested in working in the social sector. NGOs are independent, voluntary, and non-profit organizations that aim to address various social, environmental, and humanitarian issues (Abiddin, Ibrahim, I., & Abdul Aziz, S. A. (2022). However, it is not clearly known about the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia. Hence, the aim of this research is to explore the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia. In light of the overall context stated above, this study attempted to investigate the challenges and opportunities of fresh graduate employment in NGOs in Addis Ababa, Ethiopia.

The other rationale for proposing this research topic is that the research gaps observed in this area. There have been few studies conducted in Ethiopia that have studied about fresh graduates' unemployment and NGOs. For instance, Meseret Masresha (2022) undertook an MA thesis titled *"Determinants of the effectiveness of internal audit in non-profit organizations: the case of selected international NGOs in Ethiopia."* The study's findings suggested that management support, internal auditor independence, internal audit staff competency, and internal audit quality had a positive and substantial influence on NGOs' internal audit effectiveness at a 95% confidence level. Frew Bogale (2019) did another investigation on NGOs. His research was titled *"The Roles and Challenges of NGOs in Improving the Livelihood of People with Disability (PWDs) in Urban Areas."* The study found out that NGOs despite the fact that there are limitations in their service and challenges that have much advisory role in the help of PWDs. Furthermore, Dagne Negash (2017) examined

the challenges and opportunities faced by Ethiopian Charities predominantly focusing on financial sustainability, organizational capacity, and public image. The study's conclusions demonstrate the wide range of problems that the majority of Ethiopian charities have to cope with, including poor public perception, a lack of organizational capability, and financial viability. On his part, Yared Debebe (2007) investigated Staff Turnover in International Non-Governmental Organizations (INGOs) and discovered that the majority of workers are dismissed / resigned from the IRC during their first months of employment.

As shown above, various studies have been conducted to assess the challenges encountered by Ethiopian civil society groups in general. However, none of these studies conducted to examine the challenges and opportunities for fresh graduate employment in NGOs located in Addis Ababa, Ethiopia. The above empirical studies have some research gaps that need to be addressed. For instance, the current state and trends of fresh graduate employment in NGOs in Ethiopia, including the number, distribution, and characteristics of fresh graduates working in NGOs is not researched. Therefore, my study aimed to fill this gap by conducting a case study of Ethiopia, using both quantitative and qualitative methods, and analysing the data from multiple sources and perspectives. In general, the researcher was motivated to conduct this study because there is a lack of outstanding, well-organized academic knowledge about the challenges and opportunities faced by young graduates in the context of NGOs in Ethiopia.

1.3. Research Questions

The study attempted to answer the following basic questions:

1. What are the policy frameworks that govern the link between the university graduates and employment in NGOs?
2. What are the current situation and trends of fresh youth graduate employment in NGOs in Ethiopia, such as the number, distribution, types, and characteristics of NGOs and their employees?
3. What opportunities are available for fresh youth graduates' employment in NGOs at Addis Ababa?
4. What are the factors/challenges that hinder fresh youth graduates' employment in NGOs?

1.4. Objectives of the Study

General Objective

The general objective of the research was to assess the challenges and opportunities of fresh graduate employment in NGOs in Addis Ababa.

The specific objectives of the research are to:

1. examine if there are policy frameworks in place that govern the link between the university graduates and employment in NGOs
2. Describe the current situation and trends of fresh youth graduate employment in NGOs in Ethiopia, such as the number, distribution, types, and characteristics of NGOs and their employees.
3. Investigate the available employment opportunities for fresh graduates in NGOs at Addis Ababa.
4. Identify the factors/challenges that hinder fresh youth graduates' employment in NGOs.

1.5. Significances of the Study

This study is hoped to have both theoretical and practical significances. First, conducting this research can help to understand the challenges and opportunities of fresh graduate employment in NGOs, and provide suggestions for enhancing the employability and career prospects of fresh graduates in this sector. Besides, the research will have social relevance and significance, as it can address a real-world problem and provide insights and recommendations for improving the employment situation of fresh graduates in Ethiopia.

This study was conducted on the employment outcomes and experiences of fresh graduates in NGOs in Ethiopia, which is a relatively under-researched topic in the literature. It will shed light on the factors that affect the employability and career development of fresh graduates in this sector. Hence, this research will contribute to the way we understand this phenomenon, or the discipline.

Besides, it will provide practical implications and recommendations for improving graduate employability in NGOs in Ethiopia, which can benefit various stakeholders, such as fresh graduates, NGOs, higher education institutions, policy makers, and employment service providers. It will suggest ways to enhance the quality and relevance of education and training, to promote entrepreneurship and innovation, to strengthen the institutional capacity and coordination of employment services, to improve the labour market information system, and to foster social protection and social dialogue.

Theoretically, conducting this research can help to explore and explain the phenomenon of fresh graduate employment in NGOs from a contextualized and holistic perspective, and

generate new findings that can enrich the theory and practice of graduate employability. The research may also have theoretical contributions, as it can fill a gap in the existing literature and advance the knowledge and understanding of graduate employability in the context of Ethiopia and NGOs.

1.5. The Scope of the Study

The study was spatially confined to Addis Ababa City Administration as a point of reference. The town serves as Ethiopia's capital as well as a hub for several foreign non-governmental organizations (NGOs). This helped the researcher in locating study participants and obtaining data for this study. Thematically, the scope of the study was primarily focused on assessing the problems and opportunities for employment among unemployed fresh graduate youths. As a result, the participants of the study were college graduate in the last two years who are currently employed and not employed in the NGOs. The international NGOs at Addis Ababa who are relevant to accomplish the research goals were also the participants of the study. The data pertinent to this study was collected in the January to March 2024.

1.7. Organization of the Study

The thesis contains four chapters. The first is an introductory chapter that explains the background, statement of the problem, objective, research questions, significance, and delimitation, operational definition of terms and organization of the study. The second chapter deals with the literature review of the study. It includes the fundamental concept of unemployment as well as graduate youth unemployment. It also discusses the worldwide and national situations of recent high school graduates. Furthermore, the chapter discusses the reasons of Graduate Youth Unemployment. It also discusses the Non-Governmental Organizations (NGOs) in Ethiopia and their Major Roles and Approaches. The review chapter also discusses the contributions of non-governmental organizations (NGOs) to the Ethiopian community. The third chapter deals with research design and methodology which includes research design, research setting, participants of the study, sampling size and sampling techniques, tools of data collection, data collection procedure, methods of data analysis and pilot study. The fourth chapter covers study results and discussion. Finally, the Fifth Chapter discusses the study's main findings, conclusions, and recommendations.

CHAPTER TWO: REVIEW OF RELATED LITERATURE

2.0. Introduction

This chapter reviews the conceptual framework as well as relevant literature. It attempts to analyse the meaning, causes, and implications of key young questions in the context of local circumstances, including the study region. It also discusses the roles of NGO. This chapter contains a full discussion of a survey of literature linked to the subject matter of the topic under consideration. Specifically, this chapter discusses the fundamental concept of unemployment as well as graduate youth unemployment. It also discusses the worldwide and national situations of recent high school graduates. Furthermore, the chapter discusses the reasons of Graduate Youth Unemployment. It also discusses the Non-Governmental Organizations (NGOs) in Ethiopia and their Major Roles and Approaches. The review chapter also discusses the contributions of NGOs to the Ethiopian community. Finally, it discusses hypotheses that are relevant to this study.

2.1. The Basic Concept Unemployment and graduate youth Unemployment

2.1.1. Definitions of Unemployment

The formal definition of unemployment excludes those persons who are unemployed yet desire to work. Clark and Summers (1982) noted that the statistical image of the labour market and the unemployment definition indicate high rates of labour force withdrawal since labour statistics simply do not regard jobless youngsters who have been laid off from actively seeking jobs. This definition further distorts the genuine image of young unemployment length due to the higher number of discouraged kids excluded from the labour force. As a result, the authors found that the clear line established between unemployment and labour force departure does not reflect the reality of young people's current struggles to enter the job market.

According to Belchamber and Schetagne(2013), the idea of unemployment is problematic since house workers are not considered part of the labour force or jobless. They contend that characterizing those who support their family as "economically inactive" is both disrespectful and incorrect. Youth labour markets in developing nations are characterized by irregular youth employment, working poor, underemployment, and informal sector employment. The other definitions of unemployment, in which job hunting is not required, might reflect the severity of unemployment. When the notion is modified, the unemployment rate in many nations will double, because the rigid idea excludes many individuals from the labour force and deems

insecure work to be employment. Underemployment in the young labour market has been disregarded in traditional unemployment notions (ILO, 2013)

The notion of unemployment was changed at the 19th International Conference of Labour Statisticians (ICLS) to reflect the insecure and underemployment realities that most youth in developing nations confront (ILO, 2013). The updated definition of unemployment broadens the labour force horizon while emphasizing the gloomy income and job prospects for young people labouring in the informal economy. This implies that job is insignificant for these young people since it does not provide a means of subsistence. The updated idea seeks to correct the misleading assertion of lower and consistent unemployment in nations where 80% of the population works in subsistence agriculture (Gough, 2016).

2.1.2. The basic Concept of Youth Unemployment

Unemployment is a contentious subject with varying meanings in industrialized and developing nations. Egbuna (2001) stated that the unemployment rate in an economy is the proportion of jobless persons in the labour force, which is defined as the number of people aged 18 to 60. Unemployment arises when people of the labour force are unable to find work, suggesting the existence of complicated issues. The population of a country is classified as economically active (working age) or economically inactive (non-working age). The working-age population is separated into those in and out of the labour force, while those in the labour force are further classified into employed and jobless individuals (Borjas, 2004). The jobless are all working-age people who are unemployed, available for employment, and looking for work at the current wage rate. Most countries use this common definition of unemployment.

Youth unemployment refers to the inability of young people, often aged 15 to 24, to find work (O'higgins, 2001). It is frequently addressed separately from general population unemployment since the reasons for why young people are unable to find job are frequently diverse, and unemployment impacts them differently. Young people have greater unemployment rates than adults virtually everywhere although this varies widely among nations and areas (Mseleku, 2022).

When a person eager to work is unable to find work, this is referred to as open involuntary unemployment, whereas disguised unemployment happens when the workforce's labour is insufficient to keep it fully employed (Skórska, 2019). This means that some staff might be laid off with little loss of production. Employed people are classified as either fully employed

or underemployed. Underemployment happens when an individual seeks more hours but does not have enough work, which is frequently due to labour conflicts, a lack of funds, raw material shortages, equipment problems, or insufficient output demand (Borjas, 2004). This is referred to as conspicuous underemployment. Invisible underemployment, on the other hand, arises when workers are fully engaged in activities where their productivity is abnormally low or their pay do not correspond to established norms, training, and work experience (Muiya, 2014).

The concept of youth unemployment is related to the realm of socio-economy and politics while unemployment experience takes the form of individual subjective involvements (Celik 2006:) Exploring how individuals are influenced by the linkages between the larger economy, political environment, and unemployment necessitates an examination of human experiences. Youth unemployment difficulties are frequently examined from a monetary standpoint, but a larger focus on non-monetary elements and subjective dimensions is required (Kieselbach & Traiser, 2002). Unemployment can cause a variety of personal challenges, including economic, social, psychological, and physical issues. The subjective experiences of unemployed teenagers encompass the intrinsic merits of having a paid job as well as the sentiments of missing it. In India, educated jobless young engage in "waiting" until "time passes," which can show in a variety of ways, including reliance, inability to engage in leisure activities, failure to meet grownup obligations, degradation of self-confidence and drive, and difficulties passing time (Jeffrey, 2010).

Moreover, it is noted that unemployed youth face marginalization, social exclusion, and difficulties in social adjustment due to factors like gender, age, ethnicities, races, family economic status, and rural urban location differences. In developed countries, the neoliberal economy has transferred social reproduction responsibility to households, who provide emotional and financial support to their youth (Celik 2006). As a result, the experiences of young unemployed vary according to socioeconomic and structural characteristics such as age, gender, education level, family economic situation, and location of residence. Azaola (2012) contends that, in addition to these socio-structural elements, human agency and personal qualities may impact how individuals feel and manage vulnerability throughout the transition to employment. Below an attempt is made to describe the international and national situation of youth graduates.

2.2. The International and National Situations of Youth Graduates

2.2.1. Youth Unemployment in Universal Situations

Several factual evidence show that youngsters make up the bulk of the world's population and are critical for the growth of society and a country (UNDP, 2023). In Africa, young account for more than 60% of the overall population, and youth are critical for the development of society and a country (Blum, 2007). Youth, in the correct circumstances, may boost productivity and enhance a country's economic progress (Fatusi & Hindin, 2010). However, a large percentage of young people worldwide are unemployed or regular job (ILO, 2018).

Unemployment, particularly among young people, is a major global problem as a result of globalization, neoliberal economic reforms, and labour market restructuring (Jeffrey2009). Youth unemployment in affluent nations has grown dramatically over the previous two decades, both in absolute and relative terms to adult populations. According to the OECD (2012), young unemployment rates in G20 countries peaked (20% in some countries) during the previous global economic crisis, and the current economic recovery has failed to reverse these trends in many countries.

Despite reduced rates, unemployment has risen in emerging countries. Factors such as population expansion, social fragmentation, slow economic development, and education systems all contribute to inadequate youth integration into the labour force. Sustained poverty has significantly harmed young people's expectations for maturity in Africa(Locke & Te Lintelo 2012).

Globally, unemployment is a modern challenge for many nations' social, economic, and political growth. The International Labour Organization (ILO) forecasts a small decrease in worldwide unemployment to 5.5% in 2018, down from 5.6% in 2017(ILO, 2017). However, the number of jobless people is expected to increase by 1.3 million in 2019(ILO, 2018). In developing nations, 19 out of 20 young women and men are involved in informal jobs. Besides, jobless is predicted to rise by half a million in both 2018 and 2019, with the jobless rate hovering around 5.3%. Many developing and growing nations face sustained low-quality employment and working poverty (ILO, 2018).

Furthermore, Jeffrey (2009) stated that youth unemployment, especially among educated young, is caused by causes such as greater parental investment in education, the inclusion of previously excluded groups in schools, and a pay shortfall. The surplus of experienced people increases labour market rivalry, resulting in a "filtering phenomenon" that replaces less

competent workers. A lack of job experience among young individuals who join the labour market without establishing "employability skills" contributes to this problem (Thompson, 2013). Apprenticeship programs that mix employment and study are sometimes restricted or non-existent.

Currently, different international and national studies revealed that high percentage of young people are not enrolled in education, jobs, or training, postponing their complete socioeconomic integration. Lack of effective economic and employment policies, as well as insufficient job creation, have forced many young people to take part-time, temporary, or informal labour. Inadequate training and skill obsolescence result in restricted career opportunities for young people even when the economy improves (UN, 2016). According to Clark and Summers (1982), increased rates of youth unemployment can be attributable to low job availability and job insecurity. The majority of educated young have encountered the former issue, emphasizing the importance of youth employment development initiatives. For this reason, solving or minimizing youth unemployment and underemployment has emerged as a top issue for governments throughout the world.

2.2.2. Youth Unemployment in the Context of Ethiopia

According to the National Adolescent and Youth Health Strategy, Ethiopia has a fast-rising population of adolescents and youth, accounting for 33.8% of the anticipated total population of 90 million (CSA, 2015). This youthful population has ramifications for the country's social, economic, and political agendas, as it places significant demands on health care, education, water and sanitation, housing, and employment (MoH, 2016).

However, in Ethiopia, young unemployment is a critical concern for the government, with significant implications for the country's socioeconomic and political growth. Youth unemployment is expected to be over 27%, with poor literacy (68%) contributing to the high rate (USAID, 2017). Among the numerous contributing reasons, the most noticeable are the formal sector's low absorption capacity, the low rate of job creation, the skills gap, and the youth's lack of entrepreneurship (Bimal, 2014).

Youth unemployment rates are greater in poor nations than adult unemployment rates, however in Ethiopia; the problem is mostly due to neoliberal policies that have curtailed public sector work prospects, increased access to education, and limited job chances (Mains 2012). The

young's attitude toward particular employment is formed by the previous school-to-work transition trend, which offered government positions to educated youth. The country's demographics have put strain on limited prospects, and educational quality has decreased, creating a gap between young people's aspirations and reality (Broussar & Tekeleselassie 2012). Youth exposure to work through apprenticeship programs is limited in Ethiopia, and job experience is a crucial human resource that delivers returns throughout career development. Despite this, labour market policies and institutions have mostly ignored informal sectors and self-employed persons (Mains, 2012).

2.3. Causes for Graduate Youth Unemployment

In today's job market, the idea of youth transition is a complicated and diverse issue driven by elements such as class, gender, and ethnicity (Azola, 2012). It is not a simple model, and it is impacted by individual opportunities, which are formed by societal variables such as gender, class, sexuality, and geographical variances. With this regard, people aspire to attain education, enter the labour market, create families, accept social and citizenship duties, and lead independent lifestyles throughout successive generations of adolescent life (Valentine, 2003). However, the setting in which young people enter adulthood differs among generations as a result of globalization impacts, which bring about dynamic changes in the economic, technological, social, cultural, and political environment.

Besides, Locke and Te Lintelo (2012) noted that the present generation of young people is very different from prior generations, and the linear transition model does not always account for changing economic, educational, and labour market situations. Young individuals with limited economic prospects may not experience the shift from dependent to autonomous life phases, but rather interconnected connections with their family. Because of the complexities of the youth era, the UN underlines that the border between maturity and childhood is hazy (UN, 2005).

There are several complex reasons of young unemployment, such as a mismatch between academic qualification and market demand, low educational accomplishment, and skills mismatch, recruiting fraud and social networks and job information accessibility. The key factors are explained shortly as follows:

The first major cause is the mismatch between academic qualification and market demand World Economic Forum (2014) reported that recently policymakers and social partners

throughout the world are increasingly worried about the mismatch between worker skills and labour market demands. In certain developing and rising nations, when erratic economic growth is accompanied by a poorly educated workforce, skills shortages, and an inadequately trained workforce likely to jeopardize economic progress. In contrast, for many industrialized economies and some emerging nations, considerable investments in education that are not supported by job development promote high rates of graduate unemployment and qualification mismatches. Qualification mismatch is ubiquitous in modern employment markets, affecting one-third to one-half of the working population (McKinsey Global Institute, 2012; World Economic Forum, 2014). Furthermore, qualification mismatches arise when an individual's formal qualifications differ with the qualifications necessary to be recruited for and execute the job (Cedefop, 2015).

Similarly, in Ethiopia, low economic performance is a fundamental barrier to adequate labour force absorption. Specifically, it is argued low economic growth translates into low total employment creation. This is especially tough for youngsters, who are at a disadvantage even in an economic upturn due to a lack of job experience (Nebiletal., 2010).

The second cause for youth unemployment is low educational achievement and skills mismatch. It is noted that education and skills are critical for young people to have access to productive jobs and raise their incomes (World Bank, 2014). Low educational attainment and weak skills might stifle African youth employment mobility. Skills development is critical in addressing urban employment issues, yet urban economies are dynamic marketplaces impacted by socio-political and economic forces. Improved skills can enhance confidence and self-worth, but other factors that contribute to job market discrimination and long-term disadvantage must be recognized (Ursula,2012).

In Ethiopia, the study findings suggested that education is a very essential weapon for innovation, job development, and poverty alleviation, and the study result demonstrated that youngsters with a certificate, diploma, or higher had a better chance of finding work (Muhdin, 2016). Skills mismatch impacts individuals at various stages of their working lives, including when leaving school and entering the workforce, changing jobs, and re-entering the labour market after long periods of unemployment. This dynamic phenomenon affects employees within their jobs and across their entire careers. The African Development Bank Report

highlights the lack of skilled workers, leading to long unemployment periods and forced informal sector employment for many graduates (World Economic Forum, 2014).

Besides, some empirical studies reported lack of fair employment for the fresh graduate is the other cause for youth unemployment. For example, the results of a survey that was carried out in Addis Ababa and Diredawa cities revealed that the work climate for unemployed youngsters is extremely unfair. As a result, it is true that the youth face unfair competition and corruptive work practices (Abel, 2016). According to a study performed in Addis Ababa, favouritism, corruption, prejudice, and discrimination in many forms are all variables that contribute to young unemployment (Yohannes & Missaye, 2014).

Furthermore, lack of sufficient and systematic information during job searching is the other causes for unemployed urban youth. With this regard, urban youth in Africa face challenges in job searching due to the high cost of movement, time, money, and resources involved. Most vacancy advertisements are not easily available and require travel to central locations (IDS, 2017). The lack of an effective labor market information system (LMIS) in most African countries contributes to unemployment challenges and poor-quality jobs for youth (William Baah, 2014). This lack of information about available jobs and skill requirements, as well as information asymmetry between employers and job seekers, leads to a high rate of frictional unemployment.

Moreover, another study in Ethiopia found that urban teenagers with larger social networks for job hunting are less likely to be jobless (Aynalem, 2016). In this regard, the increasing social capital through networking is an appropriate coping technique that allows individuals to benefit from the goodwill inherent in their social networks. Social support from relevant persons can increase the likelihood of reemployment (Rosalind et al., 2014).

2.4. The Major Roles and Approaches to Non-Government Organizations (NGOs)

2.4.1. Defining the Non-Government Organizations (NGOs)

Non-governmental organizations (NGOs) face challenges in providing a universally accepted definition and classification, as stated by the Ministry of Education (MOE, 2023). NGOs are nonprofit voluntary organizations formed by individuals who share common goals and cooperate to achieve them. They include lower-level organizations such as community groups,

associations, co-operatives, religious and private development organizations. Endalemaw (2006) defines NGOs as non-profit organizations providing services to client groups, including community groups, associations, religious co-operatives, and private development organizations.

In addition, the NGOs are organizations that have money and programs that are controlled by their own trustees or directors and are founded to sustain or help social, educational, philanthropic, religious, or other activities that benefit the general welfare (CRDA & DPPC 2004). NGOs are not part of any government structure and can define priorities and manage objectives on their own. They can be of varying sizes, from large to tiny, worldwide to local, long-term to short-term, and their activities vary depending on their goals. Moser (1993) classified NGOs according to their institutional location, organizational structure, and activity.

Furthermore, NGOs are groups that provide services at the local, national, and worldwide levels (Endalemaw, 2006). They are divided into the following categories: relief, research, environment, emergency, health, education, and development. They also give job possibilities for local, national, and worldwide employees and contribute to the well-being of society (CRDA & DPPC 2004). The debate focuses on the primary actors and engagement of non-governmental organizations (NGOs) in Ethiopia, their contributions to development, health, and water issues, and their role in creating jobs in the nation. With this regard, one objectives of this study is to assess the employment opportunities for fresh graduates in NGOs at Addis Ababa.

2.4.2. The Roles of NGOs

Since the 1980s, the word "NGO" has come to refer to society actors operating outside of the UN framework, both worldwide and nationally (CRDA & DPPC 2004). Academics and activists have embraced it more extensively. Prior to the word being established by UN practice, writers used terms such as "private organizations" or "international pressure groups." The League of Nations used "voluntary agencies" or "volas." Today, NGO and its synonyms are the most used words in most languages. Despite the lack of consensus on the meaning of the term "NGO," a large literature has been produced on NGOs, with many claims made concerning their role. The term "NGO" is a post-World War II expression coined by the United Nations, and today, it is the prominent word in most languages (Young, 2000).

Ziegler (1998) noted that non-profit institutions play a significant role in the modern economy, particularly in sectors like education, research, healthcare, media, and arts. However, the

existing literature in law and economics has largely overlooked non-profit institutions, and there has been little effort to understand their role. The term "NGO" has been used since the mid-19th century, and it has evolved from simple beginnings to complex organizations. Initially known as public associations, voluntary associations, social welfare organizations, charities, and missions, the term was first used by the United Nations in 1949. Since then, terms used to identify these organizations have multiplied, including "voluntary associations," "non-profit associations," "international nongovernmental organizations," "nongovernmental development organizations," "new social movement organizations," "people's organizations, membership organizations, grassroots support organizations, and "membership support organizations." These terms encompass a broad range of organizations varying in terms of ideology, organization, and operation, including schools, hospitals, charities, clubs, religious fraternities, development agencies, professional associations, cooperatives, mutual aid societies, foundations, and lobby groups (Kerstin Martens, 2002).

Besides, the non-profit economic theories provide varied viewpoints on the interaction between government and private, not-for-profit groups. According to certain conceptions, NGOs function autonomously as supplements to government, in collaboration with government, or in an antagonistic relationship of mutual accountability with government. Below are the key approaches to the roles of NGOs.

- A. **Nonprofits as supplements to government:** Depending on individuals' individual preferences for the amounts, characteristics, and types of public goods they want and how much they are ready to pay for them. Governments decide on the amount and quality of public goods provided based on residents' desires, with justice and bureaucratic processes constraining them (Douglas, 1987). Given democratic voting and policy-making mechanisms, governments choose uniform tax rates and levels, kinds, and quality of services based on the preferences of the median voter or a prevailing political coalition. If citizen preferences are not uniform, some citizens may be dissatisfied, either by paying for and obtaining more public goods than they desire, or by paying less and receiving less. This group is assumed to be willing to contribute further levels of public benefit through the nonprofit sector.
- B. **Non-profits and government as complements:** According to Salamon (1995), NGOs and government are generally in a partnership or contractual relationship in which the government finances public services and charities provide them. This approach is based on the economic theory of public goods and organizations, which highlights the

phenomena of "free riding" in which people strive to supply community benefits on a voluntary basis. This difficulty is worsened when groups are big, and tastes are largely homogenous. Social pressure, connecting private incentives to public goods support, and force are all solutions to the public goods challenge. Social pressure entails appealing to conscience and peer-to-peer appeals, whereas private incentives entail attaching private rewards to support for public benefits. Coercion is the use of the state's police power to collect taxes. The latter approach implies that the government. The latter alternative proposes that the government finance public goods directly or through tax breaks, rather than being the mechanism for their delivery.

- C. **Non-profits and government as adversaries.** Non-profit groups and governments have yet to address the role of lobbying in public policy, as well as the responsibility of government in managing it. Non-profit advocacy and government pressure, on the other hand, may be comprehended through non-profit-government interactions. Non-profits and governments frequently work together to create laws or change public opinions, while simultaneously promoting private volunteerism for social purposes. However, advocacy activity implies that there is a third way to characterize non-profit organizations' relationships with government: as opponents in policymaking and service delivery.

2.5. The Non-Government Organizations (NGOs) in Ethiopia

In Ethiopia, modern civil society groups originated as faith-based organizations in the 1930s, followed by charity organizations such as the Red Cross in the 1950s (Clark, 2000). The famines of 1973-1974 and 1984-1985 prompted the formation of new non-governmental organizations (NGOs) focused on relief and humanitarian assistance. The fall of the Derg dictatorship in 1991 resulted in a huge increase in the number of NGOs (Rahmato, 2002). Ethiopia's civil society sector is now divided into government-owned community organizations, mass-based organizations, religious and interest groups, and independent organizations such as NGOs and advocacy groups (Vaughn & Tronvoll, 2003). The majority of autonomous NGOs are international organizations rather than local communities.

Initially, the NGOs' primary focus was on relief operations, and their success in saving millions of lives has been highly recognized. Since then, non-governmental organizations (NGOs) have been an integral part of the country's development process. Furthermore, the repeat of the

1984/85 drought accelerated the rise of NGOs in both number and magnitude, particularly their engagement in emergency operations (CRDA & DPPC 2004).

Taye et.al (2010) also explained that Domestic non-governmental organizations (NGOs) in Ethiopia are undeveloped and misunderstood by the government, with limited working space and institutional capabilities. However, since 1991, non-governmental organizations (NGOs) have grown in quantity and diversity, tackling the country's complicated development agenda (Clark, 2000). In 2009, the government released a new Proclamation of Charities and Societies to promote and improve the contributions of NGOs to socioeconomic development, adopting best practices from other countries. This modification incorporates current facts and strives to improve the sector's operation.

In addition, the Charities and Societies Proclamation in Ethiopia aims to improve the clarity and predictability of charities, societies, and NGOs' operations, as well as improve licensing, registration, and operations. The law introduces a new classification of CSOs based on income source, dividing them into "Ethiopian Charities or Societies", "Ethiopian Resident Charities or Societies", and "Foreign Charities or Societies". Legal definitions are provided under Article 2 of the CSP as follows:

- Ethiopian Charities and Societies are organizations that are created under Ethiopian laws, have all members who are Ethiopians, generate money from Ethiopia, and are totally managed by Ethiopians. They can, however, be declared Ethiopian Charities if they get less than 10% of their funding from outside sources.
- Ethiopian Residents Charities or Societies are those established under Ethiopian law that have members who live in Ethiopia and get more than 90% of their funding from outside sources.
- Foreign Charities are organizations that are created under foreign laws, have foreign national members, are governed by foreign nationals, or receive funding from overseas sources.

In this connection, the general objective of the research is to investigate the challenges and opportunities of fresh graduate employment in NGOs. This study gives focus to international NGOs operating in Ethiopia.

NGOs Contributions to the Community In Ethiopia

NGOs benefit the community and the country by providing fixed assets, capacity building, financial backing, outputs, and job creation (CRDA & DPPC, 2004). In different locations, they build clinics, health posts, hospitals, training centres, schools, access roads, bridges, irrigation schemes, water supply schemes, conservation structures, residential dwellings, and toilets. They also prioritize significant intervention areas such as food security, health and household water supply, reproductive health and family planning, HIV/AIDS, education, capacity building, urban and rural physical infrastructure, and emergency services.

Another contribution made by NGOs working in the nation has been the establishment of job opportunities. According to the 2005 CRDA and DPPA report, the total number of workers working in the six areas of 271 organizations in December 2002 was 9803, with 9643 (98.4%) being national and 160 (1.6%) being foreign or expatriate staff. The table below, drawn from CRDA, displays personnel distribution by job, area, and type.

Participation of non-governmental organizations (NGOs) in development and disaster relief activities in the country dates back to the early twentieth century. However, during the 1984/85 drought, the number of non-governmental organizations (NGOs) active in the nation expanded substantially. According to the CRDA and DPPA 2004 report for the period 1997-2001, the total number of NGOs operating in the country's six regions (Tigray, Oromiy, Amhara, SNNPR, Somali, and Benishangul Gumuz) accounted for 271 of which 188 were local and 83 were foreign. These local and international non-governmental organizations (NGOs) employed 9803 persons (9,643 locals and 160 internationals). NGOs participated in food security, health and water, HIV/AIDS, education, capacity building, physical infrastructure, and emergency actions during the time.

2.6. Theories Relevant for This Study

The following theories are relevant to the present study and will be used to guide the study:

- **Graduate employability theory:** This theory examines how graduates develop and demonstrate their skills, knowledge and attributes that make them more likely to gain employment and be successful in their chosen occupations (Burke, Scurry, Blenkinsopp, & Graley, 2017). It also explores how employers perceive and value graduates with similar educational credentials in the workplace (Sumanasiri, Yajid, & Khatibi, 2015). This theory could help me understand the factors that influence the employability of fresh graduates in NGOs, such as their educational background, personal qualities, work experience, social networks, and labour market conditions.

- **Human capital theory:** This theory argues that education is an investment that enhances the productivity and earnings of individuals (Strober, M. H. 1990).. It also suggests that education can improve the quality of life and social welfare of society. This theory could help analyse the benefits and costs of hiring fresh graduates in NGOs, such as their contribution to organizational performance, innovation, and social impact.
- **Institutional theory:** This theory focuses on how organizations are influenced by the rules, norms, and values of their institutional environment (Amenta, & Ramsey, 2010). It also examines how organizations respond to institutional pressures and expectations by adopting various strategies, such as conformity, resistance, or innovation (Peters, 2022). This theory could help you explore the challenges and opportunities of working in NGOs, such as their legitimacy, accountability, governance, and sustainability.
- **Theory of Relative Deprivation:** The theory of relative deprivation describes how specific things in a social environment impact individual behaviour, attitude, and well-being. It implies that individuals suffer from economic deprivation in relation to their social surroundings. According to Rad and Maleki (2013), the Arab Spring movement was caused by relative deprivation rather than absolute hardship. In terms of the frequency of unemployment, most individuals share relative experiences of hardship, but not everyone is equally impacted. In addition, Walker and Mann (1987) explain how unemployment leads to relative hardship, which in turn leads to social unrest. They contend that relative deprivation cannot be explained just by the failure of group shared attainments but must also be examined in terms of how it produces stress and dissatisfaction among members of the group. Moreover, Rad and Maleki (2013) contend that when conflicting "social comparisons" are established between groups or individuals, it might lead to an uprising and social upheavals.

2.7. Review of National Empirical Studies

According to a survey of related literature (For example, Elias Wolde 2019;Yared Debebe ,2007; Meseret Masresha ,2022, there is a dearth of empirical information and statistics on the employment outcomes and experiences of recent graduates in Ethiopian NGOs. The majority of previous research on graduate employability relies on secondary data or surveys, which may not accurately reflect the reality and intricacies of the labour market and workplace. As a result, I am inspired to undertake a case study based on primary data gathered from interviews, observations, and documents in order to present a deep and in-depth knowledge of the

phenomena (Yared Debebe ,2007). This is also one of the gaps that I hope to fill with this research.

The other rationale for proposing this research topic is that the research gaps observed in this area. There have been few studies conducted in Ethiopia that have studied about employment opportunities and fresh graduates unemployment (AlemayehuMolla 2019;Mulugeta Sefinew ,2013; Derbe,2015; Amanuel,2016; Muhdin,2016) and on NGOs(Yared Debebe ,2007,Dagne Negash , 2017; Elias Wolde,2019;Frew Bogale, 2019; Meseret Masresha ,2022). However, this studies in the two categories studied the issues of fresh graduates unemployment and NGOs independently.

The first group of authors studied about employment opportunities and fresh graduates' unemployment. For instance, Alemayehu Molla(2019) conducted a study on the challenges and opportunities of unemployed college graduate youth in Woldia town administration of North Wollo zone, Amhara Region. The study found out that, unemployment is directly associated to unfair recruiting procedures such as selection based on political affiliation and social relationships; a lack of effective governance; a cumbersome loan accessing method; political turmoil; and a lack of appropriate job development initiatives. Alemayehu discovered that there are insufficient job development chances, organized and targeted tactics to solve today's college graduate youth unemployment crisis. However, Alemayehu's research is too broad, and his study did not particularly focused on unemployment graduates in the context of INGOs in Addis Ababa. Thus, he did not address the challenges and opportunities of fresh graduate employment in INGOs in Addis Ababa, Ethiopia.

Mulugeta Sefinew (2013) conducted another research titled "*Challenges and Prospects of Youth's Job Creation Initiatives in the Amhara Region.*" The research findings indicate that young people in the studied locations face a number of difficulties, including marginalization, discrimination, underemployment, and a lack of social support. The research report's findings support the issue that young people in the study regions have been facing poor educational attainment, a rising rate of school dropouts, a negative perception of technical and vocational education, and economic activities centred on agriculture. The difficulty of the problem is further increased by Mulugeta's (2013) assessment that financial loans are unavailable in rural regions and that there is a significant rural-urban movement.

The other author's researched issues related to NGOs. With this regard, Meseret Masresha (2022) accomplished an MA thesis titled "Determinants of the effectiveness of internal audit in non-profit organizations: the case of selected international NGOs in Ethiopia." The study's findings suggested that management support, internal auditor independence, internal audit staff competency, and internal audit quality had a positive and substantial influence on NGOs' internal audit effectiveness at a 95% confidence level. The research principally advised the development of a comprehensive framework to help in the recruitment of internal audit specialists. Second, the report proposed that International Non-Governmental Organizations adopt technology in their internal audit tasks.

Elias Wolde (2019) investigated the efficiency of M&E systems in Ethiopian agricultural NGOs. Despite the popularity of various Results-Based Management solutions, the results showed that NGOs' M&E systems were partly traditional. M&E procedures are often donor-driven, as evidenced by the primary purposes serviced, strong capacity to address donors' accountability concerns, and high donor participation. The survey also revealed inappropriate budget allocation for M&E, limited use of information technology in M&E, and poor beneficiary engagement in M&E procedures.

Frew Bogale (2019) did another investigation on NGOs. His research was titled "The Roles and Challenges of NGOs in Improving the Livelihood of People with Disability (PWDs) in Urban Areas: The Case of Kirkos Sub-city in Addis Abeba". Due to a lack of sufficient attention, the findings demonstrate that the roles performed by NGOs in improving the livelihood of PWDs are minimal and ineffective when compared to the necessity and sensitivity of the issue. Furthermore, the responsibilities served by the selected NGOs lack coordination with government institutions, making it impossible to determine if the function of NGOs is complementary, additional, or advising due to their minor role. Besides, NGOs despite the fact that there are limitations in their service and challenges that have much advisory role in the help of PWDs.

Furthermore, Dagne Negash (2017) examined the challenges and opportunities faced by Ethiopian Charities predominantly focusing on financial sustainability, organizational capacity, and public image. The study's conclusions demonstrate the wide range of problems that the majority of Ethiopian charities have to cope with, including poor public perception, a

lack of organizational capability, and financial viability. The study has also shown unexplored prospects in Ethiopian charities' domain of involvement, which they would investigate to address issues.

On his part, Yared Debebe (2007) investigated Staff Turnover in International Non-Governmental Organizations (NGOs) and discovered that the majority of workers are dismissed / resigned from the IRC during their first months of employment. The Officer and Assistant roles had the largest proportion of terminated employees out of the total 89 employees. The study's findings also highlighted that the causes of employee turnover are a mix of variables. Some of the factors are family difficulties, inadequate leadership, work unhappiness, greater opportunities in other companies, displeasure with the place, and educational opportunity.

As shown above, various studies have been conducted to assess the challenges encountered by Ethiopian civil society groups in general. According to the main findings of these studies, Ethiopian NGOs face a number of significant challenges, including limited organizational and technical capacity, difficulty obtaining sufficient, appropriate, and continuous funding for their work, a negative public image, a restrictive legal environment, and poor infrastructure. However, none of these studies conducted to examine the challenges and opportunities for fresh graduate employment in NGOs located in Addis Ababa, Ethiopia.

The above empirical studies have some research gaps that need to be addressed. For instance, the current state and trends of fresh graduate employment in NGOs in Ethiopia, including the number, distribution, and characteristics of fresh graduates working in NGOs is not researched. The factors that influence fresh graduates' decisions to pursue or not pursue employment in NGOs in Ethiopia, such as their motivations, expectations, preferences, skills, knowledge, attitudes, and values was not studied by the previous studies. In addition, the challenges and opportunities they face in terms of recruitment, retention, career development, and job satisfaction is not addressed in those studies.

It is believed that fresh graduates can also benefit from working in NGOs, as they can gain valuable work experience, develop their professional and personal skills, and enhance their employability and career prospects. However, there is a lack of empirical evidence on how fresh graduate employment in NGOs affects the youth graduates, as well as their ability to

adapt to changing contexts and challenges. There is also a lack of empirical evidence on how fresh graduate employment in NGOs affects the broader development issues and challenges that Ethiopia faces, such as poverty reduction, gender equality, human rights, democracy, and peace building.

Therefore, my study will aim to fill this gap by conducting a case study of Ethiopia, using both quantitative and qualitative methods, and analysing the data from multiple sources and perspectives. In general, the researcher was motivated to conduct this study because there is a lack of outstanding, well-organized academic knowledge about the challenges and opportunities faced by young graduates in the context of NGOs in Ethiopia.

CHAPTER THREE: RESEARCH METHODOLOGY

3.0. Introduction

This chapter deals with the researcher methodology and that helps to explain how the study will be conducted. Hence, the chapter presents research design, area of study, (coverage), participants of the study, sample and sampling techniques, methods for data collection and techniques for data analysis. Finally, Ethical consideration of the research will be discussed at the end of this chapter.

3.1. Description of the Study Area

The aim of this research is to examine the challenges and opportunities of fresh graduate employment in INGOs at Addis Ababa, Ethiopia. To achieve this objective, this study will be conducted at Addis Ababa. Under the Ethiopian Constitution of 1995, the city of Addis Ababa is one of the two federal cities that are accountable to the Federal Government of Ethiopia. The administration of Addis Ababa city consists of the mayor, who leads the executive branch, and the City Council, which enacts city regulations. The city has 11 sub-city administration.

In connection to this, the reason for selecting Addis Ababa is that there is very little research that has been conducted on unemployment graduates in the context of INGOs in Addis Ababa. The previous studies do not address the challenges and opportunities of fresh graduate employment in International non-governmental organizations (INGOs) at Addis Ababa, Ethiopia. Thus, there is no adequate research work conducted in this particular setting on this research title as to the reading of the researcher. This would enable the researcher to collect original data and produce new findings by focusing on the un-researched settings.

The other reason is that NGOs in general and INGOs in particular play a significant role in Ethiopia's development, as they provide various services and interventions in different sectors, such as health, education, agriculture, water, sanitation, and humanitarian assistance. Besides, it is assumed that INGOs offer employment opportunities for many Ethiopians, especially fresh graduates who have limited work experience and face difficulties in finding jobs in other sectors. However, the researcher has been noting that the INGOs operating in Addis Ababa are not providing employment opportunities as expected. In this regard, the researcher believes that some factors are affecting the employments of fresh graduates in INGOS working in Addis Ababa. Hence, the researcher, believe that appropriate data for this study can be obtained from this particular setting.

Furthermore, Addis Ababa is selected because the researcher has been working there for seven consecutive years. So, the researcher is familiar with INGOS in the city. With this regard, the researcher believes that it is easy to collect sufficient information within short period of time. Therefore, the researcher selected Addis Ababa for its accessibility and convinces to collect the necessary data for this study.

3.2. Research Approach

In this study both quantitative and qualitative approaches were employed. Quantitative approach is more objective. It is used to evaluate the evidence and to clarify theories and hypothesis. It is much more focused on the collection and analysis of statistical data (Hunter & Leahey, 2008). On the other side, the qualitative method is interpreting what the people think. Such method, according to (Creswell, 2009) helps to minimize the risk of validity, reliability and subjective issues. By doing so, the study gave emphasis to both quantitative and qualitative enquiries. Moreover, mixed approaches can capitalize strength of each approach and offset their different weakness and provides a better understanding of research problem than either approach alone.

This approach involves both qualitative and quantitative data and analysis, aiming to provide a comprehensive understanding of the subject matter. The chosen design is a combination of qualitative and quantitative data and analysis, addressing the strengths and weaknesses of each approach to provide a more credible picture of the reality. Moreover, a mixed research design provides a better understanding of research problem than either approach alone. It can also provide more comprehensive answer to research questions going beyond the limitation of a single approach. Furthermore, implementing mixed methods approach is advantageous to

examine the same phenomenon from multiple perspectives and also to allow new or deeper dimensions to emerge (Creswell, 2013). This approach helped address the strengths and weaknesses of each approach and provide a richer and more credible picture of the reality.

Specifically, this research employed a survey questionnaire to collect quantitative data from a large sample of fresh graduates working in NGOs in Ethiopia, a semi-structured interview to collect qualitative data from a small sample, and a document analysis to collect secondary data from existing sources of information for selected INGOs in Ethiopia. In this study, both forms of data was collected at roughly the same time and were integrated the information in the interpretation of the overall results.

3.3. Research Design

Mukul and Deepa, (2011) stated that ‘‘A research design is the procedure of data collection and analysis that aims to address the research purpose. Creswell, (2009) also stated that a research design is research process and a plan that describes how, when and where data are to be collected and analysed, as well as it answers the research questions. Accordingly, the choice of research design depends on the objectives of research in order to be able to answer the research questions.

As stated earlier, the main aim of this study is investigating the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia. As stated earlier, the main aim of this study was investigating the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia. To conduct this study, descriptive research design was employed as it was the appropriate design to assess and identify challenges and opportunities of fresh youth graduates in NGOs in Addis Ababa.

Hence, descriptive research design enabled the researcher to achieve the basic purposes of the study and it was used to describe and explain about the data that was collected from the participant. Furthermore, relevant data for the study was collected via survey questionnaires, document analysis and semi-structured interview. Thus, both qualitative and quantitative methods of data analysis were used to analyse the data that were collected from the sample respondents.

3.4. Sources and Types of Data

To get enough information and to effectively address the objectives of the study, data will be collected from both primary and secondary sources. The primary data was collected through

questionnaire and interview from all managers and human resources experts. The secondary sources of data for this study were gathered from various reports and guidelines, proclamations and policies related to INGOs. Specifically, the secondary data was collected through a document analysis of the organizational profile, mission, vision, goals, strategies, activities, outcomes, and challenges of the selected INGOs in Addis Ababa. This was collected from the official reports, publications, and websites of the selected NGOs in Ethiopia. The documents selected and analysed were determined by using a criterion-based sampling technique, based on the relevance and appropriateness of the INGOs for the objectives of this study.

3.5. Population of the Study

According to the web search results, there are at least 58 registered international non-governmental organizations (INGOs) in Addis Ababa, working in various sectors such as agriculture, health, education, water, sanitation, food security, emergency relief, women empowerment, child protection, and more. Thus, this studies mainly focuses International non-governmental organizations (INGOs) registered as foreign charities in Ethiopia and working in Addis Abba. In Addis Ababa, currently there are now 54 recognized INGOs. Hence, the managers and HR experts of INGOs, Interns as well as fresh graduates were selected as the target population of this study.

As stated in the proceeding chapter, the objective of this study is to describe the current situation and trends of fresh graduate employment in NGOs in Ethiopia and to identify the factors/challenges affecting college graduate to be unemployed in INGOs at Addis Ababa. To achieve these objectives, the participants of the study include fresh graduates who are currently employed or have been employed by the selected INGOs in the past two years, Interns as well as human resource managers of the selected INGOs. The rationale behind selecting these participants is that it was believed they can provide the data appropriate to achieve the objectives of this study. Furthermore, appropriate sampling will be selected from the participants as follows:

3.6. Sampling Technique

As it has been mentioned in the target population of this study were the managers and HR experts of INGOs as well as fresh graduates in Addis Ababa city. In this study, purposive sampling was used as a non-probability sampling strategy to select the study organizations (NGOs) and study units. Accordingly, 13 INGOs were purposively selected from the target population based on accessibility, willingness to provide data, project kind (development

initiatives), time constraints for this study as well as employment opportunities they created for unemployed fresh graduates. Specifically, an inclusion or selection criterion was prepared for this study to guide the selection of INGOS and managers. As a result, the following criteria was used to select 15 INGOS working in Addis Ababa:

- To be selected the organization must be a foreign charity or an INGO.
- It served in Addis Ababa for at least two years.
- The organization's headquarters should be in Addis Ababa, where the study was conducted; and the INGO conducts at least three programs with a number of projects, requiring appropriate project managers for the study.
- INGOS operating in the socioeconomic sector were given priority.
- Only INGOS working on empowerment and development programs that creates opportunities for unemployed fresh graduates were included in the study,

Besides, purposive sampling was used to choose samples from INGOS' managers and human resources experts. As a result, all managers, and human resources experts from the 13 INGOS were selected for this study since the researcher believes that the number is manageable for data collection and analysis.

Furthermore, INGOS in Addis Ababa advertise and employ fresh graduates. Thus, those fresh graduates who submitted their curriculum Vitae for employment were taken as potential sample. Specially, their address were collected from their CV. In this way, it was possible to access the fresh graduates, distribute the questionnaire and collect the data . In addition, the new graduates working as intern in INGOS were chosen on purpose to give appropriate data for this study on the challenges and opportunities of new graduate employment in INGOS. Finally, unemployed fresh graduates that applied for employment as intern in INGOS, but not able to be employed in the last two years were selected using purposive sampling technique because the systematic sampling spread more evenly over the entire population, and it is an easier and less costlier method of sampling and can be conveniently used even in case of large population (Kothari, 2004).

Accordingly, the data obtained from the selected INGOS shows that 515 were applied to work in their respective organization. Some of them get the job opportunity in the INGOS. But some of them were not. Based on this information, out of 515 samples was determined using a simplified formula for proportion (Yamane, 1967). The researcher used the following sample

size determination formula to determine the sample size of the fresh graduates. It is calculated as follows:

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

$$n = \frac{515}{1+515(0.05)^2} = \frac{515}{1+ 1.2875} = \frac{515}{2.2875} = \underline{\underline{225}}$$

Where:

n -is the sample size,

N- is the population size, and

e- is the level of precision or sampling error = (0.05)

Accordingly, 225 fresh graduates were selected as the sample of this study.

Then, 225 questionnaires were delivered to fresh graduates in Addis Ababa, of which 208 of the questionnaires returned with fully completed and substantial responses. The returned questionnaires had a response rate of 92.44 per cent, and it is hoped that the returned questionnaires are enough to analyse the data.

3.7. Tools of Data collection

For this study both quantitative and qualitative data was collected and analysed. Specifically, the instruments that were utilized to collect appropriate data for this study were questionnaire, document analysis and interview.

3.7.1. Questionnaire

The questionnaire is quite popular method of data collection tool to obtain primary information from large sample within limited cost and time (Kothari, 2004). Thus, the questionnaire will be used in the study in order to obtain primary data from the INGOs HR experts and fresh graduates on challenges and opportunities of fresh graduate employment in INGOs in Addis Ababa. The researcher prepared questionnaires as the main data gathering tools because questionnaires are believed to be better to get large amount of data from respondents relatively in short period of time with least expenditure.

The questionnaire consists of four sections. The first section comprised of general questions about the demographic characteristics of the respondents such as gender, age categories,

highest educational achievement, etc. The second section was concerned about the current situation and trends of fresh graduate employment in INGOs in Ethiopia, such as the number, distribution, types, and characteristics of INGOs. The third section contains questions that are intended to collect data about the employment opportunities for fresh graduates in INGOs at Addis Ababa. The fourth section focuses to identify the factors/challenges affecting college graduate to be employed in INGO offices. Thus, closed, and open-ended items type of questions was prepared and used to collect appropriate data for this study. The information pertaining to this subjective evaluation was assessed using a Likert scale.

3.7.2. Key Informant Interview

In this study, semi structured interviews were prepared and conducted with managers/HR directors of the selected INGOs. The content of the interview deals the challenges and opportunities of fresh graduate employment in NGOs in Addis Ababa. This tool is chosen, because interviewing is essential in a qualitative research methodology (Creswell, 2006). It offers an opportunity to gather information upon respondents, perceptions, opinions, and experiences systematically and simultaneously for a certain purpose. This approach helps the interviewer to have more opportunity to explore beyond the answer and so as to enter into discussion with the interviewee to get valid information for cross checking and supplementing quantitative data analysis results.

3.8. Procedures of Data Collections

Because this study employs a convergent parallel mixed method design, it allows for the convergence or merger of quantitative and qualitative data. Thus, both types of data were collected at nearly the same time and then combined into the analysis of the overall results. The main principle behind this design is that it enables for the collection of both types of data using the same or parallel variables, constructions, or ideas (Creswell, 2013). First, NGOs were chosen from the target demographic based on accessibility, desire to join, and project kind, i.e. those working on development initiatives. Furthermore, every effort was made to incorporate INGOs) operating in diverse development areas in order to capture the practice's spread. The management of NGOs were briefed on the research and given authorization to gather data. Then, data was collected according to the following procedures. Thus, interview was conducted with the INGOs' managers and human resources experts. This was by using the key informant interview and questionnaire. At the same time, questionnaire was administrated to fresh graduates. Finally, data was gathered from documents via content analysis.

3.9. Methods of Data Analysis

After the collection of the data, necessary arrangements were made and organized according to their characteristics and items. The data analyses involve the analysis of information gathered through questionnaire, interview, and document review. The data was analysed on the basis of the research questions or objectives. Accordingly, mixed-methods approach was employed to analyse the data gathered from graduate employment in INGOs in Addis Ababa. This approach combines quantitative and qualitative techniques, including descriptive statistics, thematic analysis, and content analysis. The chosen methods offer a comprehensive, triangulated approach to address the complexity and diversity of graduate employment, enhance the validity and reliability of findings, and be flexible enough to accommodate different data sources and types.

Specifically, the data collected from questionnaire, was inserted to Statistical Packages for Social Science (SPSS) version 25. Then, different statistical analysis such as frequency and percentage were applied to SPSS data. The result of statistical analysis was presented in the table and char forms. This was done in order to identify the challenges and opportunities of fresh graduate employment in INGOs located at Addis Ababa.

In addition, the interview data was transcribed and translated into textual data. The transcribed data was read several times to ensure that the topics and aims of the study were fully understood. For analysis, only the data that were relevant to the study's goal were chosen. The textual data was then thematically grouped depending on the study's objectives. In the end, the thematic categories were analysed through description using words and summarized and paraphrased descriptively. Besides, the thematic analysis was supported by directly quoting the responses of the respondents. Then, the interview data was substantiated the questionnaire, and document analysis.

The data acquired via questionnaire was then backed up by the interview data. Results from surveys and semi structured interviews were provided during analysis. Finally, the findings were interpreted and discuss, and the conclusion and recommendations were drawn. During analysis, results obtained from questionnaires, interview, and document analysis were presented integratively in the way they can support and validate each other.

3.10. Ethical Considerations

All the information was treated and kept secretly with high confidentiality without disclosure of the respondents' identity. Data will not be changed or modified; hence the data was presented as it suits for the purpose of this study. The questionnaire is anonymous and high level of confidentiality was considered. The data gathered through questionnaire was used solely for this research with the objective of fulfilling requirement for Executive Master of Business Administration. In this study, confidentiality and anonymity of the respondents was emphasized to protect their privacy and the dignity. Moreover, permission to administer questionnaires, conduct interviews, and observe relevant documents for research purpose was taken from the concerned authorities. Respondents were informed of privacy and confidentiality. Thus, the researcher clearly presented the purpose of the study and how confidentiality and anonymity of the participants were protected; informing them that involvement in the study is free of any intended risk; and their names and the names of their businesses will be kept anonymous.

3.11. Validity and Reliability of the Instruments

3.11.1 Validity

Validity is "the extent to which the measuring instrument measures the characteristics or dimensions that the researcher intends to measure" (Thatcher, 2010). Data collection instruments, questionnaire, interview and document review will be designed by taking into consideration of the basic research questions or the objectives of the study. Based on the definition and different perspectives of validity, the items in the three instruments will be reviewed by the advisors. Finally, before the collection of the actual data, pilot study will be held for the questionnaire.

3.11.2. Reliability Test

The reliability of an instrument, as defined by Tw cross and Shields (2004), is "the consistency, stability and repeatability of results, i.e. measurements are free from random error, provide consistent data". This will be ensured if all items in each section are measuring the same construct, i.e., if consistent results will be obtained in identical situations but in different circumstances. Therefore, the researcher used this test to ensure the internal consistency of the items in the questionnaire in each section.

Cronbach's alpha (alpha coefficient) was the most common measures of internal consistency or reliability of data set. Higher percentage of the Cronbach's alpha indicates a high level of internal consistency or reliability for the scale within a given specific sample. Many sources say above 0.70 Cronbach's alpha were acceptable or respectable and 0.80 or greater is preferred. However, greater than 0.90 percentage of alpha coefficient indicates shortening the scale or too much inter-relations i.e. data redundancy and not acceptable (Cortina, 1993). Cronbach's alpha was used in this study to test or measure the reliability or internal consistency of data set which helped to consider the suitability of the data set for statistical analysis. Based on the above Cronbach's alpha concepts, the reliability or internal consistency of all the variables other than demographic variables were checked and analysed using SPSS statistical software. Accordingly, the Cronbach Alpha for this study is found to be 0.706 as indicated below. Therefore, the Cronbach Alpha 0.706 of this study points out, the internal consistency or reliability of data set for variables in the study was acceptable or respectable.

CHAPTER FOUR

4. DATA PRESENTATION, ANALYSIS, AND INTERPRETATION

4.0 Introduction

The general objective of this study was to assess the challenges and opportunities of fresh graduate employment in INGOs in Addis Ababa. In order to answer these questions and collect the necessary data for this study, interview, questionnaire, and document analysis were used.

Then, 225 questionnaires were delivered to fresh graduates, out of which 208 of them returned with fully completed and substantial responses. The returned questionnaires had a response rate of 92.44 %, and it is hoped that the returned questionnaires are enough to analyse the data. The information gathered from the questionnaire's closed-ended questions was then entered into SPSS (Version 25) and analysed using descriptive statistics such as frequency and percentage.

Besides, the data collected via open-ended questions of the questionnaire and Interview were described and discussed qualitatively. Finally, the qualitative and quantitative data were integrated together during analysis in the way they can support, triangulate, and substantiate each other. This chapter deals with presentations, discussions, and interpretations of the data. Hence, in this chapter the research questions are addressed in 4 main sections as follows:

4.1. Respondents Background Characteristics

It is argued that unemployment poses a significant challenge to many countries' social, economic, and political growth. In Ethiopia, young unemployment is a significant problem to the government and negatively impacts the country's socioeconomic and political progress (Alemayehu, 2019). Governments now prioritize solving young unemployment. To solve this issue, it is critical to precisely define the general background of the youth graduate. In this regard, one of the study's primary aims was to explain the current standing of recent youth graduates in Addis Ababa. To this purpose, a closed-ended questionnaire and semi structure were utilized to collect data from a sample of fresh graduates and HR workers in order to provide background information on unemployed youth graduates in Addis Ababa. Below is the summary of the data collected with this regard.

Table 1: Background Information of Unemployed Youth Graduates in Addis Ababa

No	Demographic Characteristics		Responses	
			f	%
1	Age	A. 21-25	109	52.4
		B. 26-30	91	43.8
		C. 31-35	8	3.8
		Total	208	100
2	How long have you been unemployed after your graduation? (in Years)	A. 1 Year After Graduation	78	37.5
		B. 2 years after Graduation	130	62.5
		Total	208	100
3	Are you the resident of Addis Ababa?	A. Yes	182	87.5
		B. No	26	12.5
		C. Total	208	100
4	In which of study have you graduated	A. Agriculture and Veterinary Science	1	.5
		B. Business and Economics	69	33.2
		C. Education and Behavioural Sciences	4	1.9
		D. Law and Governance	5	2.4

from College/ University?	E. Medicine and Health Sciences	35	16.8
	F. Natural and Computational Science	43	20.7
	G. Social Sciences and humanities	16	7.7
	H. Technology and Engineering	30	14.4
	I. Others	5	2.4
	Total	208	100.0

The above table presents the background information of unemployed fresh graduate. As shown in 1 (item 1), 109(52.4%) of the respondents are between the ages of 21 and 25, while 91(43.8%) are between the ages of 26 and 30. In addition, 8(3.8%) of the sample respondents are between the ages of 31 and 35. However, none of the samples are older than 36. This divulges that the majority of sample respondents (96.2%) are between the ages of 21 and 31. This demonstrates that the vast majority of the sample's respondents are mature enough to get employed in various organizations and perform various activities effectively.

As can be seen from Item 2 of table 1, 130(62.5%) of the sample youth fresh graduates, remain unemployed 2 years after their graduates. Besides, 78(37.5%) of the graduates stayed 1 Year after Graduation being unemployed. One of the interviewees stated that'' *It's been about almost one year and 8 months since I graduated, but I haven't got a job*'' . From both the interview and questionnaire data, it can be concluding that sample respondents remained unemployed for two years after their graduates. According to research participants, the number of jobless youth graduates in the study area is growing rapidly.

Besides, the data in item 3(See table 1) revealed that 182 (87.5%) are the residents of Addis Ababa, whereas, 26(12.5%) of them are not the residents of the city. This means that the majority of the sampled fresh graduates (87.5%) looking for work in various INGOs based in Addis Ababa are city residents. It seems that unemployment is affecting the residents of the city than those who are from other areas.

In Item 4 of table 1 the sample graduates were asked about the study have you graduated from College/ University. In response, 69 (33.2%) of them reported graduating in Business and Economics, while 35 (16.8%) reported graduating in Medicine and Health Sciences. Additionally, 43 (20.7%) mentioned that they graduated in Natural and Computational Science. And 30 (14.4%) of them indicated they have a degree in technology or engineering. According

to the data, 16 (or 7.7%) of them have degrees in Social Sciences and Humanities. However, the number of responders who graduated in Agriculture and Veterinary Science (0.5%), Education and Behavioral Sciences (1.9%), and Law and Governance (2.4%), is quite small.

These responses also aligned with the interview data. With this regard one of the fresh graduates (FG03) reported that ‘*The extent of employment, I think is low. There is low probability of getting hired. Especially in some science fields, I guess, in engineering. And I guess it's very low.*’ Both questionnaire and data suggest that the fresh graduates looking for work in INGOs in Addis Ababa are from a variety of academic backgrounds. However, graduates of Business and Economics, as well as Natural and Computational Science, are greater in number than the graduates of other fields. As a result, it is possible to conclude that all graduates from various fields of study are affected by unemployment, while some fields are more affected than others. Next the gender of the respondents is presented.

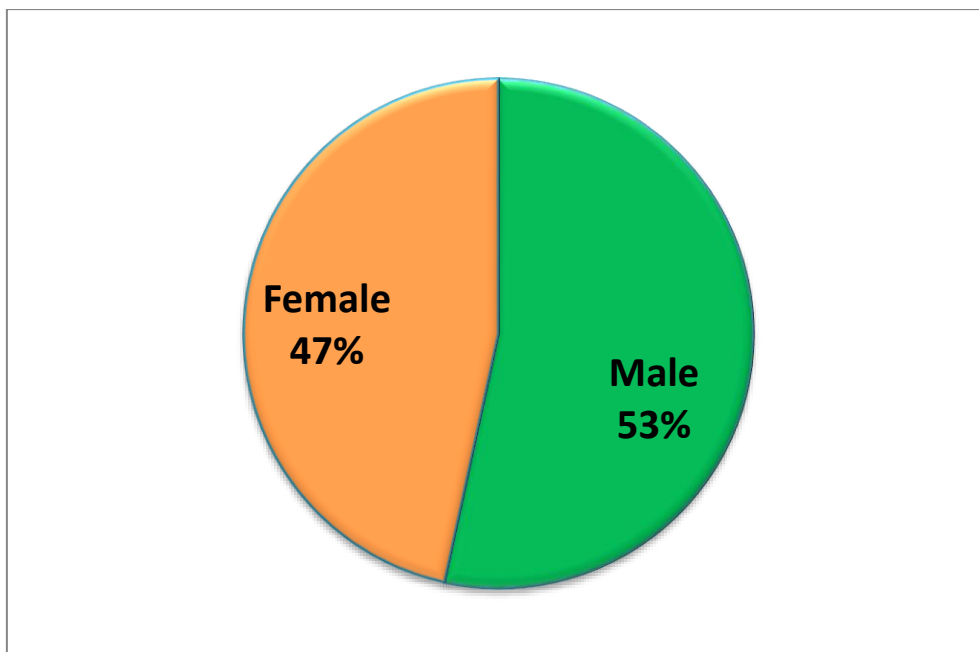


Fig 1: The Gender of the sample Respondents

In this research project, gender was used as demographic variables to explain the demographic characteristics of fresh graduates. As shown in figure above, the sample is divided into two groups: males account for 53% of the population, while females account for 47%. From this data it is possible to deduce that there is no great difference between male and female fresh graduates in their employability status. This demonstrates that male and female graduates are equally affected by the problem of employability. However, the study showed that out of the

selected HR experts/directors, 8(61.5%) of them are male and 5(38.5%) are females. This shows the majority of the HR personnel in the sampled INGOs at Addis Ababa are females.

The other demographic variables utilized to reflect the demographic characteristics of the respondents in this study included educational background. Thus, the educational background of the respondents is summarized and presented as follows:

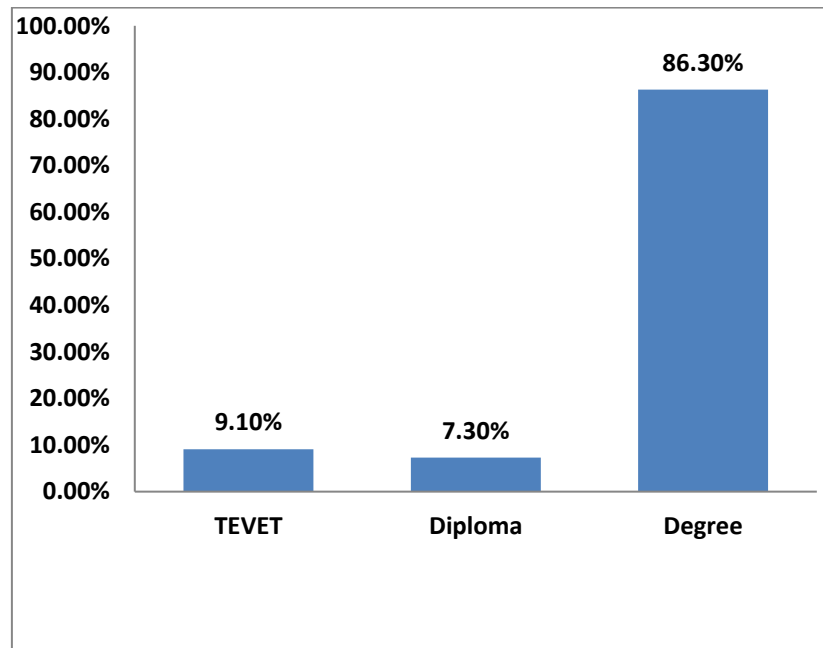


Fig 2: The Educational qualification of the Respondents

As depicted in Figure 2 above, 86.3% of the sampled fresh graduates have a bachelor's degree in various field of specialization, while 7.3% have a diploma. However, 9.1 percent of the respondents had TEVET education. Thus, it can be deduced that the majority of the respondents (86.3%) had a bachelor's degree. The respondents' have appropriated educational qualification and capacity to get employed in various organization including INGOs. However, it seems that lack of adequate experiences is affecting their employment. This could also imply that one of the factors influencing the employability of the fresh graduate is not educational qualification of the respondents. Furthermore, the data shows that 10 (76.9%) of the HR workers hold a master's degree, while 3 (23.1%) are first-degree graduates. This means that the HR personnel working in the sampled INGOs in Addis Ababa have relevant educational qualifications that would enable them accomplished their role of selecting and employing individuals for their particular organizations.

During interviewee, the respondents were asked to describe the current condition of graduate youth unemployment. FR01 responded that ‘‘Well, I think it's very difficult to get a job these days. Many people get a job through people they know, I guess. So, there is very less probability of getting hired’’ Similarly, FG04 remarked that ‘‘ There is no work opportunities for a fresh graduate. Most of the companies hire a well-experienced person other than someone with no experience. So, I think it's very low. The current market is very low for fresh graduates.’’ From these responses it can be inferred that the fresh graduates have limited employment accessibility and opportunity in the town. The lack of work opportunities for young people in the municipal administration is becoming a pressing concern due to the large number of graduates.

In addition, the sample respondents were asked to rate the number of fresh graduates who apply for job opportunities in INGOs at Addis Ababa. The next table presents the summary of their responses,

Table 2: The number of fresh graduates who apply for job opportunities in INGOs at Addis Ababa

No	Items	Responses	Frequency	Percent
1	How do you rate the number of fresh graduates who apply for job opportunities in INGOs at Addis Ababa?	Very Low	24	11.5
		Moderate	26	12.5
		High	75	36.1
		Very High	83	39.9
		Total	208	100.0
2	How do you describe the current trends of fresh graduates who looks for employment in INGOs located at Addis Ababa?	Increasing	111	53.4
		Decreasing	15	7.2
		I don't Know.	82	39.4
		Total	208	100.0

As depicted in table 2, 83(39.9%) of the respondents reported that the number of fresh graduates who apply for job opportunities in INGOs at Addis Ababa is very high; whereas 75(36.1%) of the sample fresh graduates replied the number is high. However, 26(12.5%) of the samples responded that the number of youth graduates applying for a job is moderate and the remaining, 24(11.5%) stated that the number is very low. From the questionnaire data it can be concluded that the majority of the sampled respondents (76%) reported that the fresh

graduates who apply for job opportunities in INGOs at Addis Ababa is very high and high. This may imply that there are high numbers of fresh graduates in Addis Ababa who are looking for employment opportunities in the various INGOs operating in the city.

Furthermore, item 2 in table shows that 111 (53.4%) of the respondents reported that the current trends of fresh graduates looking for employment in INGOs located in Addis Ababa are increasing; whereas 82 (39.4%) responded that I don't know about the current trend; however, 15 (7.2%) of the respondents reported that the number is decreasing. As a result, the majority of respondents (53.4%) believe that the present trend of recent graduates seeking jobs in INGOs based in Addis Ababa is increasing. This finding is consistent with the findings of item 1, which concluded that the majority of the sampled respondents (76%) said that the number of fresh graduates applying for job opportunities in INGOs in Addis Ababa is very high. The data presented in item 1 and 2 of the above table attested that the number of unemployed fresh graduates who are currently looking for employment opportunity in INGOs at Addis Ababa is increasing.

During the interview HR professions were asked to describe the current situation and trends of fresh graduate employment in INGOs in Addis Ababa. The respondents provided almost similar responses. For instance, HR03 stated that *'' Yeah, it is difficult, you know, to be specific since I didn't make some kind of analysis. Just when I see, you know, from the previous trend, it is increasing and the demand from the organizations is becoming, you know, high and high''* Additionally, H4 05 replied that *''Actually, I think in my opinion it's somehow increasing. Because the NGOs are becoming open to fresh graduates. They have positions like internship programs. And these days, I can say it's increasing''*. These two respondents clearly noted that the number of fresh graduates who are looking for a job is increasing at Addis Ababa.

Generally, it can be deduced that the majority of respondents (76%) reported a high number of fresh graduates applying for job opportunities in INGOs in Addis Ababa, indicating a high demand for employment opportunities. This trend is consistent with the findings of item 1, which stated that the number of fresh graduates applying for job opportunities in INGOs in Addis Ababa is very high. The data presented also attest to the increasing number of unemployed fresh graduates seeking employment opportunities in INGOs in Addis Ababa. These findings suggest that the number of fresh graduates seeking employment is increasing in Addis Ababa.

In this regard, numerous empirical researchers found that youth unemployment is higher in urban Ethiopia, and Ethiopia has one of the highest jobless rates in the world. Aside from that, youth unemployment is rising. According to CSA (2018), Ethiopia's jobless rate increased to 19.10 percent in 2018 from 16.90 percent in 2016. According to World Bank data (2011), Ethiopia had an overall unemployment rate of 20.5 percent in 2009. Furthermore, girls had a higher rate of 29.9% than males (Abebe Fikre,2012).

4.2. The Existence of Policy Frameworks Which Regulate the Relationship between University Graduates and Employment In INGOs

It is argued that in order to minimize unemployment, the government is expected to prepare and pursue policies that will effectively achieve their goal. They may develop programs to assist job seekers in matching their abilities to businesses, search for vacancies in various areas, and conduct workshops to help people gain more in-depth training in a certain field. In connection to this, one of the objectives of this research project is to examine if there are policy frameworks in place that govern the link between the university graduates and employment in INGOs. To achieve this purpose, data was collected from the sampled respondents. The next section presents the data collected with this regard.

Table 3: The Respondents' Responses on the Availability of Government and INGOs Policies on Fresh Graduate Employment in INGOs

No	Items	Respondents	Statistical Results							
			Yes		No		Not Sure		Mean Std. Deviation	Mean Std. Deviation
			No	%	No	%	No	%		
1	Do think that there is a government policy in place that governs the link between the university graduates & employment in INGOs at Addis Ababa?	Fresh Graduates	1	0.5	147	70.7	60	28.8	2.28	0.462
		HR personnel	1	7.7	8	61.5	4	30.8	2.40	0.491
2	Is there any Addis Ababa City administration policy or regulation that dictates the employment of	Fresh Graduates	-	-	125	60.1	83	39.9	2.37	0.723
		HR personnel	1	7.7	7	53.8	5	38.5	2.68	0.741

	fresh graduates in INGOs?									
3	Do you believe that the INGOs have an employment policy that encourages the employment of fresh graduates?	Fresh Graduates	73	35.1	57	27.4	78	37.5	2.02	0.854
		HR personnel	10	76.9	3	23.1	-	-	2.53	0.541
4	Do you expect the Governmental regulation that dictates the accommodation & employability of fresh Graduates in INGOs?	Fresh Graduates	140	67.3	19	9.1	49	23.6	1.56	0.849
		HR personnel	5	38.5	4	30.8	4	30.8	2.76	0.965
5	Do you think there must be employment national/regional policy setting that dictates INGOs should have a number of fresh graduates?	Fresh Graduates	185	88.9	10	4.8	13	6.3	1.17	0.519
		HR personnel	5	38.5	7	53.8	1	7.7	2.58	0.073

Table 3 presents the responses of the sample respondents on the availability of government and INGOs policies on Fresh employment in INGOs. As can be seen from the above table (See Item 1), 147(70.7%) of the sample fresh graduates responded that there is no government policy in place that governs the link between the university graduates and employment in INGOs at Addis Ababa. However, 60(28.8%) of them stated that they are not sure on this issue. Similarly, 8(61.5%) of the selected HR workers reported that there is no policy and 4 (30.8%) reported that they are not sure about this issue. Hence, it can be deduced that the majority of the fresh graduates' respondents (70.7%) and HR workers (61.5%) reported that there is a lack of policies that link fresh graduates with employment in INGOs. Lack of appropriate policies can affect the employability of fresh graduates in INGOS.

Besides, the first item has a mean score of 1.28 indicates that, on average, respondents are slightly above neutral regarding the availability. The standard deviation of 0.462 suggests that there might be some variability in responses.

In item 2 125(60.1%) of the sampled fresh graduates and 7(53.7%) of the HR workers replied that there is no any Addis Ababa City administration policy or regulation that dictates the employment of fresh graduates in INGOs. But 83(39.9%) of the fresh graduates and 5(38.5%) of the HR experts stated that they are not sure on this matter. Generally, these responses revealed that the majority of the respondents felt that there is no any Addis Ababa City administration policy or regulation that dictates the employment of fresh graduates in INGOs. Hence, it can be said that lack of clear regulation can be one of the factors that can affect the employability of fresh graduates in INGOs at Addis Ababa suggestion for the need to formulate policy that dictates the employment of fresh graduates in INGOs.

Furthermore, the sampled graduates were asked if they think that INGOs have employment policy to create job opportunities and employ fresh graduates in their organization. The next graph summarizes the respondents' response with this regard.

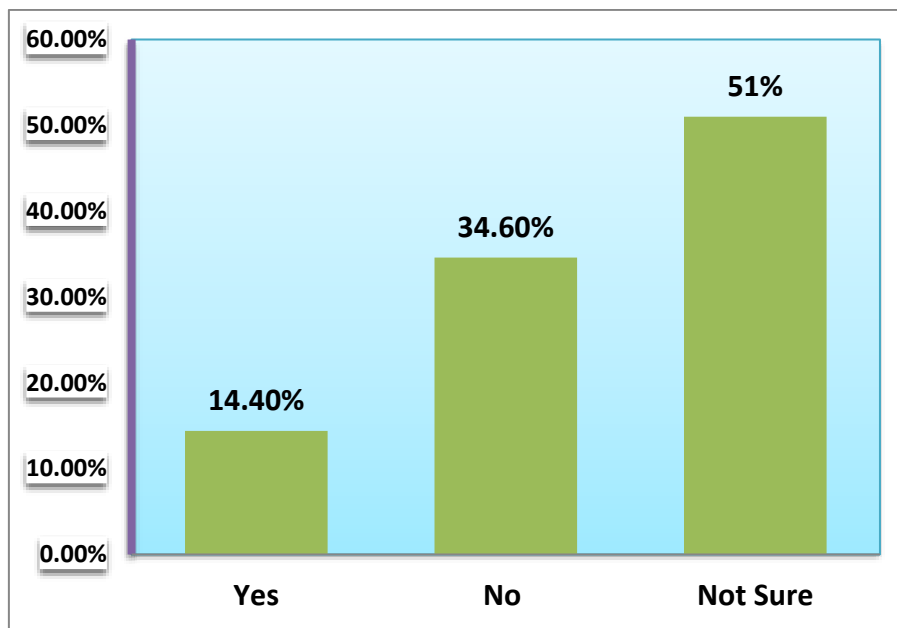


Fig 3: Whether the INGOs have Employment Policy to Create Job Opportunities and Employ Fresh Graduates in their Organization.

As can be seen in the figure 3 above, 30(14.4%) of the fresh graduates sampled for this study reported that the INGOs have employment policy to create job opportunities and employ fresh graduates in their organization. However, 106(51%) of them reported neutral and 72(34.6%) replied ‘No’. Hence, the majority of the fresh graduates (51%) reported that they are not sure if INGOs have employment policy to create job opportunities and employ fresh graduates in their organization. However, 10 (76.9%) of HR professionals reported that the organization had an employment policy in place to create job openings and hire fresh graduates. The

remaining 3 (23.1%) of HR respondents reported the contrary. According to the results, the majority (76.9%) of HR professionals said that their organizations have an employment policy in place to create job openings and hire recent graduates. If this policy becomes practical and properly implemented, it has the potential to alleviate the difficulties that recent graduates face in finding work in INGOs. However, it appears that there are inconsistencies between fresh graduates and HR professions about the availability of employment policies in INGOS to create job chances and employ fresh graduates.

Besides, in item 3(see table 3), 73(35.1%) of the fresh graduates said that the INGOs have an employment policy that encourages the employment of fresh graduates. But 57(24.4%) of the respondents reported that the INGOS have no policy on this issue. On the other hand, 78(35.1%) of the fresh graduate reported that they are not use on the availability of the policy. From these responses it can be deduced that only 35% of the sampled graduates believe that the INGOs have an employment policy that encourages the employment of fresh graduates. However, 10 (76.9%) of the selected HR professionals responded that their organization has an employment policy that supports the hiring of fresh graduates, whilst 3 (23.1%) HR workers stated the reverse. Thus, it appears that there are discrepancies between fresh graduates and HR professionals regarding the viability of an employment policy in INGOS that encourages the employment of recently graduated graduates.

Furthermore, the sampled fresh graduates were asked if the INGOs in Addis Ababa have employment policy in to openly advertise jobs for fresh graduate. Below is the summary of their response.

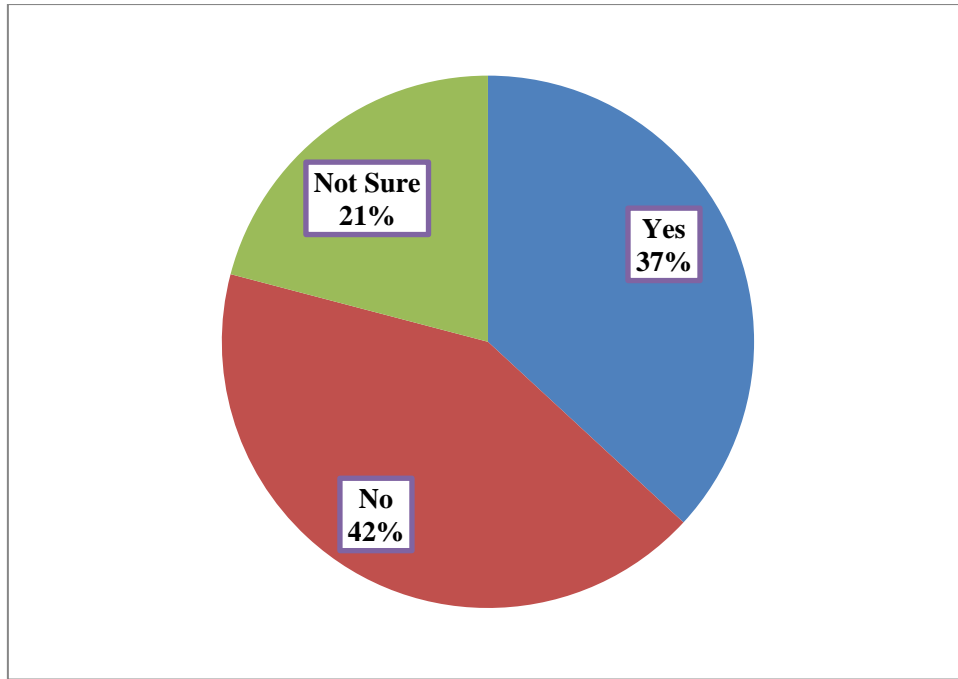


Fig 4: Whether the INGOs have Employment Policy to Openly Advertise Jobs for Fresh Graduate

As depicted in the figure above, 76(36%) of the selected fresh graduates responded that the INGOs have employment policy in to openly advertise jobs for fresh graduate, whereas, 87(42%) of them responded the opposite. On the other hand, 45(21%) of the respondents stated that they are not sure about this issue. It appears that majority of the respondents do not believe or are not sure on whether the INGOs have employment policy in to openly advertise jobs for fresh graduate. This could imply that there no clarity on whether the INGOs have employment policy in to openly advertise jobs for fresh graduate. This could affect the employability of the fresh graduate and can be one of the challenges for the fresh graduate employment in INGOs.

Furthermore, in item 4 the sample respondents were asked if they expect the Governmental regulation that dictates the accommodation and employability of fresh graduates in INGOs (See table 3). In response to this item, 140(67.3%) of the respondents reported ‘‘Yes’ and 19(9.1%) of the sample respondents said ‘‘NO’’. But 49(23.6%) of the sampled fresh graduates responded that they are not sure on this issue. On the other hand, 5(38.5%) of HR workers reported that that expect the Governmental regulation that dictates the accommodation and employability of fresh graduates in INGOs. But 4(30.8%) of the sampled HR experts replied the opposite and 4(30.8%) of them are not sure about this issue. Generally, it can be deduced that the majority of the respondents (67.3%) of the sampled graduates and 38.5% of the HR professionals replied

that they expect the Governmental regulation that dictates the accommodation and employability of fresh graduates in INGOs. Such expectation could arise from the lack of awareness about the availability of policy that link fresh graduate employability in INGOs.

Besides, as depicted in item 5 above, 185(88.9%) of the sample fresh graduates and 5(38.5%) of the HR experts think that there must be employment national/regional policy setting that dictates INGOs should have a number of fresh graduates. However, 7(53.8%) of the HR experts reported that there is no need to have employment national/regional policy setting that dictates INGOs should have a number of fresh graduates. This shows that the majority of the fresh graduates (88.9%) even expect the government of Ethiopia in general and Addis Ababa city administration in particular to dictate the number graduates that must be hired in the INGOs. On the other hand, the majority of the HR professionals (53.8%) think that there is no need to have employment national/regional policy setting that dictates INGOs should have a number of fresh graduates.

Generally, the above analysis shows that there is no clear policy governing the hiring of fresh graduates in INGOs. This lack of clear regulation can affect the employability of new graduates and is a significant factor affecting their employment prospects. The majority of respondents believe there is no Addis Ababa City administration policy or regulation governing the hiring of fresh graduates in INGOs. The study also revealed that 51% of recent graduates are unsure whether INGOs have an employment policy in place to provide work opportunities and hire new graduates. The majority of HR professionals reported their companies have an employment policy to create job openings and hire new graduates. The study also found that 67.3% of the sampled graduates and 38.5% of HR professionals expect government regulation that determines how to accommodate and employability of new graduates in INGOs. This lack of information could stem from a lack of information regarding the existence of policies related to fresh graduate employability in INGOs. Therefore, the study suggests the need for legislation prescribing the employment of fresh graduates in INGOs.

4.3. The Employment Opportunities for Fresh Graduates in INGOs Working at Addis Ababa.

Table 4: The Responses of Respondents on the Availability of Employment Opportunities for Fresh Graduates in INGOs

Table 4 summarizes the availability of job Opportunities for fresh youth graduates In INGO at

<i>No</i>	<i>Items</i>	<i>Respondents</i>	<i>Statistical Results</i>							
			<i>Yes</i>		<i>No</i>		<i>Not Sure</i>		<i>Mean</i>	<i>Mean</i>
			<i>No</i>	<i>%</i>	<i>No</i>	<i>%</i>	<i>No</i>	<i>%</i>	<i>Std. Deviation</i>	<i>Std. Deviation</i>
1	Do you think that INGOs in Addis Ababa are creating job opportunities for fresh graduates in their organization?	<i>Fresh Graduates</i>	51	24.5	104	50	53	25.5	2.25	0.827
		<i>HR Personnel</i>	9	69.2	4	30.8	-	-		
2	Do the INGOs target fresh youth graduates when they advertise jobs in their organization?	<i>Fresh Graduates</i>	72	34.6	123	59.1	13	6.3	1.72	0.574
		<i>HR Personnel</i>	5	38.5	6	46.2	2	15.9	1.73	0.719
3	Do you believe that INGOs at Addis Ababa accommodates fresh youth graduates?	<i>Fresh Graduates</i>	75	36.1	68	32.7	65	31.3	1.95	0.821
		<i>HR Personnel</i>	6	46.2	6	46.2	1	7.7	1.73	0.719
4	Do you think that INGOs are willing and ready to help the fresh graduates by providing job opportunities in their organization?	<i>Fresh Graduates</i>	76	36.5	117	56.3	15	7.2	2.20	0.945
		<i>HR Personnel</i>	7	53.8	4	30.8	2	15.9	3.64	1.575

Addis Ababa. As depicted in item 1(see Table 4), 51(24.5%) of the sampled fresh graduates and 9(69.2%) of the HR professionals reported that INGOs in Addis Ababa are creating job opportunities for fresh graduates in their organization, whereas 104(50%) of the fresh graduates and 4(30.8%) of the HR experts replied to the opposite. Besides, 53(25.55) of the fresh graduates stated that they are neutral on this issue. Thus, it can be said that half of the fresh graduates stated that the INGOs in Addis Ababa are not creating job opportunities for fresh

graduates in their organization. This may imply that the INGOs are not creating job chances for the fresh graduates in the study area. Lack of job opportunities can be one of the challenges encountered by the fresh graduates. On contrary to this, the majority of the HR professionals (69.2%) replied that the INGOs in Addis Ababa are creating job opportunities for fresh graduates in their organization. This revealed that there are differences between the fresh graduates and HR experts on this particular point.

Additionally, the HR workers were asked during the interview to explain the extent of college graduate youth unemployment? *Well, in our country, the universities are growing in number and the graduates also are increasing in number. But the job opportunities are not that much sufficient. So, it's too much. I mean, these days, lots of graduates are not employed in NGOs or in any other sector.*

Besides, the respondents were asked to rate the adequacy of the job opportunities created by INGOs for employment fresh graduates in their respective organization. The next presents the summary of their responses.

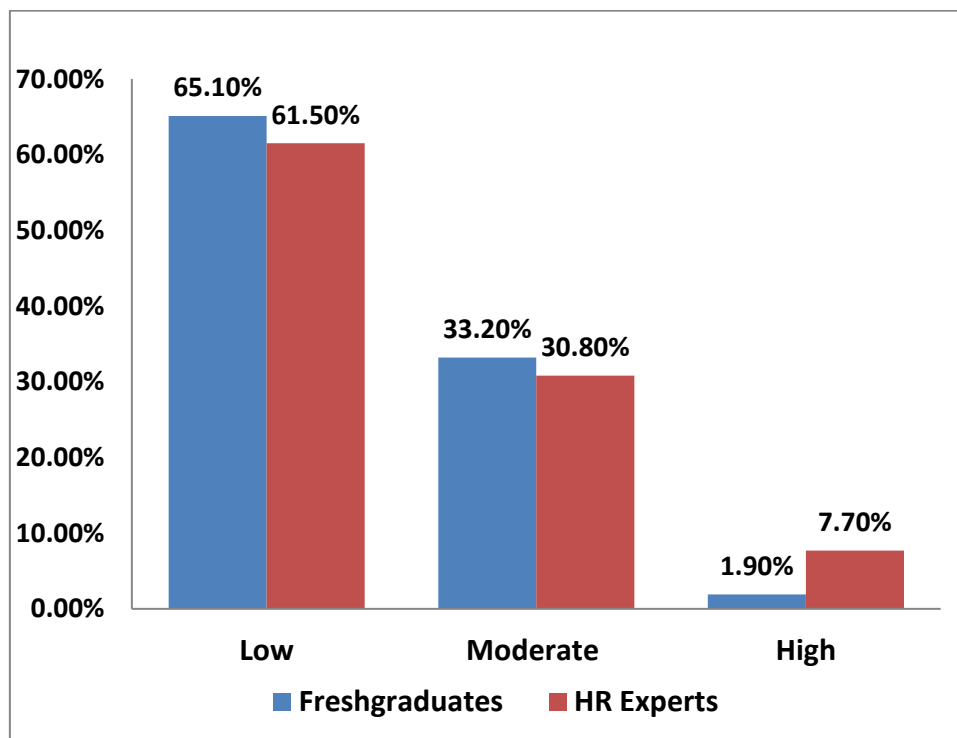


Fig 5: The Adequacy of the Job Opportunities Created by INGOs for Employment of Fresh Graduates

As shown in the above diagram, 65.1% of the fresh graduates and 61.5% of the HR Professionals responded that the employment chances created by INGOs for fresh graduates in

their respective organization are low. But 33.2% of the fresh graduates and 30.80% of the HR Respondents replied the created opportunities are moderate. On the other hand, very limited (1.9%) of the fresh graduates and 7.7% of the HR reported that the chance created is high. From the above responses, it can be concluded that the great majority of the fresh graduates (64.8%) and 61.5% of the HR experts felt that the the adequacy of the job opportunities created by INGOs for employment fresh graduates is low. This result corresponds with the earlier findings that states half of the sample of this study stated that the INGOs in Addis Ababa are not creating job opportunities for fresh graduates in their organization. From the two results it can be inferred that the employment chances created by the INGOs at Addis Ababa for the fresh graduates is very limited.

In item 2 (see Table 4) the sampled were asked whether or not the INGOs target fresh youth graduates and the HR experts when they advertise jobs in their organization. Accordingly, 123(59.1%) of the fresh graduates and 6(46.2%) of HR experts reported the INGOs do not target fresh youth graduates when they advertise jobs in their organization, but 72(34.6%) of the fresh graduates and 5(38.5%) of HR experts responded “Yes”. The remaining, 13(6.3%) of the fresh graduates and 2(15.9%) of HR workers replied that they are not sure about the issue. From the above responses, it can be concluded that the majority of the fresh graduates (59.1%) felt the INGOs do not target fresh youth graduates when they advertise jobs in their organization.

Besides, the respondents were asked ‘*Have you ever seen the job advertisements declared by the INGOs in Addis Ababa for Fresh graduates?*’ The next table summarizes their responses.

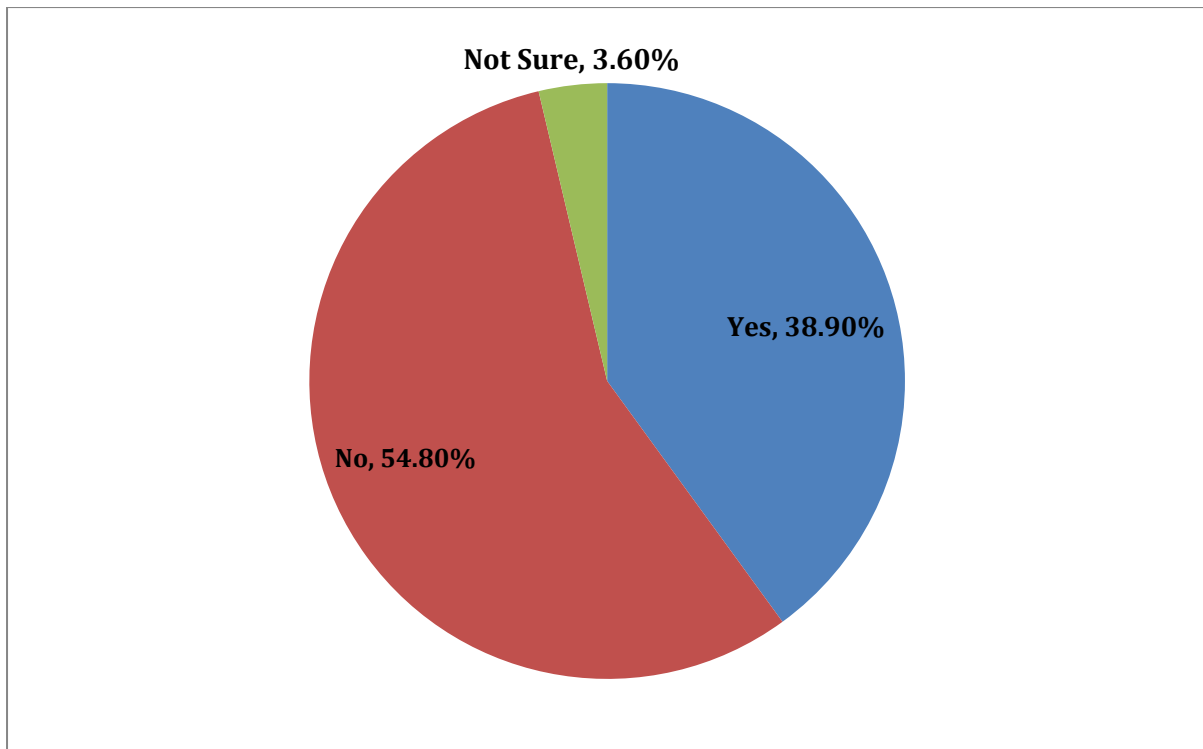


Fig 6: Whether the INGOs in Addis Ababa advertise jobs for Fresh graduates.

The diagram divulged 114(54.8%) of the sample respondents reported that they have never ever seen the job advertisements declared by the INGOs in Addis Ababa for Fresh graduates. But 81(38.9%) of them responded positively. This divulges that the majority of the respondents have never ever seen the job advertisements declared by the INGOs in Addis Ababa for Fresh graduates. This may imply that the INGOs do not target the fresh graduates while they advertise jobs opportunities. These results matches with the previous findings which say the majority of the sample graduates (59.1%) felt the INGOs do not target fresh youth graduates when they advertise jobs in their organization.

In response to item 3(see Table 4), 75(36.1%) fresh graduates and 6(46.2%) of the sample HR professionals reported that the INGOs at Addis Ababa accommodates fresh youth graduates. But 68(32.7%) of the fresh graduates and 6(46.2%) of the sample HR professionals replied the opposite. The remaining, 65(31.3%) of the fresh graduates said that they are not sure about the issue. So it can be deduced that one third of the respondents believe that INGOs at Addis Ababa accommodates fresh youth graduates. This may imply that the accommodation of fresh graduate by the INGOs is limited. Furthermore, those who responded yes were asked to indicate how the INGOs accommodate fresh youth graduates.

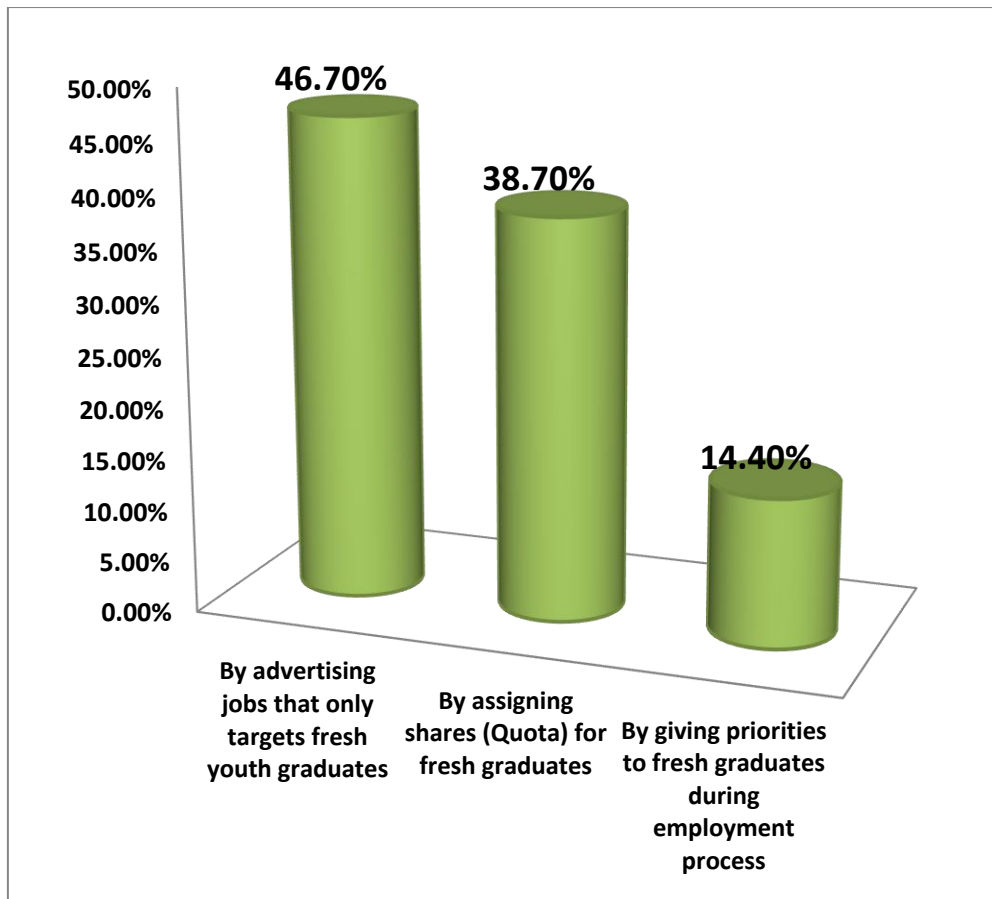


Fig 7: The Responses of the Youth Graduates on how the INGOs Accommodate Fresh youth Graduates.

The above figure depicts how INGOs in Addis Ababa accommodate new youth graduates. According to the data, 46.7% of graduates said that INGOs accommodated them by promoting employment that was solely open to recent graduates. Furthermore, 38.7% of respondents said that they would assign shares (quotas) to new graduates. The remaining 14.4% of the samples responded that INGOs accommodate fresh graduates by prioritizing them during the job process. These findings suggest that INGOs employ a variety of ways to accommodate new youth graduates in their organizations.

Furthermore, in item 4 (see Table 4), 76(36.5%) fresh graduates and 7(53.8%) of the HR experts reported that INGOs are willing and ready to help the fresh graduates by providing job opportunities in their organizations. But 117(56.3%) of the graduates and 4(30.8%) of the HR workers responded the opposite. The remaining 15(7.2%) of the graduates and 2(15.9%) of the HR workers said that they are not sure about this issue. It can be deduced from these data that the majority of the fresh graduates (56.3%) reported that INGOs are not willing and not ready

to help the fresh graduates by providing job opportunities in their organizations. It seems that the INGOs are not willing to open employment opportunities for the fresh graduates.

With this regard, the HR personnel were asked “How many people are employed by the organization (in average per year)? (Both Experienced and Fresh graduates). Accordingly, they provided the data in the next table.

Table 5: Number of Experienced Experts and Fresh Graduates Employed by INGOs (in average per year)

Experienced Experts	Fresh graduates
1. 31-40	1. 21-30
2. 51-60	2. 0-10
3. 51-60	3. 0-10
4. 21-30	4. 0-10
5. More than 101	5. 0-10
6. 51-100	6. 0-10
7. 21-30	7. 0-10
8. 0-10	8. 0-10
9. 0-10	9. 11-20
10. 21-50	10. 0-10
11. 51-100	11. 0-10
12. 51-100	12. 0-10
13. More than 101	13. 21-30

According to the data in table 5, the INGOs in Addis Ababa employed more Experienced Experts than fresh graduates on average per year. Thus, it might be argued that INGOs provide more chances for experienced experts than for recent graduates. This finding is consistent with the results obtained from the sampled fresh graduates, who revealed that the majority of respondents (56.3%) believe INGOs are unwilling and unable to assist young graduates by giving work chances in their organizations. Furthermore, it is consistent with earlier findings, which state that the majority of sample graduates (59.1%) believe INGOs do not target fresh youth graduates when advertising opportunities in their organization.

Table 6: The degree to which INGOs are Creating Job Chances for Fresh graduates.

No	Items	Statistical Results	
		Mean Std. Deviation	Mean Std. Deviation

1.	How do you rate the readiness the INGOs to deal with unemployed fresh graduates and their problems?	2.06	0.849
2.	How do you rate the accessibility of job opportunities for unemployed fresh graduates in INGOs?	4.12	1.077
3.	How do you rate the extent of the INGOs in Addis Ababa in the creation of job opportunities for fresh graduates?	1.73	0.719.

As shown in the table above, the fresh graduates were asked to rate the extent to which they are creating employment opportunities for fresh graduates. The data in item 1 revealed that 45(21.6%) of the sample fresh graduates and reported that the readiness of the INGOs to deal with unemployed fresh graduates and their problems is very good. Besides, 25(12%) of the fresh graduates and 5(38.5%) of the HR processionalals stated it is good. However, 40(19, 2%) of the fresh graduates and 2(15.9%) of the HR experts replied that the readiness of INGOs is Satisfactory. Additionally, 94(45.2%) of the fresh graduates and 5(38.5%) of the HR workers rated it as poor. Thus, it can be said that almost half of the respondent's rate that the readiness the INGOs to deal with unemployed fresh graduates and their problems is poor.

In Items 2 respondents were asked to rate the accessibility of job opportunities for unemployed fresh graduates in INGOS. In response to this item, 37(17.8%) of the respondents rated the accessibility as good, 45(21.6%) of them said satisfactory and 106(51%) rated the accessibility as poor. Hence, it can be deduced that accessibility of job opportunities for unemployed fresh graduates in INGOs is poor.

According to the data in Item 3, 100 (48.1%) of respondents believe that the level to which INGOs in Addis Ababa create work chances for young graduates is poor, while 35 (16.8%) believe it is satisfactory. In addition, 57 (27.4%) of respondents assessed the extent as good. Based on these empirical replies, it is possible to conclude that nearly half of the sample fresh graduates believe that the extent to which INGOs in Addis Ababa create work prospects for fresh graduates is inadequate. Such responds could be a result of INGOs creating fewer job options for recent graduates.

Generally, the study found that half of fresh graduates in Addis Ababa believe that INGOs do not provide enough career opportunities for recent graduates, indicating that INGOs are not producing enough job prospects for recent graduates. HR professionals, however, reported that INGOs are developing work opportunities for recent graduates in their organizations. The majority of fresh graduates (64.8%) and HR professionals (61.5%) believe that the job opportunities created by INGOs are insufficient for young graduates. Besides, the majority of fresh graduates (59.1%) felt that INGOs do not target fresh youth graduates when advertising jobs in their organizations, and they have never seen job advertisements for fresh graduates. This suggests that INGOs are not willing to help fresh graduates by providing job opportunities.

4.4. Challenges That Impede Fresh Youth Graduates from Employed By INGOs

The number of public universities in Ethiopia has increased dramatically from just two 25 years ago to 51 today. The number of private higher education institutions has increased from zero to more than 325. The number of vocational training institutions is also increasing, and currently, there are about 631 public and over 800 private vocational training institutions. These institutions produce over 150,000 graduates each year and provide the labour market with various skills and disciplines. However, these graduates face various challenges in transitioning from education to work, resulting in graduates being long-term unemployed, totally unemployed, or underemployed, which in turn leads to various economic, social, and political problems. In connection to this, one of the specific objectives of this study is to identify the factors/challenges that hinder fresh youth graduates' employment in NGOs. To address this objective data was collected from the sample respondents using questionnaire and semi structured interview. The next section presents the analysis of data collected on this regard.

4.4.1. The Perceived Causes of Youth Fresh Graduate Unemployment

This sub-section describes the perceived causes for graduated youth unemployment.

Table 7: The Responses Fresh Graduates about the Causes of Graduated Youth Unemployment.

No	Statements	Yes		No		Not sure		Total	
		No	%	No	%	No	%	No	%
1.	Do you think that quality of education is a cause for educated youth unemployment?	104	50	77	37	27	13	208	100
2.	Do you think that the fresh graduates are competent to fit to the jobs advertised by INGOs?	44	21.2	127	61.1	37	17.8	208	100

3.	Do you think that you remain Jobless because of poor entrepreneurship skill?	94	45.2	92	44.2	22	10.6	208	100
4.	Do you think mismatch between your profession and the labour market make you to stay unemployed?	158	76	30	14.4	20	9.6	208	100
5.	I believe that the economic situation of the country has a contribution on your unemployment?	150	72.1	54	26.0	4	1.9	208	100
6.	Do you think that the government does not create sufficient job opportunities to the educated youth?	196	94.2	4	1.9	8	3.8	208	100
7.	Does population growth have a contribution for educated your unemployment?	149	71.6	8	3.8	51	24.5	208	100
8.	I believe the security situation of the country resulted in youth unemployment	204	98.1	4	1.9	-	-	208	100
9.	Lack of the appropriate governmental policy is one cause for the employability of Fresh graduates	178	85.6	30	14.4	-	-	208	100

The above table presents the perceived causes of fresh graduate unemployment. As depicted in Item 1, 104(50%) of the fresh graduates believe that quality of education is a cause for educated youth unemployment. However, 77(37%) of them responded the opposite. The remaining, 27(13%) of them stated that they are not sure about the issue. Hence, it can be deduced that half of the sample respondents believe that the quality of education is a cause for educated youth unemployment.

In item 2(See table 7), respondents were asked if recently graduated students meet the requirements for the positions listed by INGOs. In response, 44 (21.2%) claimed the graduates are competent, whereas 127 (61.1%) said the contrary. The remaining 37 graduates (17.8%) answered they were unsure about the subject at hand. The data gathered shows that the majority of respondents (61.1%) felt that fresh graduates are not qualified for the jobs advertised by INGOs. As a result, it is possible to conclude that one of the factors affecting fresh graduates' employability in INGOs is their competency.

Besides, 94 (45.2%) of the sample respondents believe that fresh graduates are unemployed due to a lack of entrepreneurial skills. However, 92 (44.2%) of them indicated the opposite. The remaining 22(10.6%) of the samples stated that they were unsure about the topic. As a result, over half of respondents respond that low entrepreneurship skills are one of the factors preventing youth graduates from being employed by INGOs. In item 4(See Table7), 158(76%) of the sample respondents replied that the mismatch between the profession and the labor

market make the fresh graduates to stay unemployed, but 30(14.4%) of the respondents reported the opposite. This result shows that the failure to match the labor market can be one of the causes for the employability of the fresh graduates in INGOs in Addis Ababa.

The data in Item 5 shows that 150(72.1%) of the sample respondents believe that the economic situation of the country has a contribution on their unemployment. However, 54(26%) of the respondents reported that the economic situation is not the cause for their employment. This may imply that the economic situation of the country has a contributed to their unemployment of the fresh graduates. Furthermore, the great majority of the sample respondents (94.2%) believe that the government does not create sufficient job opportunities to the educated youth. So it can be deduced to failure of the government to create adequate job opportunity for youth graduate is one of the factors that affect the employability of the fresh graduates.

Furthermore, 149(71.6%) of the respondents felt that population growth has a contribution for educated youth unemployment. But 51(24.5%) of them reported that they are not sure about the issue. This implies that population increment can be cause of fresh graduate unemployment in INGOs. Additionally, the data in item shows that the majority of the respondents (98.1%) of the sample respondents believe that the security situation of the country resulted in youth unemployment in Addis Ababa. Moreover, the results of this study revealed that the majority of the sample respondents (85.6%) of the respondents felt that Lack of the appropriate governmental policy is one cause for the employability of Fresh graduates. From the above data, it can be generally deduced that their various causes for the employability of fresh graduates in various INGOs.

4.4.2. Factors Affecting Fresh Graduates Employability in INGOS at Addis Ababa

Table 8: Factors Affecting Fresh Graduates Employability in INGOS at Addis Ababa

No	Factors Affecting Fresh Graduates Employability	Responses									
		Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		No	%	No	%	No	%	No	%	%	No
A	<i>Factors Affecting Fresh Graduates' Employability in Terms of Education</i>										

1.	Fresh graduates' degree of education has an impact in their employability.	11	5.3	20	9.6	47	22.6	110	52.9	20	9.6
2	Fresh graduates with good grades are preferred for employment	7	3.4	51	24.5	5	2.4	70	33.7	75	36.1
3.	Institution graduated is a factor when applying for a job	11	5.3	40	19.2	71	34.1	82	39.4	4	1.9
B	<i>Factors Affecting Fresh Graduates' Employability in Terms of their Profile</i>										
4	Age is an important factor in hiring Fresh graduates INGOs	49	23.6	83	39.9	34	16.3	31	14.9	11	5.3
5	Gender affects employability hiring Fresh graduates INGOs	30	14.4	87	41.8	31	14.9	45	21.6	15	7.2
6	Religion impacts fresh graduates' employability hiring Fresh graduates INGOs	38	18.3	112	53.8	35	16.8	23	11.1	-	-
C	<i>Factors Affecting Fresh Graduates' Employability in Terms of Soft Competencies</i>										
7	Effective communication skills are an important factor that determine fresh graduates' employability in INGOs	25	12.0	13	6.3	42	20.2	67	32.2	61	29.3
8	Positive attitude to the work	9	4.3	45	21.6	31	14.9	74	35.6	49	23.6
9	Accurate listening skills affects fresh graduates' employability in INGOs	45	21.6	9	4.3	73	35.1	50	24.0	31	14.9
10	Critical thinking which involves planning and organizing	45	21.6	9	4.3	46	22.1	35	16.8	35	16.8

Regarding if the fresh graduates' degree of education has an impact in their employability in INGOs, 11(5.3%) of the reported they strongly disagree and 20(9.6%) were said they disagree. Besides, 20(9.6) replied they strongly agree, and 11(52.9%) of them stated they Strongly Agree. But 47(22.6%) of the sample graduates replied they are neutral with this regard. As a result, it can be deduced that the majority of the sampled fresh graduates in Addis Ababa agree that Fresh graduates' degree of education has an impact in their employability. This implies that the education is one of the factors that can affect the employability of Fresh graduates in INGOs.

In Items 2 of table 5 respondents were asked to what extent they agree with the statement "Fresh graduates with good grades are preferred for employment". In response to this item,

51(24.5%) of the sample respondents responded that they disagree with the statement. However, 75(36.1%) reported that they strongly agree and 70(33.7%) of the sample respondents replied they agree with it. According to these statistics, about 70% of sample respondents agree that Fresh graduates with good grades are preferred for employment. As a result, the grade obtained during college or university education can also affect the employment of youth fresh graduates.

In relation to the institution graduated is a factor when applying for a job, 11 (5.3%) of the sample fresh graduates responded that strongly disagree and 40(19.2%) of them reported that agree that the institution graduated is a factor when applying for a job. On the other hand, 71(34.1%) of the respondents said that they are neutral and 82(39.4%) replied that they agree. This data shows that about 40% of respondents accepted the institution graduated is a factor when applying for a job. As a result, it can be said that one of the factors that can affect the employment of the fresh graduate is institution graduated is a factor when applying for a job,

The overall data indicates, different *factors related to education affects the Fresh Graduates' Employability in INGO at Addis Ababa*. For example, the majority (62.1%) of the sampled fresh graduates in Addis Ababa agree that Fresh graduates' degree of education has an impact in their employability. Besides, about 70% of sample respondents agree that Fresh graduates with good grades are preferred for employment. The result of data analysis showed that about 40% of respondents accepted that the institution graduated is a factor when applying for a job. Thus, it can be deduced that the great majority of the respondents believe that the education related factors affect the employability of fresh graduate in INGOs. Generally, it can be deduced that the low level of education of young people is the significant factor that causes the rising unemployment rates, there should be improvements to the education and training provided to young people, with a greater focus on vocational skills.

Additionally, regarding if age is an important factor in hiring fresh graduates INGOs, 49(23%) of the sampled youth fresh graduates replied strongly disagree and 83(39. %) of the responded that they disagree with the issue. Besides, 34(16.3%) of them stated that that they are neutral with this statement. However, 31(14.9%) of the sampled fresh graduated said they agree and 11(5.3%) reported that they strongly agree. Therefore, these responses indicated that the majority of the respondents (64.5%) of the respondents disagree that age is an important factor in hiring fresh graduates INGOs. This implies that age is not one of the factors that affect the employability of the fresh graduates INGOs.

In Item 5(see table 8), 30(14.4%) of the sample fresh graduates responded that they strongly disagree that gender affects employability hiring fresh graduates in INGOs and 87(41.8%) of them replied they disagree with this statement, whereas; 31(14.9 %) of them are neutral with this regard. On the other hand, 45(21.6%) of the respondents stated that they agree and 15(7.7%) of them said they strongly disagree with this issue. Thus, it can be deduced that the majority of the respondents (56.2%) of the fresh graduates disagree that gender affects employability hiring fresh graduates in INGOs.

In addition, the sample respondents were asked to what extent they agree with the statement that says '*Religion impacts fresh graduates' employability hiring Fresh graduates INGOs*' In response to this, 38(18.3%) of the fresh graduates replied that they strongly disagree and 112(53.8%) stated that they disagree with the statement. The remaining respondents 35(16.8%) of the respondents they are neutral with this statement. But 23(11.1%) reported that they agree. Generally, it can be said religion is not one of the factors that affects the youth fresh graduates' employability hiring Fresh graduates INGOs.

The overall data presented in item 5-7 above revealed that the profile of the respondents such age, religion and gender is not the key factors that is affecting the employability of the fresh graduates in the INGOs at Addis Ababa. So, it can be deduced that the profile is not a challenging factor for the employability of the fresh graduates.

From item 7-10 the sampled graduates with asked if the various factors related to the soft competencies of the fresh graduates affect their employability in INGOs. With this regard, the respondents were asked to what extent they agree that '*Effective communication skills are an important factor that determine fresh Graduates' Employability in INGOs*' In response'' 67(32.2%) replied they agree and 61(29.3%) stated they strongly agree. But 42(20.2%) of the respondents reported that they are neutral and 25(12%) responded that they strongly disagree. Hence, the majority of the sampled fresh graduated (62.4%) agree that the effective communication skills are an important factor that determines fresh graduates' employability in INGOs.

As depicted in item 8, 49(23.9%) of the sample fresh graduates reported that they strongly agree and 743(5.6%) of them stated that the positive attitude to work affects the employability of fresh graduates. But 45(21.6%) of the respondents replied they disagree and 31(14.9%) of them said that they are neutral with this issue. From these responses, it can be deduced that the

majority (59.2%) of the respondents agree that positive attitude to the work affect their employability. This implies that positive attitude to the work is one of the soft that can affect employability of the fresh graduates in INGOs.

Furthermore, the data in item 9 revealed that 45(21.6%) of the selected fresh graduates reported that they strongly disagree and 73(35.1%) of the respondents said that they agree with the statement that says accurate listening skills affect their employability. However, 50(24%) of the graduates stated that they agree and 31(14.9%) of them replied that they agree with this issue. So, it can be said that about 40% of the sampled fresh graduates agree that accurate listening skills affect their employability in INGOs.

Moreover, the respondents were asked if Critical thinking which involves planning and organizing fresh graduates' employability in INGOs. In response, 45(21.6%) of the respondents strongly disagree with the statement and 46(22.1%) of them replied that they are neutral. On the other hand, 73(35.1%) of the sample respondents said that they agree and 35(16.8%) of the noted that they strongly agree with this issue. In general, the responses indicate that the majority of the respondents (53.9 %) of the sampled respondents agree that critical thinking affects their employability in INGOs.

Hence, it can be generally deduced that the majority of the respondents agree that the various factors that are related to the soft skills affect the organizing fresh graduates' employability in INGOs. With this regard, the majority of the sampled fresh graduated (62.4%) agree that the effective communication skills are an important factor that determines fresh graduates' employability in INGOs. Besides, the analysis of data divulged that study revealed that the majority (59.2%) of the respondents agree that positive attitude to the work affect their employability. Moreover, the majority of the respondents (53.9 %) of the sampled respondents agree that critical thinking affects their employability in INGOs.

4.5. Discussion

The study found that 96.2% of respondents were aged 21-31, mature enough to be employed in various organizations. However, they remained unemployed for two years after graduation, indicating a growing number of jobless youth graduates in the area. The majority of fresh graduates seeking work in INGOs in Addis Ababa are city residents, with Business, Economics, Natural and Computational Science being more affected by unemployment. The majority of respondents reported a high number of fresh graduates applying for job

opportunities in INGOs, indicating a high demand for employment opportunities. With this regard, Broussar and Tekelesilassie (2012) stated Ethiopia's youth population, comprising 28% of the population, is facing a high number of educated unemployed youth due to inadequate employment growth. Besides, university enrolment has grown, but TVET enrollment has declined due to public-owned institutions like agricultural colleges closing or moving to nearby universities. The decline in TVET enrollments could impact self-employment and job creations (Beshir, 2014). The government and media are promoting career oriented TVET programs to enhance youth employment opportunities (Brihanu et al. (2005).

The unemployment rate for youth with secondary education in Ethiopia has declined over the last three years due to increased job opportunities, particularly in labour-intensive sectors (CSA, 2013). Those with a college diploma and university degree have seen higher unemployment rates. In Ethiopia, educated unemployment is a result of an imbalance between labor market demands and the rise of youth educational attainments Broussar and Teklesilassie, 2012).. Less educated youth have less time to integrate with the labour market, making educated unemployment lower for relatively educated youth.

The study reveals that half of fresh graduates in Addis Ababa believe that INGOs do not provide enough career opportunities for recent graduates, indicating a lack of job prospects. HR professionals, however, believe that INGOs are developing work opportunities for recent graduates in their organizations. The majority of fresh graduates (64.8%) and HR professionals (61.5%) believe that the job opportunities created by INGOs are insufficient. The majority of fresh graduates (59.1%) feel that INGOs do not target fresh youth graduates when advertising jobs, and they have never seen job advertisements for fresh graduates. The study also found that INGOs in Addis Ababa employ more experienced experts than fresh graduates annually, suggesting that INGOs are reluctant to assist new graduates. In conclusion, approximately half of the fresh graduates in Addis Ababa believe that INGOs do not provide enough job opportunities, resulting in limited access to work opportunities for unemployed young graduates.

The study reveals that half of respondents believe education quality is a cause for educated youth unemployment, while the majority (61.1%) feels fresh graduates are not qualified for jobs advertised by INGOs. A mismatch between the profession and the labor market, economic situation, government insufficient job opportunities, security situation, and lack of appropriate policy are other factors affecting employability. Education level significantly impacts

employability, with 70% of respondents preferring fresh graduates with good grades. Age, religion, and gender are not significant factors affecting employability in INGOs. Effective communication skills, positive attitude towards work, and critical thinking are considered crucial for employability. These soft skills, including communication, positive attitude, and critical thinking, play a significant role in determining the employability of fresh graduates in INGOs.

Supporting this finding, Nebil et al. (2010) stated that the educational system in Ethiopia is failing to prepare educated youth for work, leading to unemployment. Similar to this, Tesfaye (2015) found out low levels of education contribute to unemployment, as it enhances productivity and employability. However, Serneels (2007) noted that unemployment is concentrated among well-educated youth. Higher education attainment has also been linked to lower unemployment rates. Broussar and Tekelesilassie (2012) indicated the Ethiopian education system, which focuses on theoretical or academic subjects, fails to prepare young people for productive employment. This mismatch between students' qualifications and employers' demands has led to the growing unemployment of educated youth in the country. The mismatch between qualifications and employers' demands is a serious issue.

Nebil et al. (2010) highlight the significant economic problem faced by developing countries like Ethiopia, where low growth leads to low job creation and inefficient use of human resources. Broussar and Tekelesilassie (2012) highlight stagnating economies as a major factor in high youth unemployment in Africa. The stagnated formal sector makes it difficult for young people to find employment, leaving them without gainful employment. Despite Ethiopia's annual growth rate of over 10%, job creation remains challenging due to poor economic performance.

Birhanu et al. (2005) revealed reported that the high youth unemployment, particularly among educated youth, is attributed to a mismatch between education and training skills with labor market requirements. Urban studies show an increase in unemployment rates for those with higher education. Despite a decline in general and urban youth unemployment rates, educated youth unemployment rates have risen from 2% to 7.5%. Population growth in less developed countries, particularly in Sub-Saharan Africa, is causing job scarcity (Nebil et al., 2010). Urban centers are the growth poles of economic progress and centres of political and social unrest.

Ethiopia's alarming increase in the labour force, at an average annual rate of 3.2%, worsens unemployment due to poor economic performance and slower labour demand.

Generally, the literature review reveals that high rates of educated youth unemployment are linked to economic, demographic, and cultural factors. These factors directly affect the size of the unemployment and educated unemployment rate. The study aims to develop a conceptual framework to identify the major causes and socio-economic impacts of educated unemployment, leading to the development of appropriate policy interventions by the government and stakeholders.

CHAPTER FIVE

5. CONCLUSIONS AND RECOMMENDATIONS

5.0. Introduction

The study was intended to assess this study was to assess the challenges and opportunities of fresh graduate employment in INGOs in Addis Ababa and to provide recommendations for enhancing their employability. In order to achieve this objective, the appropriate data was collected using questionnaire and semi structured interview. Then the interview data was analysed qualitatively, the questionnaire data was analysed by employing statistical tools such as frequency and percentage using SPSS version 20. Thus, this chapter presents the summary of the major findings, conclusions, and recommendations of the study. After the conclusion, some possible recommendations are given.

5.1. Summary of the Major Findings

A. Key Findings Regarding the Situations of Fresh graduates in Addis Ababa

The research project analyzed the demographic characteristics of fresh graduates in Addis Ababa, Ethiopia to describe the current situation of the fresh graduates. The sample consisted of males (53%), females (47%), and found no significant difference in employability status between genders. However, the majority of HR experts/directors were females, with 61.5% being male and 38.5% being female. However, lack of adequate experience may be affecting the employment of the fresh graduates.

The study found that 96.2% of the sample respondents are aged 21-31, indicating they are mature enough to be employed in various organizations. However, they remained unemployed for two years after graduation, indicating a growing number of jobless youth graduates in the area. The majority of fresh graduates (87.5%) seeking work in INGOs in Addis Ababa are city residents, suggesting that unemployment affects city residents more than those from other areas. The majority of respondents (76%) reported a high number of fresh graduates applying for job opportunities in INGOs in Addis Ababa, indicating a high demand for employment opportunities. Besides, the study showed that the number of fresh graduates applying for job opportunities in INGOs in Addis Ababa is very high.

According to data analysis, the majority of fresh graduate respondents (70.7%) and HR workers (61.5%) noted a lack of policies linking young graduates to jobs in INGOs. However, it should be emphasized that the lack of proper policies can have an effect on the employment of fresh INGO graduates. The findings of this survey revealed that the majority of respondents believed there was no Addis Ababa City administration policy or regulation governing the hiring of fresh graduates in INGOs. Thus, it can be argued that a lack of clear regulation is one of the variables that can affect the employability of new graduates in INGOs. Addis Ababa suggests the necessity to develop legislation that prescribes the employment of fresh graduates in INGOs.

B. Key Findings regarding the Availability Policy Frameworks Which Regulate the Relationship between University Graduates and Employment in INGOs

Besides, the majority of fresh graduates (51%) said they are unsure whether INGOs have an employment policy in place to provide work opportunities and hire new graduates. According to the findings of this study, the vast majority (76.9%) of HR professionals reported that their companies have an employment policy in place to create job opportunities and hire new graduates. As a result, it can be argued that a lack of clear regulation is one of the variables that can affect the employability of new graduates in INGOs.

The study also revealed that 51% of recent graduates are confused whether INGOs have a policy in place to give job opportunities and hire new graduates. The study found that 76.9% of HR professionals indicated their company has an employment policy to develop job

openings and hire new graduates. The majority of respondents tends to disagree or is unsure whether INGOs have an employment policy in place to openly offer jobs for recent graduates. This could imply that there is no clarity on whether INGOs have a policy in place to actively offer jobs for recent graduates. The analysis of data also shows that the majority of respondents (67.3%) of the sampled graduates and 38.5% of HR professionals stated that they expect government regulation that determines how to accommodate and employability of new graduates in INGOs. Such expectations could stem from a lack of information regarding the existence of policies that relate fresh graduate employability in INGOs.

C. Major finding as to the Employment Opportunities for Fresh Graduates in INGOs Working at Addis Ababa.

The result of this study revealed that half of the fresh graduates claimed that Addis Abeba's INGOs do not provide career possibilities for recent graduates. This may signal that INGOs are not producing career opportunities for recent graduates in the research area. One of the issues that recent graduates face is a lack of work possibilities. In contrast, the majority of HR professionals (69.2%) stated that INGOs in Addis Ababa are developing work possibilities for recent graduates in their organizations. Besides, the analysis of data divulged that the vast majority of both fresh graduates (64.8%) and HR professionals (61.5%) believe that the adequacy of job possibilities created by INGOs for employment young graduates is insufficient. This result is consistent with previous findings, which suggest that half of the study's sample believes that INGOs in Addis Ababa are not offering job prospects for recent graduates.

The analysis of data revealed that the majority of the fresh graduates (59.1%) felt the INGOs do not target fresh youth graduates when they advertise jobs in their organization. Additionally, the research finding indicated that the majority of the respondents have never ever seen the job advertisements declared by the INGOs in Addis Ababa for Fresh graduates. This may imply that the INGOs do not target the fresh graduates while they advertise jobs opportunities. It can be deduced from these data that the majority of the fresh graduates (56.3%) reported that INGOs are not willing and not ready to help the fresh graduates by providing job opportunities in their organizations. It seems that the INGOs are not willing to open employment opportunity for the fresh graduates.

The study also found that INGOs in Addis Ababa employ more experienced experts than fresh graduates annually, suggesting that INGOs provide more opportunities for seasoned

professionals than for young graduates. This suggests that INGOs are reluctant to assist new graduates by providing job opportunities within their organizations. In conclusion, the study suggests that approximately half of the fresh graduates in Addis Ababa believe that INGOs do not provide enough job opportunities for them, resulting in limited access to work opportunities for unemployed young graduates.

D. The key finding regarding the Challenges that Impede Fresh Youth Graduates from Employed by INGOs

The study reveals that half of the respondents believe that the quality of education is a cause for educated youth unemployment. The majority (61.1%) feel that fresh graduates are not qualified for jobs advertised by INGOs, indicating that competency is a factor affecting their employability. A mismatch between the profession and the labor market also affects the employment of fresh graduates. The economic situation of the country contributes to unemployment, but 26% of respondents believe it is not the cause.

The majority of respondents (94.2%) believe that the government does not create sufficient job opportunities for educated youth, which is another factor affecting their employability. The security situation of the country also contributes to youth unemployment in Addis Ababa. The lack of appropriate governmental policy is another factor affecting the employability of fresh graduates.

The majority of respondents (64.5%) disagree that age is a significant factor in hiring fresh graduates from INGOs, indicating that age is not a significant factor. Similarly, (56.2%) of fresh graduates disagree that gender affects employability in INGOs. Religion is generally not a significant factor affecting the employability of youth fresh graduates. The data suggests that age, religion, and gender are not the key factors affecting the employability of fresh graduates in INGOs in Addis Ababa. Therefore, the profile of the respondents is not a significant challenge for their employability. Moreover, the study found out that the majority of fresh graduates (62.4%) believe that effective communication skills are crucial for their employability in International Non-Governmental Organizations (INGOs). A positive attitude towards work (59.2%) also affects their employability, indicating that a positive attitude is a soft skill that can significantly impact their employability. Additionally, critical thinking (53.9%) is also considered a crucial factor in their employability in INGOs.

5.2. Conclusions

Regarding the situations of fresh graduates in Addis Ababa, it is deduced the respondents' expressed concerns about the current state of graduate youth unemployment. It is noted that the job opportunities are limited for fresh graduates, especially in municipal administration. The majority of respondents aged 21-31 were unemployed for two years after graduation, indicating a growing number of jobless youth graduates. Unemployment affects city residents more than other areas, and graduates from Business, Economics, Natural and Computational Science are more affected by unemployment. It was reported that job opportunities are limited for fresh graduates, as most companies hire experienced individuals, leaving them with limited employment opportunities. The study also found a high number of fresh graduates applying for job opportunities in INGOs, indicating a high demand for employment opportunities. The number of fresh graduates seeking employment in Addis Ababa is increasing. This lack of work opportunities in municipal administration is a pressing concern due to the large number of graduates. The current market is low for fresh graduates, with many companies hiring well-experienced individuals. The lack of work opportunities for young people in municipal administration is a pressing concern.

As to the policy, the majority of fresh graduate respondents and HR workers in Addis Ababa City believe there is no clear policy governing the hiring of fresh graduates in INGOs. This lack of clear regulation can affect the employability of new graduates and suggests the need for legislation prescribing the employment of fresh graduates in INGOs. The study divulged that the majority of fresh graduates are unsure whether INGOs have an employment policy in place to provide work opportunities and hire new graduates. The majority of HR professionals reported their company has an employment policy to create job opportunities and hire new graduates. However, the fresh graduates are confused about whether INGOs have a policy in place to openly offer jobs for recent graduates. The study participants also expect government regulation to determine how to accommodate and employability of new graduates in INGOs.

Regarding the availability of job opportunity, the study found that a majority of fresh graduates and HR professionals in Addis Ababa believe that the job opportunities created by INGOs for young graduates are insufficient. This is consistent with previous findings, which suggest that half of the sample believes INGOs are not offering job prospects for recent graduates. The majority of fresh graduates felt that INGOs do not target fresh youth graduates when advertising jobs in their organizations, and that they have never seen job advertisements

declared for fresh graduates. This suggests that INGOs are not willing to open employment opportunities for fresh graduates. The study also found that INGOs in Addis Ababa employ more experienced experts than fresh graduates annually, suggesting that INGOs provide more opportunities for seasoned professionals than for young graduates. This suggests that INGOs are reluctant to assist new graduates by providing job opportunities within their organizations. In conclusion, approximately half of the fresh graduates in Addis Ababa believe that INGOs do not provide enough job opportunities, resulting in limited access to work opportunities for unemployed young graduates.

Finally, as to the factors that affect affecting employability of fresh graduates, it was deduced that the quality of education is a cause for educated youth unemployment indicating competency as a factor affecting their employability. A mismatch between the profession and the labor market also affects the employment of fresh graduates. The findings also shows that the government does not create sufficient job opportunities for educated youth, which is another factor affecting their employability. The security situation of the country also contributes to youth unemployment in Addis Ababa. The lack of appropriate governmental policy is another factor affecting the employability of fresh graduates. However, age, religion, and gender are not the key factors affecting the employability of fresh graduates in Addis Ababa. It is also noted that effective communication skills, a positive attitude towards work, and critical thinking are crucial for their employability in INGOs. These soft skills, including communication skills, positive attitude towards work, and critical thinking, play a significant role in determining the employability of fresh graduates in INGOs. Overall, the study suggests that various factors contribute to the employability of fresh graduates in various INGOs.

5.3. Recommendations

This study showed that the number of fresh graduates applying for job opportunities in INGOs in Addis Ababa is very high. These findings suggest that there is need to facilitate job opportunities for the fresh graduates or support them to start their own business both financially and psychologically.

The survey found that the majority of respondents in Addis Ababa City believe there is no clear policy or regulation governing the hiring of fresh graduates in INGOs. This lack of clear regulation can affect the employability of new graduates in INGOs. The study suggests the need for legislation prescribing the employment of fresh graduates in INGOs. This lack of clarity on whether INGOs have a policy in place to actively offer jobs for recent graduates

could impact their employability and be a barrier to finding work in INGOs. Therefore, the development of legislation is crucial to improve the employability of new graduates in INGOs.

The lack of clear regulation is a significant factor affecting the employability of new graduates in INGOs. Hence, it suggests the need for legislation prescribing the employment of fresh graduates in INGOs. The study showed that there is no clear policy governing the hiring of fresh graduates in INGOs. This lack of clear regulation can affect the employability of new graduates in INGOs. Accordingly, it is necessary to develop a policy framework that dictates the accommodation of Fresh graduates in INGOS.

The findings of the study it was noted that the career opportunities generated by INGOs in Addis Ababa for fresh graduates are extremely restricted. Hence, it is necessary that the INGOs to create more employment opportunities for the fresh graduates in their respective organization.

The study divulged that various education-related factors significantly impact the employability of fresh graduates in INGOs. The low level of education among young people is a significant factor contributing to rising unemployment rates. To address this issue, improvements in education and training, with a greater focus on vocational skills, should be made.

5. References

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APPENDIX: TOOLS OF DATA COLLECTION

Appendix I: Survey Questionnaire (English Version)

Annex1: Survey Questionnaire for Fresh Graduates (English Version)

ADDIS ABABA UNIVERSITY SCHOOL OF GRADUATE STUDIES

COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT
Questionnaire to be filled by Youth Fresh Graduates

Dear Respondents,

This questionnaire is prepared to gather relevant data for a research project that is to **investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance**. This research is conducted for the partial fulfilment of the award of Master of Arts Degree in Master of Business Administration (MBA) in the Faculty of Business and Economics, Addis Ababa University. Your genuine response to the questions below is paramount for the accomplishment of my study. Hence, I kindly request you to take your time and to provide genuine answers to the questions. Finally, I would like to assure you that the information that you will share will be kept confidential and only used for academic purpose. Hence, no need of writing your name on this questionnaire.

Thank you in advance for your cooperation!

Part 1: Background information of the respondents

Instruction: This Part of the questionnaire enquires about your personal and job-related information. Hence, respond to the questions by encircling the letter of your choice or write short responses when required.

bc1. Sex: 1 Male 2. Female

bc2. Age in years:

1. 20-25 years 2. 26-30 years 3. 31-35 4. 36-40 5. 41 and above years

bc3. Resident of Addis Ababa: 1. Yes 2. No

bc4. What is your highest Educational Qualification?

1. TVET Certificate
2. Diploma
3. Degree
4. Others (Please specify) _____

Bc5. In which of study have you graduated from College/ University?

- | | |
|---|---|
| 1. Agriculture and Veterinary Science | 6. Natural and Computational Science |
| 2. Business and Economics | 7. Social Sciences and humanities |
| 3. Education and Behavioral Sciences | 8. Technology and Engineering |
| 4. Law and Governance | 9. Others (Please specify) _____ |
| 5. Medicine and Health Sciences | |

Bc6. How long have you been unemployed after your graduation? (in Years) _____

PART II: AVAILABILITY OF GOVERNMENT AND INGOS POLICIES ON FRESH EMPLOYMENT IN INGOS

Instruction: This Part of the questionnaire enquires about Availability of Government and INGOs policies on Fresh employment in INGOs. Hence, respond to the questions by encircling the letter of your choice or write short responses when required.

Pc1. Do think that there is a government policy in place that governs the link between the university graduates and employment in INGOs at Addis Ababa?

1. Yes 2. No 3. Not Sure

pc2. If your answer to question No. 1 is “Yes”, does the policy dictate that the INGOs should create job opportunities for fresh graduates?

1. Yes 2. No 3. Not Sure

Pc3. Is there any Addis Ababa City administration policy or regulation that dictates the employment of fresh graduates in INGOs?

1. Yes 2. No 3. Not Sure

Pc31. If your response to Question 3 is “Yes”, please specify what does the policy states about fresh graduates? _____

Pc4. Do think that INGOs have employment policy to create job opportunities and employ fresh graduates in their organization?

1. Yes 2. No 3. Not Sure

Pc41. If your response to Question 5 is “Yes”, please specify what does the policy states about the employability of fresh graduates? _____

Pc5. If your answer to question No. 6 is “Yes”, do you think that the INGOs are practically implementing the policy?

1. Yes 2. No 3. Not Sure

Pc6. Do you believe that the INGOs have an employment policy that encourages the employment of fresh graduates?

1. Yes 2. No 3. Not Sure

Pc7. If response to Question 8 is “Yes”, do think that the INGOs are practically implementing the policy? 1. Yes 2. No 3. Not Sure

Pc8. Do think that INGOs have employment policy in to openly advertise jobs for fresh graduate?

1. Yes 2. No 3. Not Sure

Pc19. If your answer to question above is “Yes”, do the INGOs practically implement the policy of openly advertising jobs for fresh graduate?

1. Yes 2. No 3. Not Sure

Pc10. Do you expect the Governmental regulation that dictates the accommodation and employability of fresh graduates in INGOS?

1. Yes 2. No 3. Not Sure

Pc11. Do you think there must be employment national/regional policy setting that dictates INGOS should have a number of fresh graduates?

1. Yes 2. No 3. Not Sure

PART III: JOB OPPORTUNITIES FOR FRESH YOUTH GRADUATES IN INGOS

Instruction: *This Part of the questionnaire enquires about **Job Opportunities for fresh youth graduates In INGOS.** Hence, respond to the questions by encircling the letter of your choice or write short responses when required.*

Job1. Do you think that INGOS in Addis Ababa are creating job opportunities for fresh graduates in their organization?

1. Yes 2. No 3. Not Sure

Job2. How do you rate the adequacy of the job opportunities created by INGOS for employment fresh graduates in their respective organizations?

1. Very Low 2. Low 3. Moderate 4. High 5. Very High

Job3. Do the INGOS target fresh youth graduates when they advertise jobs in their organization?

1. Yes 2. No 3. Not Sure

Job4. To what extent do the INGOS create job opportunities for fresh graduates in their organization?

1. Very Low 2. Low 3. Moderate 4. High 5. Very High

Job5. Do you believe that INGOS at Addis Ababa accommodates fresh youth graduates?

1. Yes 2. No 3. Not Sure

Job6. If yes to question 5 above, how the INGOS accommodate fresh youth graduates?

1. By advertising jobs that only targets fresh youth graduates
2. By giving priorities to fresh graduates during employment process
3. By assigning shares (Quota) for fresh graduates
4. Others (please specify) _____

Job7. Do you think that **INGOs are** willing and ready to help the fresh graduates by providing job opportunities in their organization?

1. Yes 2. No 3. Not Sure

Job8. How do you rate the readiness the INGOs to deal with unemployed fresh graduates and their problems?

- A. Excellent B. Very good C. Good D. Satisfactory E. Poor

Job9. How do you rate the accessibility of job opportunities for unemployed fresh graduates in INGOs located in Addis Ababa?

1. Excellent 2. Very good 3. Good 4. Satisfactory 5. Poor

Job10. How do you rate the number of fresh graduates who apply for job opportunities in INGOs at Addis Ababa?

1. Very Low 2. Low 3. Moderate 4. High 5. Very High

Job11. How do you rate the trend of fresh graduates' employment in INGOS organization?

1. Increasing 2. Decreasing 3. I don't Know.

Job12. How do you describe the current trends of fresh graduate employment in INGOs located at Addis Ababa?

1. Increasing 2. Decreasing 3. I don't Know.

Job13. How do you rate the image of the INGOs in Addis Ababa in the creation of job opportunities for fresh graduates?

1. Excellent 2. Very good 3. Good 4. Satisfactory 5. Poor

Job14. Have you ever seen the job advertisements declared by the INGOs in Addis Ababa for Fresh graduates? 1. Yes 2. No 3. Not Sure

Job15. If your answer to question 14 is yes, in which **advertising methods they** advertise the job? **(You can choose more than one option if applicable).**

1. Billboard advertising.
2. Internal job posting.
3. Print media advertising.
4. Radio/TV advertising
5. Social networks ads.
6. Website advertising

Job16. If your answer to question 14 is yes, have you applied for the job opportunity you have seen?

1. Yes 2. No

Job17. How many times did you applied for the job opportunity you have seen in advertisement?

1. Always 2. Sometimes 3. Rarely

Job18. If your answer for question above is 1, 2 or 2, why couldn't you still find a job the INGOs in Addis Ababa? **(You can choose more than one option if applicable).**

1. The job requirements are difficult.
2. Most of the jobs require experiences.
3. The bureaucracy of the INGOs is challenging.
4. Job does not relate with your profession.
5. Corruption in the process employment
6. If other, please specify -----

PART IV: QUESTIONS ON THE CAUSES OF GRADUATED YOUTH UNEMPLOYMENT.

Instruction: Below are statements that can describe the causes of graduated youth unemployment. Therefore, indicate your response by putting a tick (✓) mark in the box of your choice.

No	<i>Statements</i>	Yes	No	Not sure
Cs1	Do you think that quality of education is a cause for educated youth unemployment?			
Cs2	Do you think that the fresh graduates are competent to fit to the jobs advertised by your organization?			
Cs3	Do you think that you remain Jobless because of poor entrepreneurship skill?			
Cs4	Do you think mismatch between your profession and the labour market make you to stay unemployed?			
Cs5	I believe that the economic situation of the country has a contribution on your unemployment?			
Cs6	Do you think that the government does not create sufficient job opportunities to the educated youth?			
Cs7	Does population growth have a contribution for educated your unemployment?			
Cs8	Do you think that rural urban migration has a contribution for educated youth to remain unemployed?			
Cs9	I believe the security situation of the country resulted in youth unemployment			
Cs10	Lack of the appropriate governmental policy is one cause for the employability of Fresh graduates			

PART V: FACTORS AFFECTING FRESH GRADUATES EMPLOYABILITY IN INGOS

Instruction: Below are lists of questions on factors that can affect Fresh Graduates Employability. Please indicate the degree of your agreement by putting a Tick (✓) mark in the box of your choice.

No	Factors Affecting Fresh Graduates Employability	Responses				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	<i>Factors Affecting Fresh Graduates' Employability in Terms of Education</i>					
Fc1A.	Fresh graduates' degree of education has an impact in their employability.					
Fc1B	Fresh graduates with good grades are preferred.					
Fc1C.	Institution graduated is a factor when applying for a job					
2	<i>Factors Affecting Fresh Graduates' Employability in Terms of their Profile</i>					
Fc2A	Age is an important factor in hiring Fresh graduates INGOS					
Fc2B	Gender affects employability hiring Fresh graduates INGOS					
Fc2C	Religion impacts fresh graduates employability hiring Fresh graduates INGOS					
3	<i>Factors Affecting Fresh Graduates' Employability in Terms of Soft Competencies</i>					
Fc3A	Effective communication skills are an important factor that determine fresh Graduates' Employability in INGOS					
Fc3B	Positive attitude to the work					
Fc3C	Accurate listening skills					
Fc3D	Critical thinking which involves planning and organizing					

Part V: Suggestion to Minimize Fresh youth graduate unemployment.

- A. What solution do you suggest to overcome the challenges influencing the fresh employability of INGOS at Addis Ababa?
- B. What should be done by the INGOS to reduce educated youth unemployment in Addis Ababa?

C. Annex 2: Semi-Structured Interview Guide for Youth
ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT

Dear respected Interviewee,

I am a graduate student in The **Department of Management, Addis Ababa University**. **Currently**, I am undertaking research entitled *‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance*. I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

Part 1: Background Information

- 1.1. Sex _____
- 1.2. Age _____
- 1.4. Education status _____
 - Field of study _____
 - University/College _____
 - Year of graduation _____

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?

Part 3: Causes of Graduate Youth Unemployment

1. Please tell me the causes specially affecting you to be unemployed?
2. Tell me what are the major causes of graduate unemployment in Addis Ababa?
3. How do you describe your attitude towards work and job preferences?
4. Do you regularly follow vacancies? Where do you search for a job?
5. Please tell your experiences and challenges in searching vacancies?
6. Please tell me about how you spend your time being unemployed?

Part 4: Opportunities for fresh youth graduate in INGOs at Addis Ababa

1. Please tell me the efforts made by the gov't and INGOS to address the unemployment problems of graduate youth?

2. How do you describe the employment opportunities in INGOs located in Addis Ababa?
3. How do you see the role of INGOs to address the unemployment problems of graduate youth?
4. What are the potential opportunities for graduate youth employment in INGOs?

Part 5: Suggestion to Minimize Fresh youth graduate unemployment.

1. What solution do you suggest to overcome the challenges influencing the fresh employability of INGOs at Addis Ababa?
2. What should be done by the INGOs to reduce educated youth unemployment in Addis Ababa?
3. What is the responsibility of families, societies and educated youth in reducing of educated unemployment?

Annex 3: Questionnaire for HR Experts/Managers (English Version)

ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT

Questionnaire to be filled by HR Experts/Managers

Dear Respondents,

This questionnaire is prepared to gather relevant data for a research project that is to **investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance**. This research is conducted for the partial fulfilment of the award of Master of Arts Degree in Master of Business Administration (MBA) in the Faculty of Business and Economics, Addis Ababa University. Your genuine response to the questions below is paramount for the accomplishment of my study. Hence, I kindly request you to take your time and to provide genuine answers to the questions. Finally, I would like to assure you that the information that you will share will be kept confidential and only used for academic purpose. Hence, no need of writing your name on this questionnaire.

Thank you in advance for your cooperation!

Part 1: Background information of the respondents

Instruction: This Part of the questionnaire enquires about your personal and job-related information. Hence, respond to the questions by encircling the letter of your choice or write short responses when required.

1. Office _____

1. Sex: A. Male B. Female

2. Age in years:

- A. 20 - 30 years C. 41-50 years
B. 31- 40 years D. 51 and above years

3. What is your highest Educational Qualification?

- A. Diploma
B. Degree
C. Masters

D. Others (Please specify) _____

4. How many years have you worked in Human Resources department?

- A. Below 5 years
B. 6 to 10 years
C. 11 to 15 years
D. 16 to 20 years
E. above 21 years

6. How many people are currently working in your organization?

- A. Permanent ----- B. Temporary----- C. Total-----

7. How many people are employed by the organization (in average per year)? (Both Experienced & Fresh graduates)

- A. Experienced Experts----- B. Fresh graduates----- C. Total-----

PART II: AVAILABILITY OF GOVERNMENT AND INGOs POLICIES ON FRESH EMPLOYMENT IN INGOs

Instruction: *This Part of the questionnaire enquires about Availability of Government and INGOs policies on Fresh employment in INGOs. Hence, respond to the questions by encircling the letter of your choice or write short responses when required.*

1. Do think that there is a government policy in place that governs the link between the university graduates and employment in INGOs at Addis Ababa?

- A. Yes B. No C. Not Sure

2. If your answer to question No. 1 is “Yes”, does the policy dictate that the INGOs should create job opportunities for fresh graduates?

- A. Yes B. No C. Not Sure

3. Is there any Addis Ababa City administration policy or regulation that dictates the employment of fresh graduates in INGOs?

- A. Yes B. No C. Not Sure

4. If your response to Question 3 is ‘‘Yes’’, please specify what does the policy states about fresh graduates?

5. Do you have employment policy in organization to create job opportunities and employ fresh graduates?

A. Yes B. No C. Not Sure

6. If your response to Question 5 is ‘‘Yes’’, If yes, please specify what does the policy states about fresh graduates?

7. If your answer to question No. 6 is ‘‘Yes’’, do your organization is practically implementing the policy?

A. Yes B. No C. Not Sure

8. As one INGO, do you have employment policy in your organization that encourages the employment of fresh graduates?

A. Yes B. No C. Not Sure

9. If your response to Question 8 is ‘‘Yes’’, please specify what does the policy states about fresh graduates?

10. If your answer to question above ‘‘Yes’’, do you practically implement the policy?

11. Do you have employment policy in your organization to openly advertise jobs for fresh graduate?

A. Yes B. No C. Not Sure

12. If your answer to question above is ‘‘Yes’’, does your organization practically implement the policy of openly advertising jobs for fresh graduate?

A. Yes B. No C. Not Sure

13. If your answer to question 11 is yes, in which advertising methods do your organization advertise the job for the fresh graduate? (*You can choose more than one option if applicable*).

- A. Billboard advertising.
- B. Internal job posting.
- C. Print media advertising.
- D. Radio/TV advertising
- E. Social networks ads.
- F. Website advertising

14. Do you expect the Governmental regulation that dictates the accommodation and employability of fresh graduates in INGOS?

A. Yes B. No C. Not Sure

15. Do you think there must be employment national/regional policy setting that dictates INGOs should have a number of fresh graduates?

A. Yes B. No C. Not Sure

PART III: JOB OPPORTUNITIES FOR FRESH YOUTH GRADUATES IN INGOS

Instruction: *This Part of the questionnaire enquires about **Job Opportunities for fresh youth graduates In INGOs.** Hence, respond to the questions by encircling the letter of your choice or write short responses when required.*

1. Did your organization create job opportunities for fresh graduates in your organization?

A. Yes B. No C. Not sure

2. How do you rate the adequacy of the job opportunities created by INGOs for employment fresh graduates in their respective organizations?

A. Very Low B. Low C. Moderate D. High C. Very High

3. Do you target fresh youth graduates when you advertise jobs in your organization?

A. Yes B. No C. Not sure

4. To what extent do your organization create job opportunities for fresh graduates in your organization?

A. Very Low B. Low C. Moderate D. High C. Very High

5. Do you believe that your organization accommodates fresh youth graduates?

A. Yes B. No C. Not Sure

6. If yes to question 5 above, how does your organization accommodate fresh youth graduates?

- A. By advertising jobs that only targets fresh youth graduates
- B. By giving priorities to fresh graduates during employment process
- C. By assigning shares (Quota) for fresh graduates
- D. Others (please specify) _____

7. Do you think that **your organization** is willing and ready to help the fresh graduates by providing job opportunities in their organization?

A. Yes B. No C. Not sure

8. How do you rate the readiness of *your organization* to deal with unemployed fresh graduates and their problems?

- A. Excellent B. Very good C. Good D. Satisfactory E. Poor

9. How do you rate the accessibility of job opportunities for unemployed fresh graduates in INGOs located in Addis Ababa?

- A. Excellent B. Very good C. Good D. Satisfactory E. Poor

10. How do you rate the number of fresh graduates who apply for job opportunities in your organization?

- A. Very Low B. Low C. Moderate D. High E. Very High

11. How many job opportunities have your organization created job for fresh graduates in your organization in the last year?

- A. 1_10
B. 11_20
C. 21_30
D. More than 30

12. How many employees do you have in your organization with less than 2 years of experiences?

- A. 1_10
B. 11_20
C. 21_30
D. More than 30

13. How do you rate the trend of fresh graduates' employment in your organization?

- A. Increasing B. Decreasing C. I don't Know.

14. Which field of fresh graduates do you most often employ in your organization?

- A. Agriculture and Veterinary Science
B. Business and Economics
C. **Education and Behavioral Sciences**
D. Law and Governance
E. Medicine and Health Sciences
F. **Natural and Computational Science**
G. Social Sciences and humanities
H. **Technology** and Engineering
I. I. Others (Please specify) _____

PART IV: QUESTIONS ON THE CAUSES OF GRADUATED YOUTH UNEMPLOYMENT.

Instruction: Below are statements that can describe the causes of graduated youth unemployment. Therefore, indicate your response by putting a tick (✓) mark in the box of your choice.

No	Statements	Yes	No	Not sure
1.	Do you think that quality of education is a cause for educated youth unemployment?			
2.	Do you think that the fresh graduates are competent to fit to the jobs advertised by your organization?			
3.	Do you think that you remain Jobless because of poor entrepreneurship skill?			
4.	Do you think mismatch between your profession and the labour market make you to stay unemployed?			
5.	I believe that the economic situation of the country has a contribution on your unemployment?			
6.	Do you think that the government does not create sufficient job opportunities to the educated youth?			
7.	Does population growth have a contribution for educated your unemployment?			
8.	Do you think that rural urban migration has a contribution for educated youth to remain unemployed?			
9.	I believe the security situation of the country resulted in youth unemployment			
10.	Lack of the appropriate governmental policy is one cause for the employability of Fresh graduates			
11.	Attitudes towards the appropriateness of the graduates to the job market is one cause for employability			
12.	I have had difficulties to recruit the right people for any given position			

PART V: FACTORS AFFECTING FRESH GRADUATES EMPLOYABILITY IN INGOS

Instruction: Below are lists of questions on factors that can affect Fresh Graduates Employability. Please indicate the degree of your agreement by putting a Tick (✓) mark in the box of your choice.

No	Factors Affecting Fresh Graduates Employability	Responses				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	<i>Factors Affecting Fresh Graduates' Employability in Terms of Education</i>					
A.	Fresh graduates' degree of education has an impact in their employability.					

B	Fresh graduates with good grades are preferred.					
C.	Institution graduated is a factor when applying for a job					
2	<i>Factors Affecting Fresh Graduates' Employability in Terms of their Profile</i>					
A	Age is an important factor in hiring Fresh graduates INGOs					
B	Gender affects employability hiring Fresh graduates INGOs					
C	Religion impacts fresh graduates' employability hiring Fresh graduates INGOs					
3	<i>Factors Affecting Fresh Graduates' Employability in Terms of Soft Competencies</i>					
A	Effective communication skills is an important factor that determine fresh Graduates' Employability in INGOs					
B	Positive attitude to the work					
C	Accurate listening skills					
D	Critical thinking which involves planning and organizing					

Part V: Suggestion to Minimize Fresh youth graduate unemployment.

- D. What solution do you suggest to overcome the challenges influencing the fresh employability of INGOs at Addis Ababa?
- E. What should be done by the INGOs to reduce educated youth unemployment in Addis Ababa?

Appendix 4: Interview Guide for Managers / HR Directors of INGOs

**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT**

Interview Guide for Managers and HR Directors of INGOs

Dear respected Interviewee,

I am a graduate student in the **department of management, Addis Ababa University**. **Currently**, I am undertaking research entitled *‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance*. I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

1. Is there policy or frameworks in place that govern the link between the university graduates and employment in INGOs. **Probe:** What the content of the policy? Does it dictate the INGOs should create an opportunity for fresh graduates?
2. How do you describe the current situation and trends of fresh graduate employment in INGOs in Addis Ababa? **Probe:** Increasing? Decreasing?
3. How do you see the number of fresh graduate in your organization?
Probe: the number distribution, types, and characteristics of NGOs and their employees.
4. What are the causes of educated youth unemployment in this area?
5. How do you explain the extent of college graduate youth unemployment?
6. Would you explain in detail other problem(s) that you faced while requiring fresh graduates for your organizations?
7. What are the major and causes of college graduate youth unemployment?
8. What are the challenges of college graduate youth unemployment?
9. Describe the efforts and opportunities made by INGOS reduce college graduate youth unemployment?
10. What solution do you suggest to overcome the challenges influencing the fresh employability of INGOs?
11. What should be done by the INGOs to reduce educated youth unemployment?
12. What is the responsibility of families, societies and educated youth in reducing of educated unemployment?

**Annex 5: Sample Transcribed (1) Semi-Structured Interview Data
from Fresh Graduates**

ADDIS ABABA UNIVERSITY

SCHOOL OF GRADUATE STUDIES

COLLEGE OF BUSINESS AND ECONOMICS

DEPARTMENT OF MANAGEMENT

Dear respected Interviewee,

I am a graduate student in The **Department of Management, Addis Ababa University**. **Currently**, I am undertaking research entitled *‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance*. I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

Part 1: Background Information

1.1. Sex Female

1.2. Age 22

1.3. Education status bachelor’s degree.

- Field of study? Logistics and supply chain management.
- University/College Addis Ababa University.
- Year of graduation 2023.

Part 2: Information Regarding the Situation of Graduate Youth Unemployment

2.1. How do you describe the current condition of graduate youth unemployment?

Well, I think it's very difficult to get a job these days. Many people get a job through people they know, I guess. So, there is very less probability of getting hired.

2.2. Please tell me the extents of unemployment of college graduate youth in this area?

In the extent, I think it's low. There is low probability of getting hired. Especially in some science fields, I guess, in engineering. And I guess it's very low.

2.3. Tell me about being unemployed after graduation? How long you’re unemployed?

It's been about almost 8 months since I graduated, but I haven't got a job. That suits me.

2.4. Please tell me your lived experiences and source of income to lead your life?

I currently don't have any source of income. My parents give me some money. I sometimes do some work. But it's not consistent.

Part 3: Causes of Graduate Youth Unemployment

7. Please tell me the causes specially affecting you to be unemployed?

I think the first one is that you need to have an experience. Many offices ask for experiences. And if there is a probability of getting a job, many people hire their relatives or people they know, I guess. So, I think these are the main causes for not getting hired for so many first graduates.

8. Tell me what are the major causes of graduate unemployment in Addis Ababa?

In Addis Ababa, it depends on your activity too. On the graduates' activity. But I don't think there is enough job opportunity for fresh graduates. There need to be internship opportunities so that they could get some experiences. So, I guess this is the...

9. How do you describe your attitude towards work and job preferences?

I think I believe that I have a good attitude, of course. I learned because I wanted to get a job.

10. Do you regularly follow vacancies? Probe: Where do you search for a job?

Yeah, I do search for jobs. Not regularly, of course. There might be some jobs I might not see. But our college also gives us some opportunities. Sometimes they call us from our college, through our college actually. And I also search for jobs on social medias, especially on Telegram channels.

11. Please tell me your methods used to search job vacancies?

Well, as I said, the methods are applying through the links on Telegram. If I'm accepted or going to the job fairs, sometimes there are job fairs prepared for fresh graduates. But there is less probability of getting a job.

12. Please tell your experiences and challenges in relation with job searching?

The challenges are... Sometimes we do actually apply for so many jobs, but they don't even reply to us. Usually, even if we are not accepted, they don't even reply to our emails. I don't know, this is the biggest challenge, I guess.

Part 4: Opportunities for fresh youth graduate in INGOs at Addis Ababa

4. Please tell me the efforts made by the gov't and INGOS to address the unemployment problems of graduate youth?

I really don't know about the part of the government, but in NGOs, I guess they give internship opportunities for fresh graduates, so that they can learn the job. And if they perform well, they

can also continue working in the office. So, I believe this is a good opportunity, but it's still in a less...

5. How do you describe the employment opportunities in INGOs located in Addis Ababa?

There is no much job opportunity they are creating for fresh graduates in our city. so so

6. How do you see the role of INGOs to address the unemployment problems of graduate youth?
In the international NGOs, as I said before, they give internship opportunities. I saw some of them. But still, they hire less people, because there are a lot of graduates within different fields.

7. What are the potential opportunities for graduate youth employment in INGOS?
But they give opportunities for only a few people. And there isn't even... I believe that there needs to be at least one intern in one department. But the opportunity is not given that way.

Part 5: Suggestion to Minimize Fresh youth graduate unemployment.

4. What solution do you suggest overcoming the challenges influencing the fresh employability of INGOs at Addis Ababa?

As a suggestion, I think preparing job fairs and actually taking it seriously, I guess. Because they just collect our CVs and they don't reply back again. Giving internship opportunities more. I know they have internship opportunities, but I believe that it's very less for all these graduates. So, giving more internship opportunities to the people. You know, preparing networking sessions for fresh graduates and some companies.

5. What should be done by the INGOs to reduce educated youth unemployment in Addis Ababa?
Maybe they can give training opportunities to the graduates. And again, internship opportunities. That's the main thing, I guess. Because getting a job these days without any experience is very, very difficult. Have you ever come with advertisements with zero experience? Yeah. I have seen those, but not in my field. Not always. But still, it's very hard.

Is it international NGOs? No, it wasn't an international NGO. Usually in international NGOs, they give internship opportunities. You cannot directly go to the actual job. But you didn't see any NGOs with zero experience? No, I've never seen them.

6. What is the responsibility of families, societies and educated youth in reducing of educated unemployment?

I think entrepreneurship is the key to this answer. Not waiting to be hired always. Having the entrepreneurship skills, helping the graduates to think on opening their own businesses.

7. These are all my questions, but overall, what do you think you have to say in general?

In general, I think we all have responsibilities. The graduates also have responsibilities. We don't need to wait to have a job or to get hired always. We need to have an entrepreneurial skill. And the companies also. I think they need to give these opportunities to the fresh

graduates. Because I believe that there are many students with big potentials to work. So, giving at least internship opportunities for them to learn how to work for the future would be great.

**Annex 6: Sample Transcribed (2) Semi-Structured Interview Data
from Fresh Graduates
ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
COLLEGE OF BUSINESS AND ECONOMICS
DEPARTMENT OF MANAGEMENT**

Dear respected Interviewee,

I am a graduate student in The **Department of Management, Addis Ababa University**. **Currently**, I am undertaking research entitled *‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance*. I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

Part 1: Background Information

1.1. Sex Female

1.2. Age 24

1.3. Education status bachelor's degree

- Field of study marketing management
- University/College School of Commerce.
- Year of graduation 2021

Part 2: Information Regarding the Situation of Graduate Youth Unemployment

2.1. How do you describe the current condition of graduate youth unemployment?

There is no money work opportunities for a fresh graduate. Most of the companies hire a well-experienced person other than someone with no experience. So, I think it's very low. The current market is very low for fresh graduates.

2.2. Please tell me the extents of unemployment of college graduate youth in this area?

It's very low. Many fresh graduates struggle to find a job.

2.3. Tell me about being unemployed after graduation? How long you're unemployed?

I was unemployed for almost six months. It was a very long journey. I had my degree from the best school in Ethiopia, but still couldn't find a job. I have struggled a lot. It was very draining once.

2.4. Please tell me your lived experiences and source of income to lead your life?

Mostly, I'm still dependent on my parents. Because I'm an intern, I take care of the children, so the internship money is not a stable one. So, I'm still managing to get money from my parents.

Part 3: Causes of Graduate Youth Unemployment

13. Please tell me the causes specially affecting you to be unemployed?

First, there are no jobs for people with zero experience. And the job opportunities for women are very low. And they're very low paying. With you being able to be educated all these years and getting paid the lowest of the things. It's unfair. So, I think the government should be working on this. Also, the institutes should provide some type of way for their graduates to get a job. To link them with organizations as well.

14. Tell me what are the major causes of graduate unemployment in Addis Ababa?

Because there are people graduating. There's a lot of people graduating. And I think the workplace requires minimum people. And that's the problem. There's a mismatch between the people that are graduating and the work opportunity. So, there is no opportunity for fresh graduates, the work experience is required.

15. How do you describe your attitude towards work and job preferences?

Honestly, people with my age and since they couldn't find a job, they're happy with anything that anyone is going to offer. Because we really need a job so that we wouldn't mind or we wouldn't choose or compare. We just think what we have.

16. Do you regularly follow vacancies? Probe: Where do you search for a job?

Yes, I do. Like, ETL jobs and many, many platforms on social media that have vacancies.

17. Please tell me your methods used to search job vacancies?

I try to scan everything and I try to find something that works with my experience, my education background and so on.

18. Tell me the challenges and experiences

19. Please tell your experiences and challenges in relation with job searching?

Yes. As I said, many jobs require experience. So, it's very minimum to find something for someone with no experience. That's how I struggle.

20. How you describe the attitude of the communities towards unemployed graduate youth?

They think they're not competent. Really? Yes. Because they couldn't find a job, they think they're incompetent, they don't have the grades for it. But that's not true. Even when you have a good grade, you didn't secure a job. There's no opportunity.

21. Please tell me about how you spend your time being unemployed?

I used to watch movies, read books, hang out with my friends, my family. That's what I do. And I've also started learning my master's degree. Now I am learning master's in the evening class.

Part 4: Opportunities for fresh youth graduate in INGOs at Addis Ababa

8. Please tell me the efforts made by the gov't and INGOS to address the unemployment problems of graduate youth?

I think what I have seen these days is there's a lot of job fairs for fresh graduates so that they can link the employers with the fresh graduates. That's a big start. And the other thing is our college, School of Commerce, or our sub-university, sometimes links people with the organization, like their students with the organization. And that also needs more work, but still it's progressing.

9. How do you describe the employment opportunities in INGOs located in Addis Ababa?

Yes. I think, yes. Everyone has started considering fresh graduates these days. They employ them as an intern. Not an actual job, but they give them an internship, which is also better because you have an experience.

10. How do you see the role of INGOs to address the unemployment problems of graduate youth?

I think compared to many government organizations and policies; NGOs offer more opportunity for fresh graduates. That's what I think.

11. What are the potential opportunities for graduate youth employment in INGOS?

I don't understand the question. What are the potential opportunities for graduate students' employment in NGOs? When you join as an intern to an international NGO, there is a chance, a high chance that you might upgrade to a secure job. I think all they see is your performance and your commitment to the job, and they will consider you for other things. So, that's a great opportunity because most of the other companies, you get an internship, and you might not continue. So, I think in the NGOs, there's a high chance of you getting employed permanently.

Part 5: Suggestion to Minimize Fresh youth graduate unemployment.

8. What solution do you suggest overcoming the challenges influencing the fresh employability of INGOs at Addis Ababa?

I suggest that they should have more opportunities for interns. The company also gains from giving that opportunity since they'll be committed. They don't have experience, but still they have an eagerness to learn, which can help the organization. So, they should have more opportunities for fresh graduates. Also, the government should do some type of things like link fresh graduates with many companies since we have many, many companies that need employment, that want to employ. So, that's what I suggest.

9. What should be done by the INGOs to reduce educated youth unemployment in Addis Ababa?

They should give more Work opportunities. That's what I suggest from the NGO side. To advertise their experience or other mechanisms, working with the universities for them to connect with the fresh graduates. They can do that.

10. What is the responsibility of families, societies and educated youth in reducing of educated unemployment?

Society should be helpful towards fresh graduates and should be able to understand them instead of blaming them that they're not competent and so on. They should be there for them psychologically. They should help them, motivate them to do better and to create them better opportunities.

11. Overall, what do you have to say about fresh graduates' unemployment that can help me for my research? And overall, what do you have an opinion?

I honestly have no other opinion. I think it's a good thing that you have been doing your research on this since people are struggling over this. This will help very, very early. You know, like it's a very, very useful thing.

This is an amazing thing that you're trying to help the fresh graduates and trying to find a problem and finding a solution, which is a very amazing topic. That's what I think.

Annex 7: Sample Transcribed Interview Data (1) of Managers and HR Directors of INGOs

ADDIS ABABA UNIVERSITY SCHOOL OF GRADUATE STUDIES COLLEGE OF BUSINESS AND ECONOMICS DEPARTMENT OF MANAGEMENT

Dear respected Interviewee,

I am a graduate student in the **department of management, Addis Ababa University.** **Currently,** I am undertaking research entitled ***‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance.*** I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

1. Is there policy or framework in place that govern the link between the university graduates and employment in INGos. **Probe:** What is the content of the policy? Does it dictate that INGOs should create an opportunity for fresh graduates?

I have worked for 3 or 4 NGOs, but I have never seen a policy designed specifically to undergraduate or the fresh graduate students. They are treated in one or the other positions, but not basically on a specific policy. But when the need arises, the NGOs are approaching them for employment. Otherwise, I have never seen a specific policy.

2. How do you describe the current situation and trends of fresh graduate employment in INGOs in Addis Ababa? **Probe:** Increasing? Decreasing?

Actually, I think in my opinion it's somehow increasing. Because the NGOs are becoming open to fresh graduates. They have positions like internship programs. And these days, I can say it's increasing.

3. How do you see the number of fresh graduates employed in your organization? **Probe:** the number distribution, types, and characteristics of NGOs and their employees.

The number is not that much significant, to be frank. Because these intern positions, mostly intern positions are not too much in the NGOs. Probably in finance and HR positions and some few program positions. Otherwise, in most cases, it's not open that much.

4. What are the causes of educated youth unemployment in this area?

Well, one of the basic problems or challenges is the NGOs are designing their job positions for those who have some degree of experience in the field. So because of this, because of the job design of the NGO sector, these graduates cannot get easy access to the job because they don't have experience.

5. How do you explain the extent of college graduate youth unemployment?

Well, in our country, the universities are growing in number and the graduates also are increasing in number. But the job opportunities are not that much sufficient. So it's too much. I mean, these days, lots of graduates are not employed in NGOs or in any other sector.

6. Would you explain in detail other problem(s) that you faced while recruiting fresh graduates for your organizations?

For the organization I was working, like I said, almost all the jobs are designed to attract those who have at least two years of experience as a beginner. So I've never seen a job with zero years of experience, unless it's like clerical jobs or something like that. Otherwise, those professional jobs are designed that way, with a minimum of two years of experience.

7. What are the major and causes of college graduate youth unemployment?

Yeah, it's the lack of readiness from the employer's side to accommodate the fresh graduates. Basically, there is a thinking that if they don't have experience, they cannot perform well. That's the thinking. So why the minimum experience is set is just to make sure that they can do the job. So NGOs are not ready to teach fresh graduates and then send them to their professional jobs. So the readiness from the NGO side is one of the major problems.

8. What are the challenges and consequences of college graduate youth unemployment?

The challenges and consequences. Challenges, you know, when they are trying to get the job, like I said, they don't have the minimum experience. So they are discouraged, you know, to look for jobs from one organization to the other. Because they just think all the NGOs, all the organizations are not taking them for their job. This is the thinking. So they are challenged even to approach NGOs for job opportunities. And they are really challenged.

9. Describe the efforts and opportunities made by INGOS to reduce college graduate youth unemployment.

The effort, as far as I know, is a minimum to the minimum. Because, you know, they are always trying to improve the other part of the society, like the poor and poorest of the poor or something like that. If few organizations are designing a project which is focusing on unemployment, that would be doing good. But currently, as far as I know, there are almost no job opportunities or no projects designed to benefit these unemployed youths these days. So I cannot say this has been done towards them.

10. What solution do you suggest overcoming the challenges influencing the fresh employability of INGOs?

Okay. Maybe as a solution, I can say there are some efforts from those recruiting organizations. The recruiting organizations are trying to prepare things like job fairs and job trade events so that the fresh graduates are coming and meeting with the employers. So that platform will help these fresh graduates to meet the employers. And if the employers are ready, that's one platform to cut this kind of problem. The other is readiness from the side of the NGOs. How ready they are, as I told you, they are not that much ready to accommodate this part of the unemployed youths. So if there is an awareness or something that has to be done amongst the NGOs, and if they try to at least have some few job opportunities per year for the fresh graduates, that will really help reduce this unemployment, youth unemployment, graduate unemployment. So the NGOs should be ready and those employer organizations should do much more to create opportunities.

11. What should be done by the INGOs to reduce educated youth unemployment?

Like I said, they have to be ready, and they have to be ready to accommodate this part of the society. As you know, as a social inclusion or social responsibility. As a social responsibility, they have to have some room to accommodate this youth unemployment.

12. So in my first question above about, is there any policy or framework in place that governs the link between university graduates and employment in an NGO? So what do you think? Can you tell me about what should be done based on government policy and also international NGOs about policy framework?

As a solution, what do you suggest? I mean, what do you have to say? Well, the government policy somehow could help them, you know, being open for this kind of solution for the NGOs. It's not like dictating the NGOs to hire the fresh graduates, but at least there has to be a mechanism whereby they could be sold. I mean, somehow help it to get probably additional trainings before they are coming for employment. If there are opportunities from the government side, once they graduate, they are left alone for themselves. Other than doing, I mean, leaving them alone, if there are opportunities where they can get some kind of training for the job. I know one of the recruitment agencies has an opportunity for fresh graduates to be trained in terms of job searching, CV building, and also some skills, communication and other kind of skills. So, once they graduate, if they have opportunities for upgrading their skills, that would be good, even for the NGOs to go to this kind of trained graduates. So, there should be a policy designed to support this, to minimize this fresh graduate's unemployment, both from NGOs side and also government side.

13. What is the responsibility of families, societies and educated youth in reducing of educated unemployment?

The society, you know, as a whole, has to have that awareness, you know. Most of the parents, they are eager to see their children graduate, and then they might have thought that once they graduate, they will get a job. But practically, that's not the case. Lots of graduates are not employed, so they are forced to do jobs which are not related to what they have been learning in universities. So, the society should be aware that there could be possibilities for the society to help these unemployed graduates. For example, the NGOs, the private organizations, the private businesses, if they are ready at least to accommodate some of the graduates with some trainings, with some internships and the like, that would do good for reducing unemployment from the part of the especially graduate youth. Because parents, you know, like I said, they are thinking or being eager for the children to graduate, then they cannot do anything by themselves as parents. But if that is a societal effort, institutional effort, that would be good.

14. Lastly, I want to ask you, what do you suggest or recommend or say about this French graduate unemployment overall? What do you have?

Overall, my suggestion is, you know, the NGOs should be open at least when they design their job to give room for those. Jobs could be, you know, done in different levels. As a junior, you can do it. As an expert, you can do it. As a senior leader, you can do it. If the NGOs are only focusing on, you know, on experienced jobs, that would not help this unemployed population. But when they design their jobs, as for me, they have to think about the graduates. One, that is their social responsibility from the side of the NGOs. And also, these graduates are, you know, they are eager to work, more energetic and passionate. And for me, they can produce a lot with their energy and passion.

Annex 8: Sample Transcribed Interview Data(2)from the Managers /HR Directors of INGOs

ADDIS ABABA UNIVERSITY SCHOOL OF GRADUATE STUDIES COLLEGE OF BUSINESS AND ECONOMICS DEPARTMENT OF MANAGEMENT

Dear respected Interviewee,

I am a graduate student in the **department of management, Addis Ababa University.** **Currently,** I am undertaking research entitled ***‘investigate the challenges and opportunities of fresh graduate employment in NGOs in Ethiopia and to provide recommendations for enhancing their employability and performance.*** I kindly request you to answer these simple questions honestly. I confirm you that the information you share me will be kept confidential and only used for the research purpose.

Thank you in advance for your kind cooperation.

1. Is there policy or framework in place that govern the link between the university graduates and employment in INGOs. **Probe:** What is the content of the policy? Does it dictate that INGOs should create an opportunity for fresh graduates?

I have worked for 3 or 4 NGOs, but I have never seen a policy designed specifically to undergraduate or the fresh graduate students. They are treated in one or the other positions,

but not basically on a specific policy. But when the need arises, the NGOs are approaching them for employment. Otherwise, I have never seen a specific policy.

2. How do you describe the current situation and trends of fresh graduate employment in INGOs in Addis Ababa? **Probe:** Increasing? Decreasing?

Actually, I think in my opinion it's somehow increasing. Because the NGOs are becoming open to fresh graduates. They have positions like internship programs. And these days, I can say it's increasing.

3. How do you see the number of fresh graduates employed in your organization?

Probe: the number distribution, types, and characteristics of NGOs and their employees.
The number is not that much significant, to be frank. Because these intern positions, mostly intern positions are not too much in the NGOs. Probably in finance and HR positions and some few program positions. Otherwise, in most cases, it's not open that much.

4. What are the causes of educated youth unemployment in this area?

Well, one of the basic problems or challenges is the NGOs are designing their job positions for those who have some degree of experience in the field. So because of this, because of the job design of the NGO sector, these graduates cannot get easy access to the job because they don't have experience.

5. How do you explain the extent of college graduate youth unemployment?

Well, in our country, the universities are growing in number and the graduates also are increasing in number. But the job opportunities are not that much sufficient. So it's too much. I mean, these days, lots of graduates are not employed in NGOs or in any other sector.

6. Would you explain in detail other problem(s) that you faced while recruiting fresh graduates for your organizations?

For the organization I was working, like I said, almost all the jobs are designed to attract those who have at least two years of experience as a beginner. So I've never seen a job with zero years of experience, unless it's like clerical jobs or something like that. Otherwise, those professional jobs are designed that way, with a minimum of two years of experience.

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8. What are the challenges and consequences of college graduate youth unemployment?

The challenges and consequences. Challenges, you know, when they are trying to get the job, like I said, they don't have the minimum experience. So, they are discouraged, you know, to look for jobs from one organization to the other. Because they just think all the NGOs, all the organizations are not taking them for their job. This is the thinking. So, they are challenged even to approach NGOs for job opportunities. And they are really challenged.

9. Describe the efforts and opportunities made by INGOS to reduce college graduate youth unemployment.

The effort, as far as I know, is a minimum to the minimum. Because, you know, they are always trying to improve the other part of the society, like the poor and poorest of the poor or something like that. If few organizations are designing a project which is focusing on unemployment, that would be doing good. But currently, as far as I know, there are almost no job opportunities or no projects designed to benefit these unemployed youths these days. So I cannot say this has been done towards them.

10. What solution do you suggest overcoming the challenges influencing the fresh employability of INGOs?

Okay. Maybe as a solution, I can say there are some efforts from those recruiting organizations. The recruiting organizations are trying to prepare things like job fairs and job trade events so that the fresh graduates are coming and meeting with the employers. So that platform will help these fresh graduates to meet the employers. And if the employers are ready, that's one platform to cut this kind of problem. The other is readiness from the side of the NGOs. How ready they are, as I told you, they are not that much ready to accommodate this part of the unemployed youths. So if there is an awareness or something that has to be done amongst the NGOs, and if they try to at least have some few job opportunities per year for the fresh graduates, that will really help reduce this unemployment, youth unemployment, graduate unemployment. So the NGOs should be ready and those employer organizations should do much more to create opportunities.

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Like I said, they have to be ready and they have to be ready to accommodate this part of the society. As you know, as a social inclusion or social responsibility. As a social responsibility, they have to have some room to accommodate this youth unemployment.

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As a solution, what do you suggest? I mean, what do you have to say? Well, the government policy somehow could help them, you know, being open for this kind of solution for the NGOs. It's not like dictating the NGOs to hire the fresh graduates, but at least there has to be a mechanism whereby they could be sold. I mean, somehow help it to get probably additional trainings before they are coming for employment. If there are opportunities from the government side, once they graduate, they are left alone for themselves. Other than doing, I mean, leaving them alone, if there are opportunities where they can get some kind of training for the job. I know one of the recruitment agencies has an opportunity for fresh graduates to be trained in terms of job searching, CV building, and also some skills, communication and other kind of skills. So, once they graduate, if they have opportunities for upgrading their skills, that would be good, even for the NGOs to go to this kind of trained graduates. So, there should be a policy designed to support this, to minimize this fresh graduate's unemployment, both from NGOs side and also government side.

13. What is the responsibility of families, societies and educated youth in reducing educated unemployment?

The society, you know, as a whole, has to have that awareness, you know. Most parents are eager to see their children graduate, and then they might have thought that once they graduate, they will get a job. But practically, that's not the case. Lots of graduates are not employed, so they are forced to do jobs which are not related to what they have been learning in universities. So, the society should be aware that there could be possibilities for the society to help these unemployed graduates. For example, the NGOs, the private organizations, the private businesses, if they are ready at least to accommodate some of the graduates with some trainings, with some internships and the like, that would do good for reducing unemployment from the part of the especially graduate youth. Because parents, you know, like I said, they are thinking or being eager for the children to graduate, then they cannot do anything by themselves as parents. But if that is a societal effort, institutional effort, that would be good.

14. Lastly, I want to ask you, what do you suggest or recommend or say about this French graduate unemployment overall? What do you have?

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