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**ADDIS ABABA UNIVERSITY**  
**COLLEGE OF DEVELOPMENT STUDIES**  
**CENTER FOR POPULATION STUDIES**

**DEMOGRAPHIC AND SOCIO-ECONOMIC CAUSES AND  
EMERGING CHALLENGES OF YOUTH UNEMPLOYMENT IN  
SEBETA TOWN, OROMIA REGION: ETHIOPIA**

**BY**  
**HELEN HIZKEAL**

**SUBMITTED TO: Dr. Terefe Degefa**

**May, 2019**  
**ADDIS ABABA**

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EMERGING CHALLENGES OF YOUTH UNEMPLOYMENT IN  
SEBETA TOWN, OROMIA REGION; ETHIOPIA**

**A THESIS SUBMITTED TO THE CENTER FOR POPULATION STUDIES,  
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DEGREE IN POPULATION STUDIES**

**BY  
HELEN HIZKEAL**

**ADVISOR: Dr. Terefe Degefa**

**MAY, 2019  
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**COLLEGE OF DEVELOPMENT STUDIES CENTER FOR POPULATION  
STUDIES**

This is to certify that the thesis presented by Helen Hizkeal *demographic and socio-economic causes and emerging challenges of youth unemployment: in Sebeta Town* and submitted in partial fulfillment of the requirement for the degree of Master of Science complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

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**Chairperson:** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Internal examiner:** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**External Examiner:** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Adviser:** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

## Declaration

I declare that this thesis entitled as *demographic and socio-economic cause and emerging challenges of youth unemployment: in Sebeta Town* is my original work, has not been presented for a degree in any other university and all the sources of materials used for the thesis has been properly acknowledged.

### Student:

Name: Helen Hizkeal

Signature: \_\_\_\_\_

Place: Addis Ababa University

Date of Submission: \_\_\_\_\_

This thesis has been submitted for examination with my approval as a supervisor.

### Advisor:

Name: **Dr. Terefe Degefa**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## Table of content

Declaration .....	I
Acknowledgments.....	II
Table of content .....	III
List of Tables .....	VI
List of Figures.....	VII
ACRONYMS AND ABBREVIATIONS.....	VIII
ABSTRACT.....	IX
<b>CHAPTER ONE .....</b>	<b>1</b>
<b>INTRODUCTION.....</b>	<b>1</b>
1.1. The Statement Of The Problem.....	3
1.2.1. The General Objective.....	4
1.2.2 The Specific Objectives.....	4
1.3 Research Question.....	5
1.4 Significance of the Study .....	5
1.5. Scope of the Study.....	5
1.6. Limitations of the Study.....	5
1.7 Definitions of Terms and Concepts.....	6
1.8. Organization of the Thesis .....	6
<b>CHAPTER TWO .....</b>	<b>7</b>
<b>REVIEW OF RELATED LITERATURE .....</b>	<b>7</b>
2.1. DEFINITION OF YOUTH .....	7
2.2. Youth Unemployment Global perspective .....	7
2.3. Youth Unemployment Challenges in Africa.....	8
2.4. Youth Unemployment Challenges in Ethiopia.....	11
2.4.1. The main cause for the challenges of Youth Unemployment in Ethiopia.....	12
2.5. Factors of Youth Unemployment.....	13
2.5.1. Demographic Factors for Challenges of Youth Unemployment.....	13
2.5.1.1. Migration.....	13
2.5.1.2. Sex.....	14
2.5.1.3. Age.....	15

2.5.2 Socio-Economic Factors for Challenges of Youth Unemployment .....	15
2.5.2.1. Education .....	15
2.5.2.2 Work Experience .....	16
2.5.2.3. Household Income .....	16
2.5.2.4. Business Advisory service .....	17
2.6. Review of Theories .....	18
2.6.1. Marxist Theory of Unemployment .....	18
2.6.2. Market Liberal Theory.....	19
2.6.3. The Job-Matching Theory .....	19
2.6.4. Human Capital Theory .....	20
2.6.5. Theory of Relative Deprivation.....	20
2.7. Conceptual Framework .....	21
<b>CHAPTER THREE .....</b>	<b>23</b>
<b>RESEARCH METHODS.....</b>	<b>23</b>
3.1. Description of the Study Area.....	23
3.2. Research Design.....	25
3.3. Data Sources.....	26
3.4. Sampling Techniques and population .....	26
3.5. Data Collection method.....	30
3.5.1. Primary Data Collection .....	30
3.5.2. Secondary Data Collection .....	30
3.6. Method of Data Analysis.....	30
3.7. Ethical consideration .....	30
<b>CHAPTER FOUR.....</b>	<b>32</b>
<b>THE FINDINGS AND DISCUSSION .....</b>	<b>32</b>
4.1 Background Characteristics of Respondents.....	32
4.2. Demographic Characteristics of Respondents.....	32
4.3. Cause of youth unemployment.....	37
4.4. Challenges of youth unemployment.....	39
4.5. Perception of youth unemployment in the study area .....	45
4.6 Solution of youth unemployment.....	49

4.7. Differential Analysis the challenge of youth unemployment.....	52
4.7.1. Demographic Factors association with youth unemployment.....	52
4.7.2. Analysis of the relationship between respondent sex and population growth impact on the challenges of youth unemployment .....	54
4.8. Comment of societies regarding to challenges of Youth Unemployment .....	56
<b>CHAPTER FIVE .....</b>	<b>57</b>
<b>SUMMARY, CONCLUSIONS AND RECOMMENDATIONS .....</b>	<b>57</b>
5.1. Summary .....	57
5.2. Conclusions .....	58
5.3. Recommendations .....	59
REFERENCE.....	61

## List of Tables

	<b>Page</b>
<b>Table 3.1</b> Sampling method and sample population.....	27
<b>Table 4.1:</b> Percentage Distribution of Respondents by sex.....	31
<b>Table 4.2:</b> Percentage Distribution of Respondents by Migrant status.....	33
<b>Table 4.3:</b> Percentage Distribution of Respondents by marital status.....	34
<b>Table 4.4:</b> Cause of youth unemployment.....	35
<b>Table 4.5:</b> Frequency Distribution of rural urban migration.....	38
<b>Table 4.6:</b> Main challenge of youth unemployment.....	39
<b>Table 4.7:</b> What sort of job are you looking .....	41
<b>Table 4.8:</b> Do you know any business advisory Service.....	42
<b>Table 4.9:</b> Most important challenge facing today’s youth.....	43
<b>Table 4.10:</b> Solve young peoples’ unemployment.....	44
<b>Table 4.11:</b> Respondents perception of youth unemployment.....	46
<b>Table 4.12:</b> Perception of Respondent training find employment.....	47
<b>Table: 4.13:</b> Difficult for young people to find job.....	48
<b>Table: 4.14:</b> Respondent appropriate solution to fight unemployment.....	49
<b>Table: 4.15:</b> Distribution of Respondent important of youth club.....	51
<b>Table: 4.16:</b> Chi-Square association youth employment and variables.....	54
<b>Table: 4.17:</b> Chi-square sex and population growth and migration.....	56

## List of Figures

	Page
<b>Figure 1:</b> Conceptual Framework.....	21
<b>Figure 3.1:</b> Location of <i>Sebeta</i> Town.....	24
<b>Figure 3.3:</b> Schematic Presentation of the Sampling Procedures.....	28
<b>Figure 4.1:</b> Percentages Distribution of Respondents by Age.....	32
<b>Figure 4.2:</b> Percentages Distribution of Respondents by Educational level .....	35

## ACRONYMS AND ABBREVIATIONS

- **AAU** - Addis Ababa University
- **Bo FED** - Bureau of Finance and Economics Developments
- **CDS** - College of Developmental Studies
- **CSA** - Central Statistics Agency
- **FGD** - Focus Group Discussion
- **FDRE** - Federal Democratic Republic of Ethiopia
- **ILO** - International Labor Organization
- **MOY** - Ministry of Youth Sport and Culture
- **MSE** - Micro and Small Enterprise
- **NEA** - National Education Association
- **NGOs** - Non- Governmental Organizations
- **ONRGS** - Oromia National Regional State
- **STM** - *Sebeta* Town Municipal
- **UN** - United Nations
- **WB** - World Bank
- **YEN** - Youth Employment Network

## **ABSTRACT**

*The growth of youth unemployment is one of the critical socio-economic problems which Ethiopia is facing today. That was caused by socio-economic and demographic factor. The intensity of the problem is high in urban areas in general and in Sebeta Town in particular where youth face serious challenges in getting employment. The flow of large number of young people into Sebeta Town has paved the way for the rise of varied social problems amongst which is youth unemployment. This study was set to assess the socio-economic and demographic cause and emerging challenges of youth unemployment in Sebeta Town. The study was primarily based on descriptive qualitative information and quantitative data. The primary data were collected from 386 youths selected randomly, key informants interviews and focus group discussions (FGD) were used to collect information and data. The socio-economic and demographic cause and emerging challenges of youth unemployment vary based on the age, sex, marital status, migrant status and educational levels of youth. The analysis demographic caused showed that marital status was statistically insignificant challenges of youth unemployment in study area. Based on the findings of the study, Addressing the causes, challenge and empowering women and giving advice to migrant youth, maintaining the rapid population growth of the town with concerned institution, increasing investment on training institution and linking the training institution with labour market.*

**Key words:** *Youth, migration, population growth, youth unemployment*

## **CHAPTER ONE**

### **INTRODUCTION**

Unemployment describes the condition of people who are without jobs. The International Labour Organization(ILO,2007)report defines, unemployed as economically active population who are without work, but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work(WB, 2007). Youth unemployment, therefore, could be described as the conglomerate of youths with diverse background, willing and able to work, but cannot find any. When the supply of labor outstrips the demand for labor, it causes joblessness and unemployment. Given the lack of sufficient employment opportunities in the formal sector, young people may be compelled to engage in casual work and other unorthodox livelihood sources, thus leading to underemployment (Amanue, 2016). Urban youth unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of urban youth unemployed individuals by all young people currently in the labor force.

High level of unemployment indicates the failure of a country's economy to use its labour resources effectively. There can be various factors explaining unemployment, such as a low level of general economic activity, recession, inflation, rapid changes in technology, disability, willingness to work and discrimination. The ability of youth to engage in productive activities has both social and economic consequences for an economy. Youth unemployment is often higher than the unemployment rate for adults highlighting the concerns that many countries face in facilitating the transition from school to work.

Since the recent years, unemployment, especially youth unemployment represent, growing concerns worldwide. It is also one of the causes for several socio-economic problems spreading in almost all countries of the world. It has long been one of the several features of the urban phenomenon in many countries. Youth unemployment has a serious effect not only on the living standards of the people (negative effects on the psychology, socio-economic and physical well-being) but also on the socio-economic status of a nation (Fitsum, 2014).

Throughout the world, the youth is the locomotive of national development young people are not only vulnerable to external shocks, economic crisis lead to unemployment and poverty, but also

they lack experience, social network or other qualifications that would make it easier for them to find employment. There was unprecedented increase in youth unemployment between 2008 and 2009. However, from 2009 to 2011 the youth unemployment rate decreased from 12.7 per cent to 12.3 per cent. By year 2012, it increased again to 12.4 per cent and has continued to rise to 12.6 per cent in 2013. It estimated that, by 2013, the number of unemployed youth reached 73.4 million. Projections for 2014 show a further increase to 12.7 per cent and the gradual acceleration of economic growth in the medium-term is not expected to result in an improvement of job prospects for youth at the global level. The level of youth unemployment, currently, is three times higher than for the adult population; that is 12.6 and 4.6 respectively. By 2018, the global youth unemployment rate is projected to stand at 12.8 percent (ILO, 2013). Young people therefore continue to be almost three times more likely than adults to be unemployed. In Africa, in the same way, unemployment continues to be serious social problems despite some improvements in recent years. In the Sub-Saharan Africa youth unemployment rate is significantly higher than the adult unemployment rate. The ILO report data shows that the number of young unemployment in the world, between age 15 and 24, reached 74.2 million in 2008. Because of the current economic crisis, the number of unemployed youth was projected to reach 78-90 million by the end of 2009 and in 2018 growth double. Ethiopia has the largest youth population in sub – Saharans Africa. Its population under the age of 25 and 20 percent are between 15 and 24 years (UNR, 2009). The challenges faced in Ethiopia by young people in labour market include unemployment, low paid, low skilled jobs without prospects for career advancement and frequently working under poor informal economic activity. Youth employment challenges differs from one country to another in terms of socio-economic, cultures and politics and some countries face greater challenges than others, also now days Ethiopian young population also victim and higher problem occurred.

*Oromia* National Regional State (ONRS) is one of the nine National Regional States that constitute the Federal Democratic Republic of Ethiopia (FDRE). As the largest Regional State in terms of population and territory, it covers a total area of 363,375 km<sup>2</sup>, comprising about 34.3% of the total area of the country and it has currently a total population of 32,997,149, of which 16,619,703 (50.4%) are males and 16,377,446 (49.6%) are females, accounting for 36.7% of the total country's population. In 2014 employs of Oromo National Regional State 346,111 civil servants, about a third of the total civil servants in the country. Out of the total number of

employees 235,034(67.9%) are male and 111,077(32.1%) are female with different profession educational background (*BoFED*, 2015).

My work is focus on Demographic, socio- economic causes and challenges of youth unemployment which the young population of *Sebeta* Town is facing regarding the socio-economic and political situation of the country. It's important for social policies because it intends to describe and raise awareness of the dilemma of young dwellers in *Sebeta* Town.

This study focuses on the situation of youth unemployment in Ethiopia in general and in *sebeta* Town in particular. The study, attempts to investigate demographic, socio- economic causes and emerging challenges of youth unemployment on the basis of data collect from *sebeta* Town, Oromia national government state.

### **1.1. The Statement of the Problem**

Unemployment in urban areas of Ethiopia is a major challenge for young people especially urban areas of the country are encountering. Youths have needs and aspiration they crave for good jobs as well as aspire to live good life. However, a vast majority of young people in urban areas in Ethiopia experience poverty due to lack of employment opportunities. Ethiopia has a relatively young population with greater than 40 percent of its population being below 15 and two third being under 30 years and residing in urban areas (YEN, 2016)

According to ILO (2010), the huge youthful population signifies an increase in the number of people within the working age which inherently implies an increase in labour supply and demand for job opportunities. Unfortunately, the demand for jobs surpasses the demand for labour due to inadequate employment opportunities: Out of 100 youth 13 were unemployed globally. The situation is not different for youth of Ethiopia who make up approximately 28.3% of the total population (Fadayomi, 1992) show that urban unemployment is higher than rural unemployment in the region.

According to Guracello (2007), youth in urban areas face a high rate of unemployment almost 20 percent. They encounter more difficulty in finding wage jobs and employment in the formal sectors of the economy. Confirming to this, youth unemployment rate in urban areas of the country: was found to be 17.40 percent in 2014 (CSA, 2014).

Youth unemployment challenges in urban areas of the Oromia National Regional State had limited access to employment opportunities. According to (CSA, 2014) estimate, the rate of youth unemployment in urban areas of the region was found to be 16.80% in 2015. This indicates that youth in urban areas of the region were less employed in the various economic activities. As the result many young men and women move from original place to other peripheral central city, due to this vulnerable situation to many socio-economic crises.

Despite Ethiopia is one of the least urbanized African countries, the employment opportunities in both formal and informal sectors (beyond agricultural sector) are concentrated in major urban areas. After some level of schooling in Ethiopian it is common for young people to move to urban areas for searching jobs. This makes unemployment in Ethiopia the urban phenomena. Being *Sebeta* Town the primate city located in the heart of the country where major cultural, economic and political institutions are situated, it attracts more labor forces from every corner of the country because of being industrial zone that raises competition for limited available jobs. Relatively increasing of employment opportunity in the informal sector has masked the problems of the study area. The data shows that how much challenges for youth unemployment and specific factors that affect the challenges of youth employment in the town. This study examines the demographic and socio-economic causes and emerging challenges of youth unemployment in the study area.

The results provide policy input in the regions and the national level strategy development. The information is important to reduce the problem of youth unemployment.

## **1.2. The Objective of the Study**

### **1.2.1. The General Objective**

The general objective of the study is to assess the demographic and socio-economic causes and emerging challenges of youth unemployment in the study area.

### **1.2.2 The Specific Objectives**

The specific objectives of the study are:-

- I. To examine demographic and socio-economic causes of youth unemployment in the Study area.
- II. To identify the emerging challenges of youth unemployment in study area.

III. Assess the extent to which the governments have been dealing with issues of addressing Unemployment.

### **1.3 Research Question**

The study attempt to answer the following research questions:

- I. What are the demographic and socio-economic causes of youth unemployment in study area?
- II. What are the challenges of youth unemployment?
- III. What kinds of measures have been adopted to address challenges of youth unemployment by the government in the study area?

### **1.4 Significance of the Study**

The challenges of unemployment among youths have been a serious socio-economic problem in urban Ethiopia in general and in *Sebeta* Town in particular. This study is importance for social policies because it intends to describe and raise the awareness level and dilemma of young dwellers in *Sebeta* Town. The study attempts to address the causes that contribute for the high youth unemployment.

This study is describing different perspectives that can provide possible explanation for Demographic and socio-economic and emerging challenges of youth unemployment factors. In terms of assessing the factors that affect unemployment challenges of young people, this study, more comprehensive information on the major trends associated with challenges of youth unemployment in *Sebeta* Town is provided, which is vital for further research on the topic.

### **1.5. Scope of the Study**

The study focuses on three *Kebeles* which are 01 kebele, 04 *kebele* and 06 *kebeles* which have large number of population and particularly young labour exists.

### **1.6. Limitations of the Study**

Limitation of this study is the inability to obtain exact current statistical data of the number of young unemployed people residing in study area. Another is the inability to conduct field study to obtain first-hand information on the views of youth on the issue.

However, I tried my best to collect adequate information through primary data collection tools and manage the financial problem by using deferent methods. The final output also may not be

applied to all parts of Ethiopian young population. But it figures out for the demographic and socio-economic causes and emerging challenges of youth unemployment in the study area.

### **1.7 Definitions of Terms and Concepts**

**Business advisory services:** -includes short term training or consultancy focused on skill upgrading, entrepreneurial management and other services.

**Employed:** - includes those persons who were engaged in productive activity during the Period as paid or self-employed (ILO, 1992).

**Household:** - consists of a person or group of persons, irrespective of whether related or not, who normally live together in the same household and housing units and have common cooking and eating arrangements (CSA, 2010).

**Social network:**-refers the number of persons such as friends, relatives...etc Individual would have in exchanging information about jobs available in the labour market using any form of communication channels.

**Unemployed:** - described as those people without work but looking for work or available and ready to work during a reference period (ILO, 1992).

**Youth:** -comprises part of the society who are between age 15-29 (MOY, 2004).

### **1.8. Organization of the Thesis**

This thesis is organized into five chapters. Chapter one covers the background of the study, statement of the problem, objectives of the study, significance, scope, limitation of the study, definition of terms and concept. Chapter two present review of elated literatures which includes youth unemployment in global perspective and definition, theories of unemployment, youth unemployment trends, causes and challenges in global and in Africa, challenges of youth unemployment in Ethiopia and characteristics, national policy and finally conceptual framework.

Chapter three it include description of the study areas, design of the study, source of data, sampling techniques and data gathering instrument and method of data analysis.

Chapter four also includes data analysis and discussion. Chapter five includes summary, conclusion and recommendations of the study.

## **CHAPTER TWO**

### **REVIEW OF RELATED LITERATURE**

#### **2.1. DEFINITION OF YOUTH**

According to the standard UN definition youth constitutes peoples between age 18-24, which differs from the Ethiopia Central Statistical Agency, which puts youth as people between age 18-29, while, Commonwealth (2007), defines youth a person aged 15 to 29.

O'Higgis (2001), holds that, this definition may vary according to the cultural and social characteristics of countries. There is difference in assumption among the developed and developing countries on the issues of youth because of the level of development and others factors.

#### **2.2. Youth Unemployment Global perspective**

Unemployment is one of the main challenges of the modern era in both the developed and developing countries. Young people are more vulnerable to lack experience, social networks or other qualifications that would make them difficult to find employment.

In 2010, 1.2 billion young people in the world constituted 18 percent of the global population (UN, 2010). Their energy and motivation, creativity and talent present a great potential for companies to prosper and an enormous opportunity for economic and social development. Many policy makers know about the benefits of investing in youths. Governments are targeting on policies and educational programs to improve opportunities for young people to enter the labor market, but still the problem is widespread. UN claims that Policy makers must ensure that educational curricula prepare young people for the job market, providing them with professional, entrepreneurial and job-search skills (UN2008), acknowledging that matching school curricula with recent workplace requirements is a difficult task. Unemployment among young people has becoming a major policy challenge for all nations in the world. It is not only a statistical concept, but also a multidimensional social phenomenon. It results substantial crises in psychological, social and economic perspectives, some of them are: increasing crime rates and violence, dependence on family, low self-esteem, poor social adaptation, depression and loss of confidence (Nazir 2009).Unemployment affects the socio-economic status of the family, leads to poor

mental health, dependency and increases the magnitude of corruption, drug addiction, crimes and suicide in a society.

According to Muhd (2016) shows as, unprecedented increase in youth unemployment between 2008 and 2009 are about 11.9 percent. From 2009 to 2011 the youth unemployment rate decreased from 12.7 per cent to 12.3 per cent. By year 2012, it increased again to 12.4 per cent and has continued to rise to 12.6 per cent in 2013. It estimated that, by 2013, the number of unemployed youth reaches 73.4 million. Projections for 2014 show a further increase to 12.7 per cent and the gradual acceleration of economic growth in the medium term is not expected to result in an improvement of job prospects for youth at the global level. The level of youth unemployment, currently, is three times higher than for the adult population; that is 12.6 and 4.6 respectively. By 2018, the global youth unemployment rate is projected to stand at 12.8 per cent. Young people therefore continue to be almost three times more likely than adults to be unemployed. In Africa, in the same way, unemployment continues to be serious social problems despite some improvements in recent years.

Youth unemployment is often higher than the unemployment rate for adults (ILO, 2012). The ability of youth to engage in productive activities has both social and economic consequences for an economy. (Beshir, 2014), refer Unemployment experiences usually depend on various dimensions such as gender, age, ethnicities, races, economic status of family and rural urban location differences. In developed countries the neoliberal economy has transferred the responsibility of social reproduction from the state to households. Family provides emotional and financial supports to their young ones. In the poor economic context young people face challenges to integrate in the labor market. This is mainly due to the persistent population growth that accompanies slow economic progress.

### **2.3. Youth Unemployment Challenges in Africa**

Africa is the world's youngest continents. Almost less than 15 years of youth population. Young people can change the world for the better. About 20 percent of the global population is between the ages of 15-24. In Africa by 2025, two-thirds of our population will be under 25 years of age.

As we look to the next generation to tackle some of the difficult long-term challenges facing our planet, such as climate change or food security, we need to take action now on one critical

façade, youth unemployment (WB, 2013) the jobs crisis affecting young people is a global problem, but nowhere is it more acute than in Africa. Although African governments are implementing various programs to not only for lost opportunity, but for political instability and economic chaos (UN, 2008). Recently demonstrated in the Arab Spring, can lead to social unrest and violence. Lack of job opportunities for youth is associated with crime and gang-related violence.

In Africa, there are some 200 million youth, comprising more than 20% of the population. Ethiopia has the largest youth population in Sub-Saharan Africa. More than half of its population is under the age of 25, and 20% are between 15 and 24 (WB, 2013). There are number causes of youth unemployment the major causes are the outcome of different socio-economic and demographic factors at micro level. The micro level factors redirect associated with individuals' demographic and socioeconomic attributes (Toit, 2003) Assessing individuals' demographic and socioeconomic attributes that influence youth employment. Lack of growth affects everyone in the economy and some groups are particularly hard-hit. Youth are more affected because youth unemployment tends to be super-cyclical. It fluctuates stronger than adult unemployment (Ryan, 2001).the potential causes of unemployment in most of urban areas of Africa especially sub-share Africa increasing number of youth labor force.

The major causes of youth unemployment in Africa explained by different scholars have relentlessness reside on the causes of youth unemployment in Africa.

As indicated by( Okjie, 2003),outlined the factors that have been identified to be major causes of high youth unemployment in Africa to be, rural-urban migration ,rapid population growth, poor quality education and Stagnating Economies, Which outlined as follows:-

**1. Rural-Urban Migration:** -Smith explained city growth in Africa to be most often attributed to the process of mass rural exodus indulged mostly by youths. These youth leave rural areas for cities and towns in search of employment opportunities which are most often not sufficient. Emphasizes that in spite of the contributory role rural –urban migration plays in the rise in urban unemployment, this mode of migration is not to be considered undesirable (Todaro, 1996). Most youth move to urban areas in search of work but they are unable to find

jobs due to lack of skills and work experience. The same situation was cited to occur in Nairobi, Mombasa, Kenya and Ethiopia.

- 2. Rapid Population Growth:** - unemployment in Africa to be most profoundly felt by young people in the continent who constitute the bulk of the population, as much as 50 percent in most countries (Okojie, 2003). The Economic Commission for Africa (ECA) outlined that most African countries are characterized by high youthful population. According to United Nations (UN, 2009), report stated that Africa has the world's youngest population with 43 percent being under 15 years. It further points that a youthful population constitutes both an asset as well as a source of social vulnerability. Unemployment in South Africa to stem from employment growth lagging behind population growth. The new labour market entrants, who cannot find jobs, are mostly young people. As above describes population dynamics are cause for challenges of youth unemployment in developing countries like Ethiopia.
- 3. Poor Education Quality:** unemployment affects mostly those who are poorly educated, unskilled and the female population in South Africa. (Murray, 2004), cited the education quality as a factor that affects labour market integration of young people in Africa. In the 1960s many African countries undertook major educational expansion but it slow down in the 1970s and decline in the 1990s. They reiterated that the educational system in most sub-Saharan African countries suffers from low capacity, poor school quality and gaps in school participation in line with this that bulk of young people in East Africa lack the necessary education and relevant training for productive jobs. Lack of information and access to the labour market being major issues young people face. According to this explanation by different authors suggested educations are base for youth to create job opportunities and shape their potential of young people in Africa.
- 4. Stagnating Economies:** stagnating economies to be one of the major factors behind the challenges of high youth unemployment in Africa. He explained that young people are finding it difficult to be employed largely due to the stagnating formal sector, with school graduates staying at home without gainful or productive employment. Views of most African countries to be plagued with rapid population growth and stagnating economies. As indicated by (Jo Beall, 2000) a discussion of youth unemployment in Johannesburg identified the decline in the manufacturing sector to have decreased the demand for unskilled labour.

Ethiopia had an annual growth rate of over 8 percent over a ten year period. However, the creation of job opportunities still challenges for the government to address all part of the region. Economic growth contributed to create job opportunities and reduced unemployment rate, but it is not true if balance the demand and supply of labour workers in the country.

#### **2.4. Youth Unemployment Challenges in Ethiopia**

Ethiopia has witnessed rapid population growth in recent decades. The population was estimated to be about 74 million people in 2007 (CSA, 2010), making Ethiopia the second most populous country in Sub Sahara Africa. The overwhelming fact of the labor market in Ethiopia is characterized by the rapid growth of labor supply. The labor force is growing much more rapidly than the population as a whole because of the young dominates demographic profile. Population of Ethiopia depicts a classic pyramid with a higher proportion of young people at the bottom and narrow band of the elderly at the top. Ethiopia's population is predominantly young with about 45% of the population being below 15 years of age.

The potential causes of unemployment in Ethiopia particularly in urban area increasing number of youth labor force, the rising internal migration, literacy rate, poor to modest macroeconomic performance, low level of job creation and low level of aggregate demand in the economy (Deribe, 2015). High level of unemployment indicates the failure of a country's economy to use its labour resources effectively. There can be various factors explaining unemployment, such as a low level of general economic activity, recession, inflation, rapid changes in technology, willingness to work and discrimination. In the case of Ethiopia, several factors contribute to the causes of youth unemployment. Guracello and Rosati (2007) stated that female youth across all ages were more likely to be unemployed and were much more likely to be jobless than male youth in Ethiopia.

Another research conducted by Berhanu in 2005 noted that unemployment rate male in the same age category during the same year in Ethiopia. Besides, the CSA (2010) unemployment report also showed that out of 1,168,591 unemployed persons 41.2 percent were female youth. Females were more marginalized than males due to different socioeconomic factors (Balunzi, 2001).

Hence, the problem of unemployment was more prevalent among females than males. Nzinga H. Broussard and Tsegay studied about youth unemployment in Ethiopia based on the data from the

1999/2000 and 2004/2005 labor force surveys, and the 2009 and 2011 urban employment and unemployment surveys. Their report provides a comprehensive description of the main characteristics of the youth labor market in Ethiopia. The government of Ethiopia revises its policy and strategies to create opportunities for young people reducing the challenges of youth unemployment. The policies and strategies give emphasis to implementation to solve the labor demand by supporting private and public sectors to facilitate microfinance for youth to reduced poverty (CSA, 2014) There are studies that address the challenges of youth unemployment in Ethiopia. Some studies tend to concentrate on the incidence of unemployment in specific categories, (Amanuel, 2016).The radical policy and administrative reforms that were undertaken in Ethiopia since the 1990s are expected to significantly affect the conduct and performance of the labor market. More effective policies that improve employment and promote economic growth create a stable social and political environment in the country.

#### **2.4.1. The main cause for the challenges of Youth Unemployment in Ethiopia**

According to Hiruy (2012) the following are the major driving forces of very high youth unemployment in Ethiopia.

- Absence of land justice. The way one accesses rural land is not as such fair and logical. Moreover, there are countless problems related to accessing land even from ones family and getting rural land possession certificates. The most important resource i.e. land is left for the corrupt practices of local officials. In the absence of land justice we cannot imagine the rural youth to be self-employed.
- Legal and policy problems as well as perceptions thereof preventing the rural youth population from effectively engaging in activities other than agriculture.
- Misguided educational policy. The educational policy focuses on quantity and merely relies on quantitative truth. Though tens of thousands are claimed to have got graduated, they cannot access job; nor can they be claimed to have acquired basic skills and knowledge.
- Capital intensive technologies. Most employers are nowadays using capital intensive technologies which significantly diminish their potential to create more employment opportunities.
- Nepotism and corruption. The widespread nepotism and corruption paves the way for unemployment this has a lot to do with almost all issues ranging from accessing rural

land to getting. Employed in public institutions. Ethnic and political bias by public and private employers upon recruitment cannot be underestimated.

- Lack of a culture of work ethic and job creation in the respective societies.
- Lack of knowledge and skill to perform jobs. The regrettable educational quality problem takes a lion's share of the problem in this regard.

## **2.5. Factors of Youth Unemployment**

Youth unemployment is the outcome of different socio-economic and demographic factors at macro and micro level. The micro level factors are directly associated to individuals' demographic and socioeconomic attributes while the macro level factors are related to the national issues (Toit, 2003). This study emphasizes on considering demographic and socioeconomic characteristics that influence youth employment. These are broadly classified as demographic and socio economic factors. This presented as follows.

### **2.5.1. Demographic Factors for Challenges of Youth Unemployment**

#### **2.5.1.1. Migration**

According to Raphael, 2005, the movement of young people is one of the causes for the high levels of urban challenges of youth unemployment problem in most developing countries. Since young people view migration as an avenue to improve their status and learn new skills, they move in to urban areas for various reasons .Similarly, ILO (2015) noted that migration of young people in their twenties is very high in Africa. Moreover, they also state that youth often move to institutions for education and training, but many migrants move for employment related reasons followed by their families. Based on this migration of youth has resulted in a concentration of youth in cities and towns where there are few jobs available in modern sector establishment (Okojie, 2003). Rural to urban migration of young and educated people is the very root cause for the high and ever rising levels of urban unemployment (Todaro, 1994). A study conducted by Yisak (2006) showed that youth having migration experience are more likely to be unemployed than other migrants.

Confirming this, Nwuke (2002) noted that young migrants are highly unemployed in urban areas. He further stated that in a context where social relations are as crucial as qualifications, young urban migrants searching for a job face an uphill struggle of surviving with limited social networks. Youth migrants are three times more unemployed than other migrants in Africa. It

might be possible to deduce that young migrants are more vulnerable to unemployment in urban areas.

#### **2.5.1.2. Sex**

Sex is being one of the demographic variables; sex reveals substantial differences between female and male with respect employment opportunity. Females are vulnerable both in short term and long term unemployment than males(Hallerod, 2006),ILO (2016) also conforms the activity rate of young males have been much higher than that of young females due to the different opportunities society provide to males and females, and domestic activities for personal or household use. Strengthening this point, the lack of employment is more severe for females than for males as 63 percent of economically active females are unemployed whereas 53 percent of males remain without jobs in South Africa. They further noted that one of the reasons behind female's unemployment is that girls spend much time in doing domestic work than boys(Asalfew2011). This leads them to poor academic performance and sometimes withdrawal from education. It could be concluded that girls therefore end up with less education and limited skills, and thereby resulting in high number of unemployed females.

In the same manner, differences between male and female with respect to employment has also been prevalent in Ethiopia.

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### **2.5.1.3. Age**

The result indicated that age negatively affects youth unemployment at 1 percent significance level. Within the category (15-29), for a one year increase in age, odds ratio towards unemployment decreases by 0.794. It shows that given the age boundary, as age increases the probability of being unemployed reduces. According to Aynalem (2016), an increase in age reduces the probability of being unemployed because increase in age implies an increase in the years of schooling until the completion of schooling into the job market. Youth in both these categories will seek employment or try to establish businesses.

## **2.5.2 Socio-Economic Factors for Challenges of Youth Unemployment**

### **2.5.2.1. Education**

As World Bank (2009), noted that unemployment rate of less educated youth tends to be higher than the unemployment rate of more educated youth in developing countries because their skills and competencies may not correspond to the demand of the labour market. In other words, the chance of getting employment for more educated youth is higher as compared to lower educated youth since they had the required knowledge and skills. Similarly, ILO (2004) confirms that young people with some education are vulnerable to unemployment due to the lack of knowledge and skills required by the labour market. Unemployment is higher for youth had lower educational level in unemployment is higher for youth had lower educational level in Africa Unemployment in Africa concentrated among youth who have received some education. He further added that youth who had limited education lack the industrial and other skills demanded in the labour market, thereby making them unattractive to employers who prefer skilled and experienced workers (Asselfew, 2011). Youth who attain limited education are more prone to unemployment in the continent. In addition to this, they noted that, training in Africa remains largely unrelated to the labour market needs, which foster the existence of a degree of mismatch between the demand for and supply of education. In the same fashion, less educated youth has also been faced the challenge of being unemployed in Ethiopia. In this regard, Guracello and Rosati (2007) found that among youths, the less educated youth face more difficulties in finding employment in urban areas of the country Africa. With this respect, Okojie (2003) stated that unemployment in Africa concentrated among youth who have received some education. He further added that youth who had limited education lack the industrial and other skills demanded in the labour market, thereby making them unattractive to employers who prefer skilled and

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#### **2.5.2.2 Work Experience**

According to ILO (2004), the lack of work experience reduces the chances of getting employment in the modern sectors of the economy. On the other hand, it also added that young people having work experience, something very much desired by most employers, increases the possibilities of getting employment. Similarly, because of limited work experience and other personal characteristics, youth unemployment tends to be high. Moreover, employers with desirable job characteristics preferred to hire persons who already had some experience in the labour market. This invariably excluded young entrant from the labour force. Hassen (2005) also illustrated that besides to insufficient work experience, poor work habits, unreliability, and lack of dedication to the job lead to the segmentation of young workers. They further noted that employers are usually hesitant to hire young people who have little or no practical work experience since the costs to retrain and/or upgrade skills of young workers are often too high. As a result youths are suffering from the lack the work experience, so that they spend considerable time in looking for a job.

#### **2.5.2.3. Household Income**

Household income is one of the socioeconomic factors that contribute to the problem of youth unemployment. ILO (2004) indicated that unemployment rates among young people tend to decline as household income increases. Youths who reside in a better off family had higher chance of getting employment since their family tends to invest more in the education of their sons or daughters. A family in which a young person lives is the strongest predictor of his or her future in the job market. On the other side, they added that youth who reside in low income earning family are less employed in the labour market. Correspondingly, Morris (2006) showed that the significant effects of family. Economic status, paternal occupation, education and parental divorce are notable in affecting the employment status of youth. He further noted that a

better income earning household had a number of opportunities, i.e. higher income can enable youth to have greater access to education, information and connections. This could facilitate easy access to employment opportunities available in the market.

ILO (2010) reveals that young people who reside in low income household have higher likelihood of being unemployed than adults of being among the working poor. It also indicates an estimated 152 million young people were living in poor households (with per-capita expenditure below US\$1.25 a day) in 2008, were unemployed. Strengthening this point, a study conducted by Echebiri (2005) depicts that unemployment has affected youths from a broad spectrum of socioeconomic groups, both the well and less well educated, although it has particularly stricken a substantial fraction of youths from low income backgrounds.

#### **2.5.2.4. Business Advisory service**

Good entrepreneurship skill training is useful for all youths for creating their own business and to be self-employed rather than waiting a job from the government. According to UN Habitat (2003), cited in most people are motivated to start their own businesses and create their own employment because the chances of finding jobs in the current labor market where the availability of employment opportunities are so limited. Correspondingly, making advisory service accessible to the youngsters could help them to engage in entrepreneurship, shift youth from being job seekers to job creators, and also from social dependence to self-sufficiency. However, starting a small business without entrepreneurial training, complete market information, and accessible business support the capacity to sustain it or survive with other related challenges is not a possible solution to the problem of unemployment

Providing the right combination of motivation, ideas and opportunities; youth are more than able to establish productive and creative businesses. However, the lack of entrepreneurial training, incomplete market information, absence of business support and physical infrastructure, regulatory framework conditions, and poor access to finance contributed for the rise of unemployed youth in cities and towns (FADF, 2006). Thus, youth continue to look up to the state for employment rather than creating their own jobs and employing others. ILO (1991) also confirms that due to the lack of business training, some youth fail to manage income generating activities and others who would want to start a business do not do. business advisory services

could help youth to find jobs, provides access to a work place for entrepreneurs, access to credit, offers business development assistance to existing enterprises, as well as legal support and other information, skills development, and counseling services. Access to business advisory services, could, therefore, be seen as a determinant factor for youth employment.

## **2.6. Review of Theories**

There are challenges of youth unemployment seen in relation to school-to work- transition perspective. Individual's path from education to stable employment on an institutional basis. higher academic education, vocational training and temporary or other atypical jobs, military or civilian voluntary service, participation in training and labour market schemes, job search and unemployment incidents, including leisure time and institutionalized episodes, such as being in prison or hospitals from a school-to-work-transition perspective, these episodes are typically of a temporary nature. (Rayan,2001)as indicated, from a life-course perspective, unemployment incidents are seen not merely as transitional episodes like others, but interpreted as a possible outcome at the end of each status episode within the school-to-work transition process.

Unemployment is interpreted differently or may perform different functions within the school-to-work transition. From a neo-classical perspective, unemployment episodes are interpreted as periods of voluntary job search. Given time-fixed entry dates for schools, preparation training or military service, unemployment episodes may function as waiting time. Social class-related family resources and decisions have a strong effect on educational and labour market opportunities (Boudarbat, 2009).

Youth unemployment is one of the most challenging problems in the world. In order to successfully address the problem of youth unemployment the following theories used to review how the socio- economic, and demographic challenges fluctuating young people's life.

### **2.6.1. Marxist Theory of Unemployment**

Marx saw unemployment as resulting from the capitalist system itself and progressively worse. He did not believe that in the long-term capitalist economies could be managed to eliminate unemployment, nor did he think that market forces would reduce unemployment their own consensus. However, he did not believe that capitalist economies always had and would have high levels of unemployment. He believed that such economies went through cycles. Periods of

expansion in which there was full employment were followed by periods of crisis during which unemployment rose. Each successive crisis would be worse than the previous one until eventually the capitalist system was destroyed (Schultz, 1961).

To Marx, this situation cannot continue indeterminately. Workers will eventually realize they are being exploited, develop class consciousness, and overthrow the capitalist system. Clearly, Marx's predictions that capitalism would collapse have not come true. Indeed the economic system of some communist countries seems closer to collapse than that of most advanced capitalist countries.

### **2.6.2. Market Liberal Theory**

During much of the period since 1945 it was accepted by Labour and Conservative governments alike that the government could and should maintain low levels of unemployment.

Keynes argued that challenges of youth unemployment in the 1930 were caused by a lack of supply and demand in the economy. If too few goods were purchased then production would be cut back and jobs would be lost. If demand for goods were increased then the process would be reversed and unemployment would fall. It was duty of the government to manage shortages of supply and demand in the economy. Government control over key industries would allow the government to manipulate the economy so that mass unemployment could be avoided.

In the 1970s the consensus about broad economic policy was eroded. Governments faced the problem of rising inflation as well as rising unemployment. Measures designed to reduce unemployment could lead to increased inflation. The Conservative party under Mrs. Thatcher turned to market liberal economic theories which challenged Keynes's view that the government could solve economic problems by increasing demand in the economy.

### **2.6.3. The Job-Matching Theory**

The Job-matching theory is based on the idea that the labour market is composed of jobs of many different skills and experience levels, as well as workers of many different skills and experience levels. The most skilled workers i.e. the most educated should occupy the most skilled positions, and there is a mismatch if either the supply of educated workers or skilled positions surpasses the other (Jovanovich, 1979). He also states that workers prefer such a match because they have the opportunity to utilize all of their skills, increasing their feelings of usefulness, which allows them

to command higher salaries. Employers prefer such a match because individuals who are optimally utilizing their skill sets will maximize productivity for their firm, and will stay longer at the firm.

#### **2.6.4. Human Capital Theory**

Vocational education and training support by government and company, or vocational education that individual chose to take by one's own will are based on human capital theory (HCT).

Additional education or training increase individual's useful knowledge and technology level, so that eventually increase individual's productivity and lifelong income (Backer, 1993). This theory advised that, if you want a good job, get good education. Educational level positively correlates with income. Education increase skill, knowledge and high productivity (Becker, 1964).

According to this theory, job selection is affected by the amount of education that the worker receives because labor market is perfect competitive market.

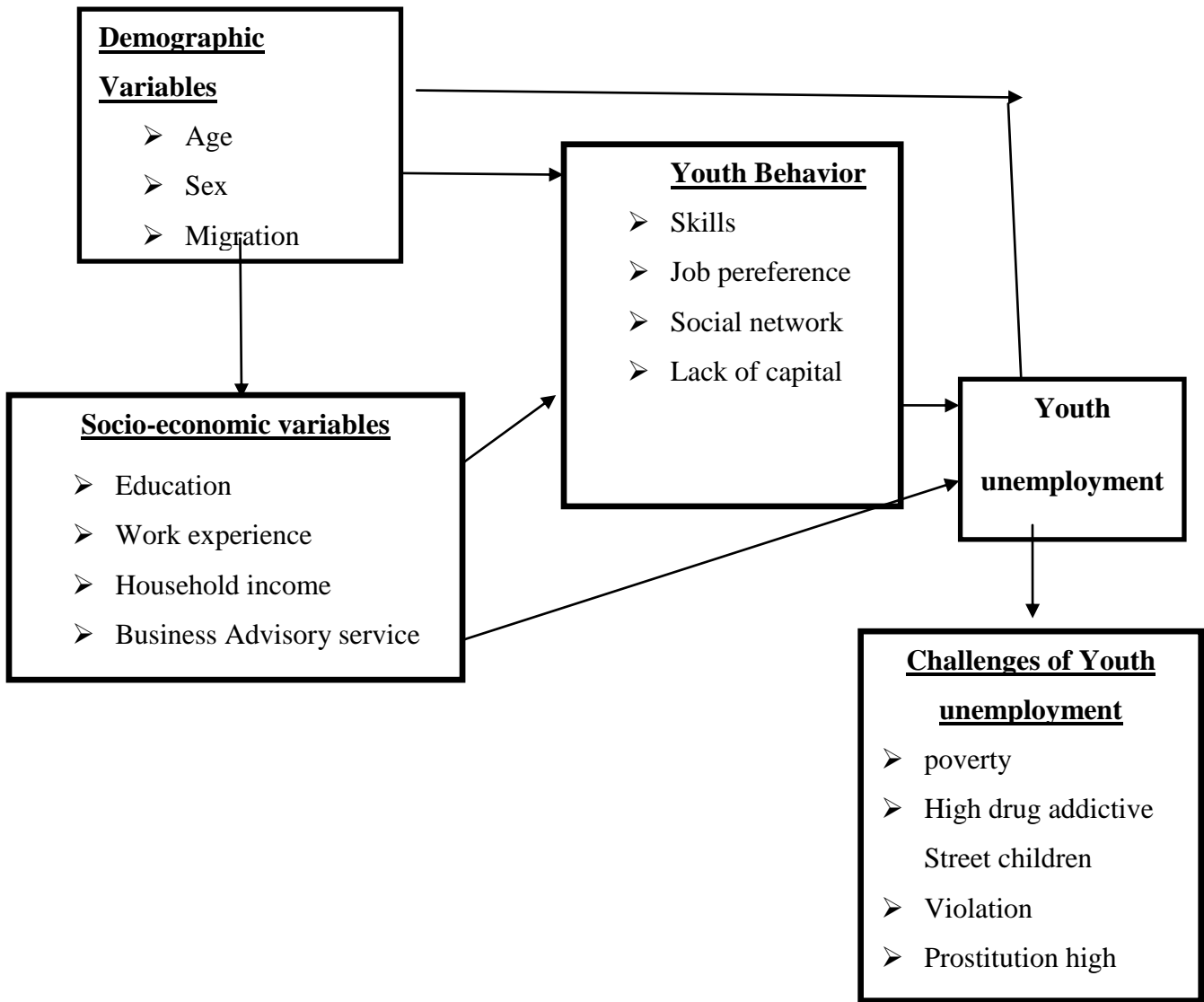
The effect of unemployment training has been researched since 1960. Unemployment training refers to the training that unemployed worker attends for future job finding. There are different variable effect on unemployment and training.

#### **2.6.5. Theory of Relative Deprivation**

The theory of relative deprivation explains how certain dispossessions in a given social context affect individual behavior, attitude and wellbeing (Beshir, 2014). Individual experiences any form of dispossession including economic deprivation in a relative term compared to the surrounding social settings. Rad and Maleki in 2013 elucidate the relative deprivation theory in relation to the Arab Spring uprising. They explain that the shared experiences of the mismatch between "expected and achieved" that sparked the Arab Spring was relative deprivation, not absolute deprivation. In the prevalence of unemployment most people share experiences of deprivation in relative term. All people may not equally affected by the incidences. Walker and Mann in 1987 describe how unemployment causes relative deprivations that led to social protests. They argue that relative deprivation cannot only be explained from the failure of group shared attainments, it is equally important to examine how it causes stress and frustration to individuals in the group. Relative deprivation can lead to an uprising and social upheavals whenever contrasting social comparisons are found between the groups or individuals.

## **2.7. Conceptual Framework**

As it is reviewed in the above literature, examining the challenges of youth unemployment, demographic variables namely sex, migration, marital status and education, work experience, household income, social network, business advisory services are socio economic variables are independent and explanatory variables. According to the above review, socio-economic and demographic variables have a direct and indirect effect on youth unemployment where as social network, job preference and lack of capital cause sand emerging factor for the status of youth unemployment which is dependent variable. The following conceptual framework gives as brief illustration about unemployment.



**Figure2. 1: Conceptual framework that shows the causes and challenges of youth unemployment.**

*Source:* Developed by Researcher, 2019

## CHAPTER THREE

### RESEARCH METHODS

#### 3.1. Description of the Study Area

This study is conducted in *Sebeta* Town which is located in Oromia National state. *Sebeta* is one of the recently growing urban areas with large number of youth inflow into the Town due to its proximity to the capital city. *Sebeta* city is one of the urban centers in Oromia special zone surrounding Addis Ababa situated at about 24km on the south western direction of the capital city of Ethiopia along Addis-Jimma Road. The area is dominated by different chains of mountains including Wochocha, Mogle, and Furi Mountains. It had been developed separately following the road from Addis Ababa –Jimma. The municipal citizen informed to the researcher, regardless of its location at the border of Addis Ababa city administration and along the road from Addis to Jimma, so it attracts young population.

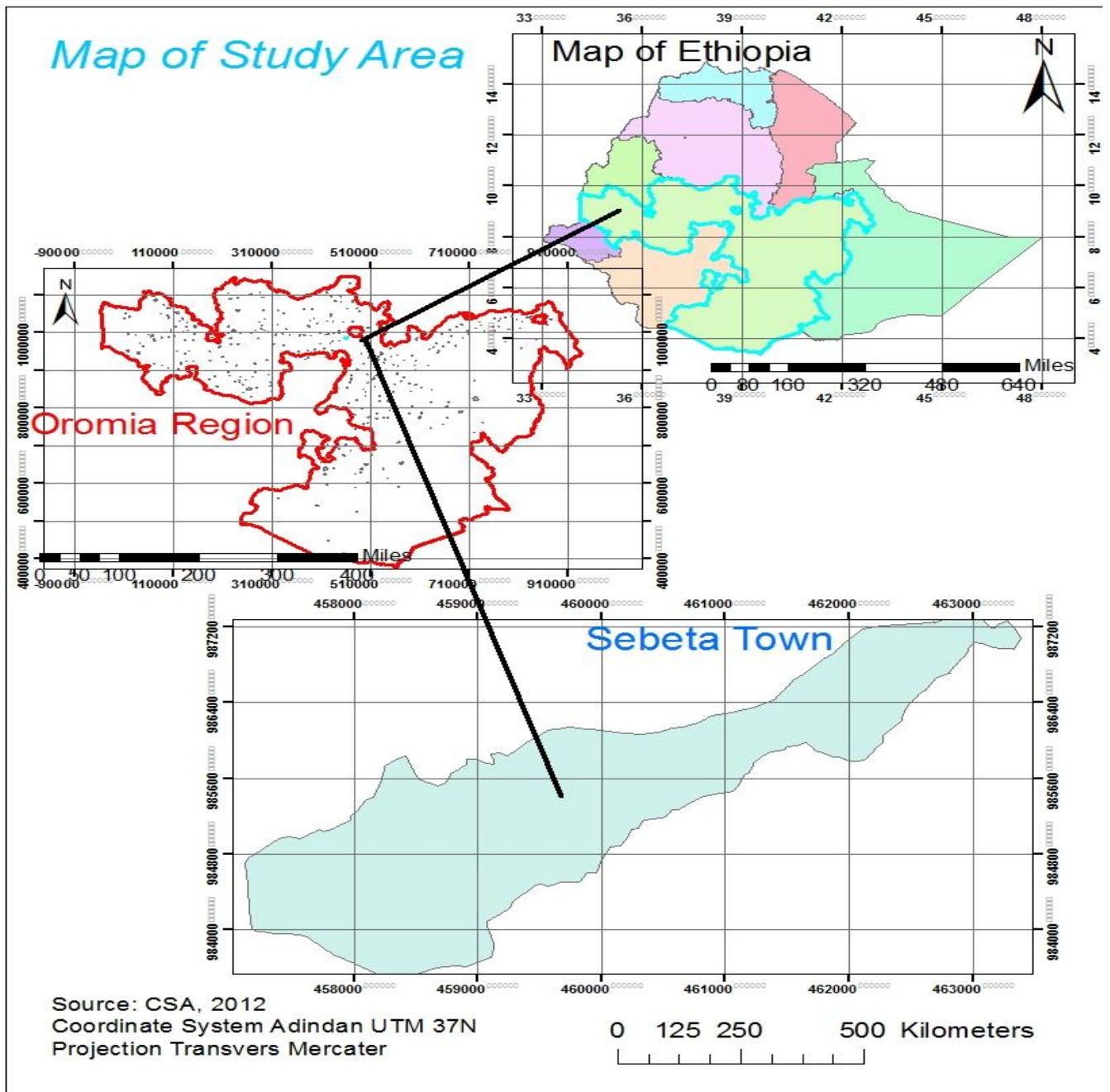
As a result many young people are vulnerable to unemployment and socio-economic crisis. The area was preferred as a study location because, it makes easier for the researcher who lives in center of Addis to have access to the informants with less costs. The place has high scores of youths who are unemployed and those situations need to be addressed, before the problem increase and the condition become worse for socio-economic crisis and political instability in general the whole regions in Ethiopia.

Most of the young people inhabitants, their livelihoods depend in informal economic sectors and their educational levels are not further continuous and leaves their education from primary and secondary, however, the majorities are completed secondary educational levels. The reason to early dropout from schools life is economic problems and simple early employed such as many private industry and others engaged temporary economic activities.

*Sebeta* Town has shown rapidly growing in socio-economic sectors and one of industries zone. According to (STM, 2019) report figures shows as, new investments in construction is growing , hotels and restaurants also high, education, health centers are not growing, there is only one youth centers in the Town which provides services recreational activities and for other governmental function, mostly the youth centers give services public current activities. In the

town there are no green area and youth centers. Education and health service development very poor particularly health services.

The town is one of recently growing in urbanization and high level of youth flow into the town due to near to the capital city. As a result there are many young people vulnerable to unemployment and socio-economic crisis.



*Figure 3.1: Location of Sebeta Town in Oromia National Regional State of Ethiopia*

### **3.2. Research Design**

This study applied both qualitative and quantitative research approaches. The quantitative approach involves the generation of data in quantitative form. The research design was cross-sectional and the sample size selected simple random techniques. The target population is consist of youth age between (15-29) years at the time of survey is going to be studied (questionnaires, observations, semi- structurally interviewed and focused group discussion) to determine its characteristics.

### **3.3. Data Sources**

The study used quantitative data collected through household survey based structured questionnaires. The questionnaires were designed and formulated to collect information about demographic, socio-economic cause and emerging challenges of youth unemployment from sampled youth. Qualitative data were also collected through interviews, focus group discussions (FGDs). The FGDs were administered with those youths who unemployed at the time of the survey and parents of youth who unemployed at the time of the survey. It was carried out to together information in order to validate the findings obtained through household structured questionnaires. In addition, secondary data obtained from records of administrative offices, publications, journals, books and other sources relevant to this study were also used to enrich the investigation.

### **3.4. Sampling Techniques and population**

A sample is a part of a population methodologically selected for purposes of drawing a conclusion about a population and its characteristics. The sample size was N=409 respondents, However due to the unwillingness and not return the questioner I only found 386 respondents, the only option which I made is to use those 386 respondents. Youth unemployed selected by simple random sampling technique, the best way to select the unemployed is to use simple random sampling since they do not live in the same place or institution. Employment, civil servants, parents and from the *kebele* local leaders of Town and from the city municipal administration and microfinance, small business enterprises, labour organizations, researcher used purposive sampling to select the above respondents. Youth is involved in the study because they are the main target of the study. The city municipal administration and *Kebele* Chairperson reselected because he/she knows the challenges of youth unemployment and possible solution in solving the current situation problems. Parents also included because they know most of the

negative activities done by their sons and daughters due to unemployment. Civil servants are also included because they are involved and have concerning youth affairs in the community.

*Sebeta* is located nearby Addis Ababa capital city, one of Oromia regional state Town. Administratively it consists of eight *kebele* (the lowest administrative layer). Out of Eight (8) *kebeles* in the town; the study specifically involves in three *kebele* selected on the basis of the youth unemployment problems. The researcher was take simple random samples respondents selection from 3 *kebeles* which are *sebeta kebele 01*, *sebeta kebele 04* and *sebeta kebele 06* are Gott 01, Gott03 and Gott 04 from *sebeta kebele 01* and Gott 06 and Gott 08 from *sebeta kebele 04* and from *sebeta kebele 06* Gott02 using random sampling techniques. Households were randomly selected from 3 *kebeles* based on sampling frames prepared from the housing registry available at the *kebele* administrative offices. The reason of the focus in this Gott has to do with its dense population. The sampling methods to be used in selecting the respondents in this research is therefore be both purposive sampling and random sampling that may provide equal chance of being selected for each group of population under study.

The 2007 national census reported a total population for *Sebeta* Town is 49,331, of whom 24,356 were men and 24,975 were women (CSA, 2010), from municipal estimation currently more than 69,000, growing of migrant's young people rapidly from different region increase the residence of the town particularly unemployed. Sample population size data in *sebeta 01, 04* and *06 kebele* selection made based on 7 Gott households are 5767 out of those, N= (409) questionnaires were distributed in the study area. The Yamane, Taro statistical Formula was used in determining the sample size. The formula is:

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

Where

n = sample size

N = population

e = error margin

$$N = 5767$$

$$n = \frac{5767}{1 + 5767(0.05)^2} = \frac{5767}{1 + 5767(0.0025)} = \frac{5767}{1 + 14.5} = 15.5$$

$$n = \frac{5767}{15.5} = 372.1$$

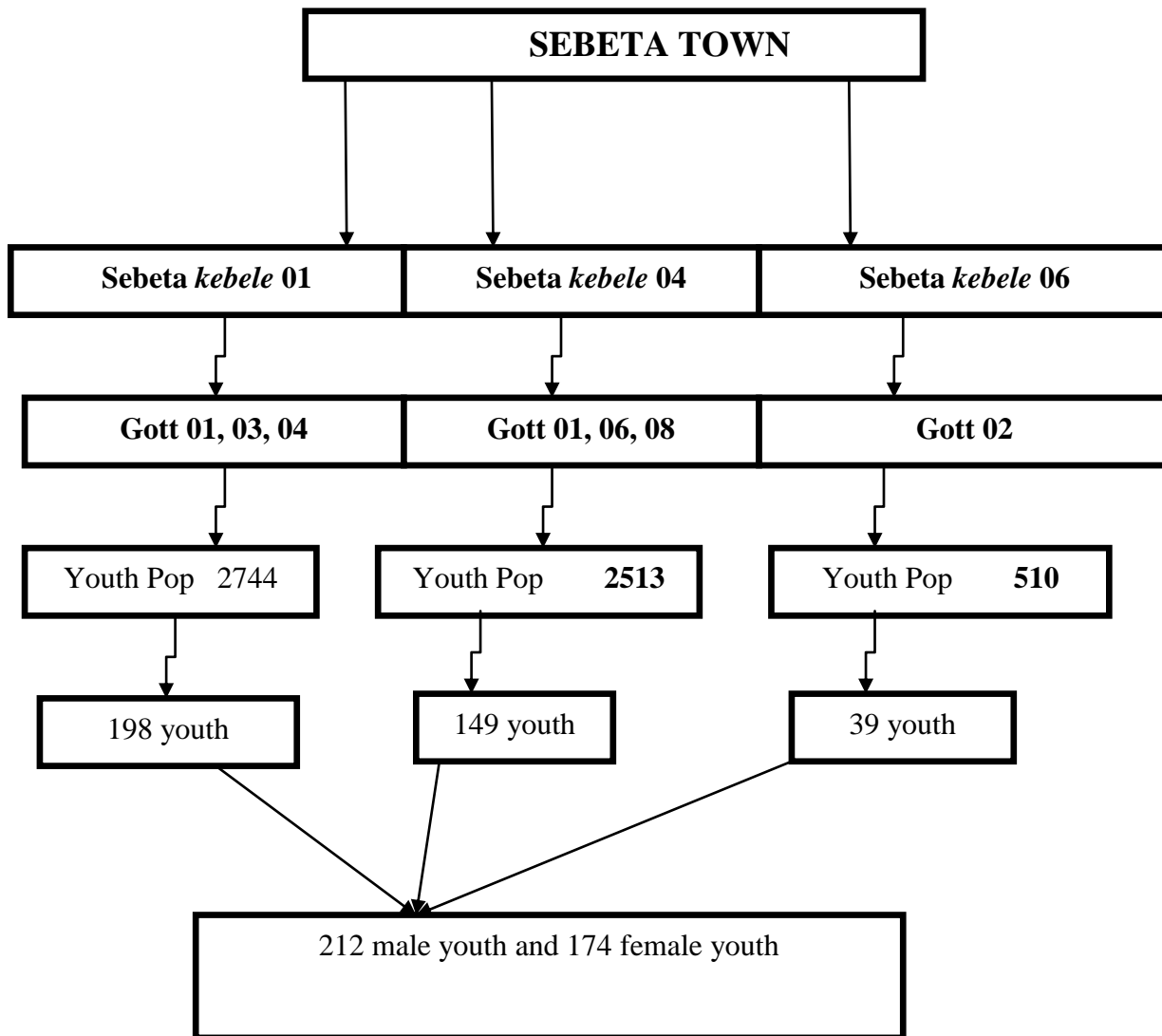
∴ The sample size population for the study: 372+37=409

❖ Notes: I used to take the 409 sample size respondents of the study area by adding 10% for non-respondents. However due to the unwillingness and not return the questioner I only found 386 respondents, the only option which I made is to use those 386 respondents. The non returns are less than 10%. Which means there is enough data to precede this thesis.

**Table 3.2 Sampling method and sample of respondent's selection from each kebele of Gott**

Surveyed kebele	Sebeta Kebele 01			Sebeta Kebele 04			Sebet Kebele 06	Methods of selection
	01 Gott	03Gott	04 Gott	01 Gott	06 Gott	08 Gott	02Gott	
List of Gott	01 Gott	03Gott	04 Gott	01 Gott	06 Gott	08 Gott	02Gott	Simple random sampling
Total population	946	886	912	783	806	924	510	
Sample Size	70	62	66	44	52	53	39	
Total Sample population	386							
Total population	5767							

Source: Primary data (2019)



**Figure 3.2: Schematic Presentation of the Sampling**

*Source:* Primary data (2019)

From the total sample size, the actual covered samples were 386. In the town there is large numbers of population, there are homogenous of the population interims of socioeconomic status are similar and they have common issues problems. Actually, this study doesn't cover the whole sample population size of study area, because of financial problem and the dense population the researcher difficult to cover. However, this sample data fill the gap for the problems in the town and it indicated for further studies in the study area.

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*1 Gottis division of population under kebele which may contain about 300 households.*

### **3.5. Data Collection method**

#### **3.5.1. Primary Data Collection**

Primary data were collected on first hand data sources from sample respondents. The primary data were both quantitative and qualitative data in nature. The researcher collected the primary data at the time of field survey. Questionnaires, interviews and FGDs were the most important methods used to collect the primary data.

One set of questionnaire, containing both open-ended and close- ended types were designed and administered to the selected respondent. Initially the questionnaires were prepared in English but it was translated in to *Amharic* and *Oromiffaa* due to the local language to make the questions simple, clear, and understandable to respondents. Checklists also developed and used to guide the interview and FGDs. Two FGDs have 5 participants from each group conducted and both groups are parents and youth unemployed from both sex attend.

#### **3.5.2. Secondary Data Collection**

The secondary data were gathered from official statistical resources like BOFED, CSA, publications and municipal documents. Additional secondary data and information were used from other journals, project reports, internet sources, research findings of various scholars on the topic under investigation, and other publications produced on youth unemployment in Ethiopia were consulted and referred.

### **3.6. Method of Data Analysis**

The data and information obtained from questionnaires and interviews analysed and results discussed Qualitative data analysis through tabulating supporting quantitative as narrate the case and the table. The Quantitative data entered into SPSS version 20 and analysis is carried out through descriptive statistical analyses like percentages, cross tabulation frequencies, chi-square significant interval and use to examining the challenges of youth unemployment.

### **3.7. Ethical consideration**

In conducting a research, observing to the principles of research ethics is crucial. First, a letter written from the center of population studies were submitted the town municipality in order to get permission to conduct the study. The objectives of conducting the study were explained to the city municipality head. Secondly, respondents were informed about the objectives of the study and their response will be kept confidential and not used for purpose other than the

objectives of the study. Thirdly, they were also informed that they have the right not to answer to any of the questions. Finally, respondents were up-to-date about the rights they have to know the results of the study. Further the name of respondents was avoided from the questionnaires.

## CHAPTER FOUR

### The Findings and Discussion

This section instigates with a presentation of data analysis and interpretation of information on demographic and socio-economic cause and emerging challenges of youth unemployment amongst youth in *Sebeta* Town. This is followed by the provision of data on the views of the causes of the problem, firstly with a presentation of the respondent information and challenges of youth unemployment. This is preceded by a presentation of opinions held by the public on the causes of the problem. This in turn is followed by information on the measures adopted by the government to address the challenges of youth unemployment. A general sum up of the data analysis concludes this section of the paper.

#### 4.1 Background Characteristics of Respondents

The survey has collected a wide range of information which is essential to the interpretation of the findings and the understanding of the results of the study on demographic and challenges of youth unemployment in *Sebeta* Town. The background characteristics of respondent which include the demographic and socio-economic profile of respondents interviewed in the study area such as age, sex, marital status, migrant status, education level and employment status are presented in this section using figures and tables.

#### 4.2. Demographic Characteristics of Respondents

##### 1. Sex of Respondents

One of the variables used to discuss the demographic characteristics of the respondents is gender. As presented in Table 4.1 among the respondents 54.9% were male whereas females comprise only 45.1%. There were more male respondent in the study than female because of most of the female respondent do not cooperate to accept the questioner at the time of data gathering. The male respondents were found more active in this study.

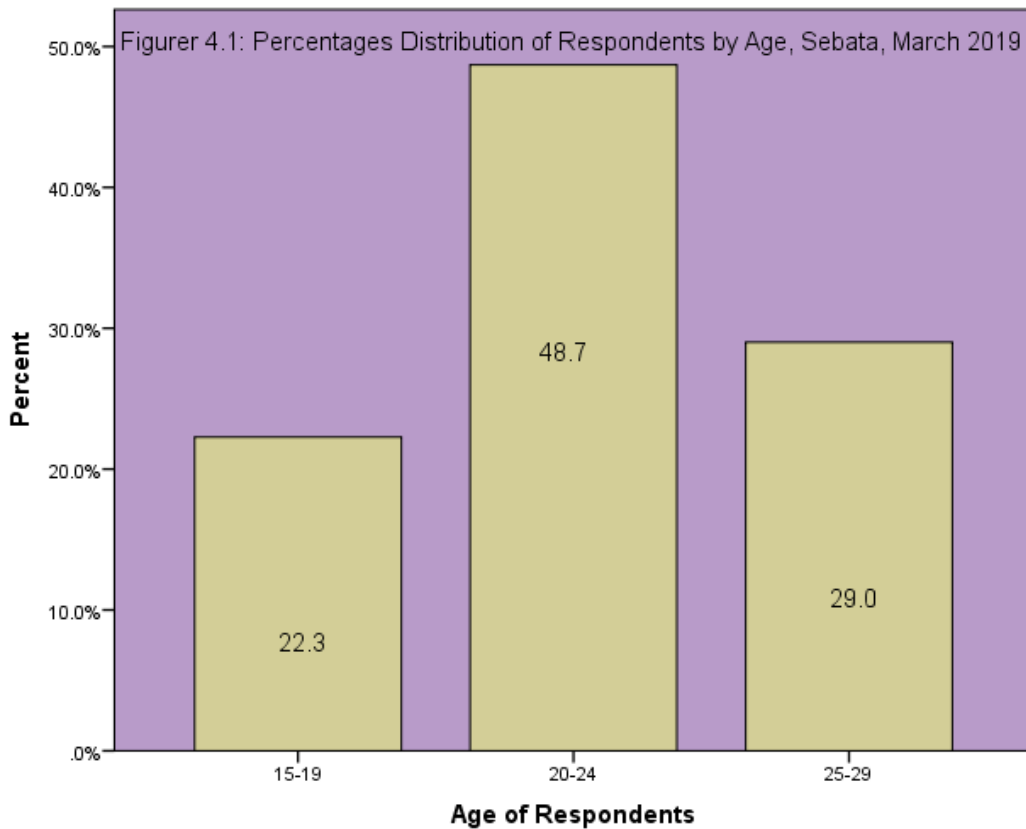
**Table 4.1: Distribution of Respondents by gender, *Sebeta* Town, March 2019**

Sex	Number	Percent
Male	212	54.9
Female	174	45.1
Total	386	100.0

*Source:* Survey data, 2019

## 2. Age of Respondent

The age distribution of respondents included in the survey is presented in Figure 4.1. The highest proportion of respondents were found in the age group 20-24 years (48.7%), 25-29 year had response (29.0%) and age group between 15-19 year had response (22.3%), The age group 20-24 years had the majority response because more victim and it was easy to access to them information. Young age unemployment population mostly migrant into the town without any educational level and work experience, it exposed for many socio-economic and political crises to the government.



**Figurer 4.1: Distribution of Respondents by Age, Sebata, March 2019**

Source: Survey data, 2019

### 3. Migrant Status of respondents

Now days, in Ethiopia, there are high flow of young people from rural area to peripherals urban centers. *Sebeta* is one of the newly growing towns near to the capital city. The population of the Town show a significant increment from time to time caused by high population growth and rapid rural-urban migration. As indicated in the table 4.2, shows that 78.0% of respondents were migrants and the remaining 22.0% were non-migrants. As a result of such pressure, they were preferred to leave their local areas with the aim of searching job. However, in most cases they didn't get things as they were expecting and life became more difficult than before. These conditions faced them to engage into urban informal sector, particularly in construction. In this regard, sample respondents were asked about the reasons for their migration. Accordingly, there were various reasons behind their arrival to *Sebeta* Town. From the total migrants, were 18.0% came due to access of education, 12.0% came due to political violence and instabilities in previous residence and 70.0% were to use the access of different job opportunities in the Town. According to the field survey, most of the migrant leave their origin of place, because of shortage of harvesting land, economic problem, to advance their education level and to find job.

**Table 4.2: Distribution of Respondents by Migrant status, *Sebeta* Town, March, 2019**

Migrant Status	Number	Percent
No-Migrants	84	22
Migrants	302	78
Total	386	100

*Source: survey data, 2019*

### 4. Marital status

In the Table 4.3 indicate the marital status of respondent, out of them 71.0% were found that single, 28.0% are married and 1% divorced. The majority of the respondent found in this study was single.

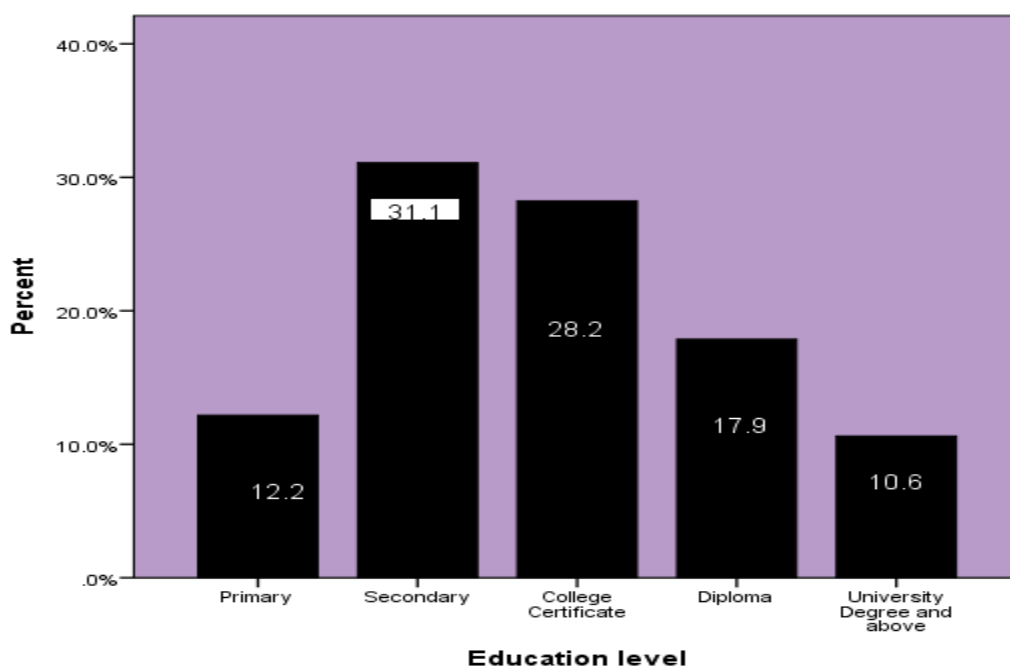
**Table 4.3: Distribution of Respondents by marital status, *Sebeta* Town, March, 2019**

Marital status	Number	Percent
Married	108	28.0
Single	274	71.0
Divorced	4	1
Widow	-	-
Total	386	100.0

*Source: survey data, 2019*

### **5. Educational level of the Respondents**

Human capital plays a significant role in the development processes of a country. Education is one of the component human capitals which have direct impact on the employment condition of peoples. The distribution of respondent according to their educational level is presented in figure 4.2. The data on the highest educational level the respondent demonstrated that the higher proportion 31.8% and 28.2% of respondent completed some attended secondary and college certificate, respectively. 17.9% and 10.6% respondents attained Diploma and completed Degree and above. The graph shows that most of the respondent had attained secondary and college certificate education. Because most of young male dropout from primary and secondary education and came to in the town to search job. More than 50%of respondents of youth are complete high school and above. These shows that most of youth unemployed are skilled labour in sebeta Town.



**Figure 4.2: Distribution of Respondents by Educational Level, Sebeta, March, 2019**

Source: Survey data, 2019

**Table 4.4: Distribution of Respondent by cause of youth unemployment**

Challenges Of youth unemployment	Sex Respondents				Total	
	Male		Female		Number	Percent
	Number	Percent	Number	Percent		
Staging economic	87	41.0	71	40.8	158	40.9
Rural urban migration	90	42.5	69	39.7	159	41.2
Population growth	35	16.5	34	19.5	69	17.9
Total	212	100.0	174	100.0	386	100.0

Source: Survey data, 2019

In the Table 4.4 the study revealed from the respondent cause of youth unemployment lead to vary factors from staging economic account 40.9%, whereas rural urban migration 41.2% and population growth 17.9% respectively. The information shows that the majority of respondent mention the cause youth unemployment is migration of young peoples. Staging economic and population growth other factors remain jobless for most of youth in the study area.

It confirmed to these, youth unemployment in Addis Ababa has been growing rapidly. Population has nearly doubled every decade. Unemployment situation in the city economy has been unable to generate enough jobs, joined with the continued arrival of young semi-skilled and unskilled job seekers have created a significant burden on the job market (CSA, 2013). Challenges of unemployment problem common in all part of the country, however the economic growth doesn't reduced problem of young population, this may led to many socio – economic crises.

In *Sebeta* Town there are a lot of chances for youth to create their own business but there are no suitable microfinance facilities, shortages of land related to market shopping centers and lack of good governance related with corruption. In the town there is no model young club to support and create awareness for young people in terms of developing the cultures of hard working. The government and private sector also didn't create enough jobs in the town. According to the finding the major cause of youth unemployment is rapid flow of young population into the town.

### 4.3. Cause of youth unemployment

**Table 4.5: Distribution from Respondent by cause of youth unemployment**

Which of these do you believe the causes of youth unemployment in <i>Sebeta</i> Town	Age of Respondents			Total	
	15-19	20-24	25-29		
	Number	Number	Number	Number	Percent
Lack of skills	55	138	82	275	71.2
Nepotism and corruption	29	48	29	106	27.5
Lack of a culture of work ethic and job creation	2	0	0	2	0.5
Lack of finance for private job creativity	0	2	0	2	0.5
Unwillingness to work	0	0	1	1	0.3
Total	86	188	112	386	100.0

*Source:* Survey data, 2019

There are number causes of youth unemployment. The most significant is in political insablity and poor macroeconomic performance. Lack of growth affects everyone in the economy and

some groups are particularly hard to sustain to live. Youth are more affected because youth unemployment tends to be super-cyclical. It fluctuates stronger than adult unemployment (Ryan, et al., 2000). The table 4.5 shows that the main cause of youth unemployment in *Sebeta* describe as: Job relevant skills constraints, including insufficient basic skills, technical skill mismatch, behavioral skill mismatch, or insufficient entrepreneurial skill. Many of respondent blame unemployment due to lack of skills young people. Response 275 counts while *about 71.2%*. Based on the empirical while finding a job cause of lack of skill is higher for male than female because of many young male without considering their skill just looking for job does not guarantee means to escaping poverty.

Training intervention can yield promising result to overcome a range of skills deficits. Other causes lock of skills is illiterates and lack of appropriate vocational training of youth vulnerable to unemployment in the area. Nepotism and corruptions are other factors recently the study area according to the respondent accounts 106 and 27.5%. The municipal administration system not addresses all issues of young population of unemployment because of miss-organization of microfinance and abuse of power.

Lack of a culture of work ethic and job creation others factors it had response account 2 and 0.5%. Lack of finance for private job creativity also it had response account 2 and 0.5% said that the government does not concerned to respond the question for the problem which existed in the study area and not create any opportunities to support them. Unwillingness to work is took response 0.3%. The cultures of work habits still not developed in our countries, it needs to change the societies to transform how to control themselves from any challenges to do anything to sustainable life and the way to do any job to create businesses in everywhere.

**Table 4.6: Distribution of Respondent by rural urban migration contributes to unemployment in study area**

Answer	Number	Percent
Yes	292	75.6
No	94	24.4
Total	386	100.0

*Source:* Survey data, 2019

Currently in Ethiopia, there is high flow of the people from rural area to urban centers. *Sebeta* is one of the newly growing towns near to the capital city of the country. The population of the town show a significant increment from time to time caused by high population growth and rapid rural-urban migration.

According to above table 4.6 shows that it is true the rural-urban migration also contributes to unemployment in *Sebeta* Town as indicated the respondent accounts (292) and 75.5% said that Yes rural urban migration contribution for youth unemployment and the rest of them said that accounts 94 and 24.4% said that No. we can suggested that Rural-urban migration flow in the town are very high and the major impact for the problem. Still there are many causes for young migrants as observed field survey, most of the migrant leave their origin of place, because of shortage of harvesting land, economic problem and to use the access of job opportunities in the town and political instability contributes in the study area.

#### 4.4. Challenges of youth unemployment

**Table 4.7: Distribution of Respondent by main challenge of youth unemployment in study**

The main challenge of youth unemployment in <i>Sebeta</i>	<i>Sex of respondents</i>				Total	
	Male		Female		Number	Percent
	Number	Percent	Number	Percent		
Low levels of education	3	1.4	2	1.1	5	1.3
Poor entrepreneurship skills	126	59.4	103	59.2	229	59.3
Job selective	39	18.4	28	16.1	67	17.4
Lack of culture work	44	28.8	41	23,6	85	22.0
Total	212	100.0	174	100.	386	100.0

*Source:* Survey data, 2019

There are number of challenges of youth unemployment. The most significant is poor macroeconomic performance. Lack of growth affects everyone in the economy and some groups are particularly hard to sustain to live. Youth are more affected because youth unemployment tends to be super-cyclical. It fluctuates stronger than adult unemployment (Ryan, 2000). The table 4.7 shows that the main challenges of youth unemployment in *Sebeta* describe as: Low level of Education matter for young population to compute in any sectors to employed and

enhances their career. The majority of respondent sighted low level of education as challenges of youth unemployment count 5 of these, 3 males and 2 females, it had response 1.3%. Education and unemployment have positive relationship, because if you want a good job, get a good education, because the chance to have employment is high. But the majority of youth in the town educational levels are very low.

Every one believed that education is a key to reduce unemployment condition, but no one give attention to develop their knowledge and career to be competitive to achieving their goal.

In addition to basic, technical and behavioral skills entrepreneurs need creativity and managerial skills that enable them to sort out good ideas from bad ones, find the resources and means to create a proto-type and take the idea through its growth phases (World Bank, 2017). While were lack of financial capital and management skills and knowledge of how to start a firm were significant obstacles to entrepreneurs in *Sebeta* Town.

**Poor entrepreneurship skill:** - is a key nowadays to sustain their livelihood particularly for young population in the world, because of they had not enough job available from the government and private sectors particularly in the study areas. According to the respondents the major challenges of youth unemployment is poor entrepreneurship skills and had a response of 229 counts where 126 males and 103 females and it had response 59.3%. The data shows as poor entrepreneurship skills are the highest challenge for youth unemployment in the study areas. Youth are to be employment it needs to be mind of good entrepreneurship in all sectors, by means of creating their own business and self-employment.

**Job selectivity:-** currently rural urban migration of youth to find good work without considering their potential and educational levels are major problem to unemployed. There were also responses on job selectivity as another challenge of youth unemployment had response 67 counts where 39 males and 28 females and it had response 17.4%. Now days, job selectivity is dominant most of young peoples in this town.

**Lack of culture work:** - is a very bad culture in our countries it affects the socio-economic and political impact for the government and societies. As a results, youth victims for varies illegal activities, drugs addictive and violence in their village. So that, it needs to aware the benefits of culture working to change their own life in the futures. Lack of hard work habit also mentioned

for challenge of youth unemployment and 85 counts where 44 males and 41 females and it had response 22.0%. Others challenge of youth unemployment in study area observed by the researcher are limited job opportunities and access to resource. In response to the alarming unemployment situation, Ethiopia governments at various times have made attempts to solve the nagging unemployment problem by setting up various solutions. However, there is no significant change for youth to create opportunities rather than hope. Another problem is rapid growing human capital and rural – urban flow of young people into the town dominant for many men and women to cope their economic situation. As a result, most of young women led to jobless and caused to migrant in abroad.

Unemployment situation in the town from time to time increase, because of unbalanced labour market, low investment, corruption and lack of good governance. The challenge what the respondent replay indicates that the government should arrange all things depended on each challenge, for example it established good governance, arrange credit facilitate for youth unemployment to create their own business, improve policy and the strategy of youth to create opportunities to all.

**Table 4.8: Distribution of Respondents by sort of job which the youth looking for**

The type of job which youth looking for	<i>Sex of Respondent</i>				Total	
	Male		Female		Number	Percent
	Number	Percent	Number	Percent		
Manual	13	6.1	18	10.3	31	8.0
Technical	78	36.8	60	34.5	138	53.0
Administrative	34	16.0	19	10.9	53	13.7
Professional job	87	41.0	77	44.3	164	42.5
Total	212	100.0	174	100.0	386	100.0

*Source:* Survey data, 2019

Young population, most of the time, prefer to be employed in the formal sector and private sector. The finding agree with public sector and formal private sector employment are considered good job, due to their high wages, while self-employment, casual and cooperative employment are considered to be bad job (Serneels, 2007). Youth interviewed participant mention most of

them aspire to get white collar jobs because the blue collar jobs are not valued due to low amount of wage and most of the jobs are work for temporary that mean The private owners higher the employers through contract for months or years. Another reason the Youth also mention is the society give little or low respect for blue collar workers. As indication from the study area job selection affect youth to employed and wet the government vacancy is the observed in this study. Owing to wage Variation, youth class prefers to get education and training for good job. However, most of those aspirations to formal sector jobs never get one because of the sectors small share in the labour market. The key informants in *Sebeta* Municipal interviewed, graduate expectation of a smooth and rapid transition from school to work, attitude towards work and low level of initiative keep youth away from being proactive in starting their own businesses As shown in Table 4.8, had response (8.0%) of agree to work in manual, about (53.0%) want to work in technical sector, (13.7%) responses interest to work in administration sector and (42, 5%) said that to work in professional.

From our findings research, it can be seen that the large percentages of our respondent want to work in technical economic sectors. These finding agree with that of (CSA, 2010) stated earlier in chapter two. CSA viewed that the large percentage of youth engaged in technical and constructional employment, because there is no enough job chances in the urban. The government and private sector failed to create enough job opportunities for youth in the study area. These indicated as, how challenges to get suitable and sustainable job for most of youth in this town and all over the countries in Ethiopia. Many young Sort the favorable work areas without any efforts and advancing educational knowledge leads to hopeless and violent against the government and the societies.

**Table 4.9: Distribution of Respondents which know any business advisory Service in *Sebeta* Town**

Do you know any business advisory service	Respondents	
	Number	Percent
Answers		
Yes	256	66.3
No	130	33.7
Total	386	100.0

*Source:* Survey data, 2019

As indicated the above table 4.9 related to business advisory service facilities activities in the study area observed there are some structure based on government and non-organization to support youth unemployment. However, these facilities service not active to reduce the problem and it doesn't accountable and transparent to address and identifies the existing situation based on research. They have the data but there no any movement to give advice and give credit to create their own business. Most of youth complain municipal activities because every day registers but there is no answer to give the solution. According to survey data gather from the study area do you know any business advisory service, it had response account 256 (66.3%) they said that yes and it had response 130 (33.7%) said that no concerned to the question.

We can observed that many young unemployment knowing business advisory service benefits and asked help to organized create job in the area. But the answer of business advisory service, they haven't budgeted and finance to release money for those register. Give always hope, this shows how the government organization exposed not give enough attention for the problem at list to reduce.

**Table 4.10: Distribution of Respondent by the most important challenge facing Today's youth in Sebeta Town**

challenge facing today's youth in Sebeta Town	<i>Sex of Respondent</i>					Total
	Male		Female		Number	
	Number	Percent	Number	Percent		
Poverty	90	42.5	71	40.8	161	41.7
Migration	69	32.5	47	27.0	116	30.1
Street children	8	3.8	5	2.9	13	3.4
Dependency	16	7.5	23	13.2	39	10
Prostitution high	9	4.2	6	3.4	15	3.9
Teenage pregnancy	9	4.2	9	5.2	18	4.7
High drug addictive	11	5.2	13	7.5	24	6.2
Total	212	100.0	174	100.	386	100.0

*Source:* Survey data, 2019

According to the Table 4.10 which indicate is unemployment challenges that 41.7% respondent said that youth affect related to unemployment is poverty, were 30.1% said that migration and 3.4% mention street children in the area, 10% mention that dependency and 3.9% said that youth are affected in the town create prostitution high. Were 4.7% responded agree to answer teenage pregnancy is one of the problem in town, were 6(1.5%) of male and 3(0.75%) female were answer high teenage pregnancy and 6.2% said that youth are affect high drug addictive. According to the above respondent the highest percentage youth challenge related to unemployment in the town are poverty and migration. The female age group from 20-25 years high migration level due to the lack of jobs.

**Table 4.11: Distribution of Respondents by challenges facing today’s youth unemployment situation in *Sebeta* Town**

challenge facing today’s youth in <i>Sebeta</i> Town	<i>Sex of Respondent</i>					
	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
Corruption	84	39.6	63	36.2	147	38.1
Lack of transparency	74	34.9	65	37.4	139	36.0
Political intervention	22	10.4	28	16.1	50	13.0
There is no model youth club	5	2.4	6	3.4	11	2.8
There are no any opportunities for youth	27	12.7	12	6.9	39	10.1
Total	212	100.0	174	100.0	386	100.0

*Source:* Survey data, 2019

According to the table 4.11 which indicate the base on the challenges in orders solve young peoples’ unemployment situation in *Sebeta* Town were among 84(39.6%) of male and 63(36.2%) of the female said that corruption is a problem, 74(34.9%) of male and 65(37.4%) of the female indicated that lack of transparence and accountable of official, while 22(10.4%) of male and 28(16.1%) of the female agree to response there is political intervention related to lack of good governance, 5(2.4%) of male and 6(3.4%) of the female mention that there is no model youth club in the town and 27(12.7%) of the male and 12(6.9%) of the female mention that there is no any opportunities to access and engaged in economic activities.

As indicated to the above survey the highest factors to seeking the challenges in orders solve young peoples' unemployment situation in *Sebeta* Town the programs to address the problem were cause of corruption and lack of transparency are deteriorated the chance to be beneficial of the resource distribution and the government policies and strategies constitutional advantages are not yet developed in *Sebeta* Town. As the municipal administrative mention that, in the town.

There is a lot of access and market business but the problem is the way to handle and organizing the youth are very weak to mobilized young people in economic activities. The information which I found from youth FGD discussion they said there is a problem regarding with the previous and the present Municipal and *Kebele* administrative not seriously mobilizing youth club and lack of good governance, human power, and corruptions are affecting the occurrences of youth unemployment and still the problem continues.

In Ethiopia there is some reformation to empower youth economic activities by creating micro entrepreneurship and facilitating other chances in urban areas. However, these improvements are not good enough and insignificant changes in study area Due to these many of young population lead for various violence against the government and challenges societies to go freely in the Town.

#### **4.5. Perception of youth unemployment in the study area**

In these present the data collected in the field work to conduct the perception the challenges of youth unemployment in *Sebeta* Town. The finding of the survey conducted that from municipal administrative and societies interview show that young people compliance the lack of attitudes towards work habit is not growing and created. And also the researcher observed that most of the societies blaming that the high rate of corruption and lack of appropriated policy and strategy affect young people benefit (Balunzi, 2001). Youth in Africa is extremely categorical, cultural notions of seniority play an important role in how young people participate in the society this affects the interactions between young people, the government and other relevant institutions, that deals with them.

The data indicated in the related to this issues (ILO, 2012) confirm that youth policies in most African countries are designed without the input of young people. We can say that in our country the problem related to young people meet is varies reason it happen. Most of young people dissatisfaction with the current policy of youth because of the government failed to create

chances and empowering youth in multidimensional. The situation is serious particularly for women and migrants of young people from rural-urban in the town. In study area, the way to perceive challenges of unemployment is not simple for many young people. Because of their livelihoods are not well manageable to afford for living standards and have no any hope to

Develop their career for the future. The societies also blame youth are victim for many social problem such as theft, criminal activities and drug addictive like chewing chate, as a result of unemployment.

**Table 4.12: Respondents by their perception of youth unemployment in *Sebeta Town*, January, 2019**

Q. No	Perception	Number	Percent
1	strongly disagree	4	1.1
2	Disagree	5	1.3
3	Undecided	24	6.2
4	Agree	117	30.3
5	strongly agree	236	61.1
Total		386	100.0

*Source:* Survey data, 2019

According to below table 4.12 concerned to the perception of youth unemployment observed from societies and the survey field indicated that were 1.1% of respondents strongly disagree most of youth are unemployment in the town, 1.3% were disagree, while 6.2% undecided, 30.3% agree and were 61.1% are strongly agree respectively. According to the field survey more than 70% of respondents agree there is high level of youth unemployment problem in the town. The societies suggest that it is a serious challenge in this area because of inadequate socio-economic status.

**Table 4.13: Youth Perception of Respondent training will have good chance to find employment**

Q. No	Perception	Number	Percent
1	strongly disagree	-	-
2	Disagree	3	0.8
3	undecided	27	7.0
4	Agree	139	36.0
5	strongly agree	217	56.2
Total		386	100.0

*Source:* Survey data, 2019

As indicated Table 4.13 below shows that what the perception of youth is regarding to taking training will have is how much support to finding a good job and creates opportunities to be employment. According to the finding 0.8% disagree, 7.0% of undecided, were as 36.0% of respondents agree and 56.2% strongly agree respectively. Moreover, the survey found that the training youth attained in vocational or completed degree programs in the compass are not fulfilled to get work.

Most of the youth respondents are strongly agree and agree because the training will take and job occasions are related in labour market. As we know, education is a basic to create opportunities and competences one of them wanted in field of work areas. But many young people committed themselves and being hopelessness rather than trying hardly to find the way of out to from their problem. Different training in the study area is not well organized and supported young population to overcome their economic situation and create livelihood.

**Table: 4.14: Distribution of Respondents opinion, why is it difficult for young people to find job**

Q. No	Perception	Number	Percent
1	strongly disagree	-	-
2	Disagree	2	0.5
3	Undecided	45	11.7
4	Agree	178	46.1
5	Strongly agree	161	41.7
Total		386	100.0

*Source:* Survey data, 2019

The living standard of young people is basic causes to be failed create jobs and cope the challenges meets in the society particularly in the rural areas. It creates difficulties to search jobs because lack of financial and update information concern to job vacancy. As a result many youth in the town difficult to find a job because of many reason, such as availability of work they wish, they are involved in drug and crime activities, it is difficult to find information on open job, it is complicated to apply for job and others socio-economic factors. Based on the above table 4.14, field survey shows that 0.5% of respondent disagree, 11.7% undecided, 46.1% agree, were 41.7% strongly agree respectively.

The field result found that the majority of the respondent are agree or in between because their education young people are cause to be more trouble to find job. However, most young people mention that, poor family young not being actively informed in many ways the only means to be get good education and hard worker. Poverty is one of indicators of unemployment it affect youth the living standards, access to get better education, to create businesses by themselves and restricted to find other options. Availabilities of work they wish and drug addictive are the others problem of young migrants to find job.

#### 4.6 Solution of youth unemployment

Rapid growth of population and economic development decline in the country lead to youth unemployment and the slow-moving pace of job creation in *Sebeta* Town, efforts to reduce unemployment are diverse. The efforts could be viewed from two dimensions: (i) creating productive jobs for various skill categories as per requirement of the economy and (ii) enhancing the skill levels of available labor force to match it with the skill that the economy requires (CSA, 2017).

In regarding to *Sebeta*, the comprehensive strategy of employment creation seeks to promote job creation in the public sector, private sector and also in terms of promoting self-employment and entrepreneurship in the town. Public sector is a major formal sector employer in urban Ethiopia. It accounts for almost two-thirds of formal sector employment. However, in *Sebeta* Town the majority of youth employer engaged more informal sector and private sectors. The public sectors are not much significant in this Town concerning to expand multiple views to employed young population.

**Table: 4.15: Distribution of Respondents by appropriate solution to fight unemployment.**

Appropriate solution to fight unemployment in <i>Sebeta</i> Town	<i>Sex of Respondent</i>					
	Male		Female		Total	
	Number	percent	Number	percent	Number	percent
Training skill building	94	44.3	75	43.1	169	43.8
Credit provision	88	41.5	69	39.7	157	40.7
Job creation	30	14.2	30	17.2	60	15.5
Total	212	100.0	174	100.0	386	100.0

**Source:** Survey data, 2019

According to the below the Table 4.15 which is indicate that appropriate solution to fight unemployment among 94(44.3%) of male and 75(43.1%) of the female suggested that to fight unemployment situation in the study area, it need to be training skills building, were about 88(41.5%) of male and 69(39.7) of the female were responses as a solution enhancing credit provision while 30(14.2%) of male and 30(17.2%) of female agree that job creation in the town is the priority condition before the problem arise. According to the information above table the highest respondent mention to fight youth unemployment problem are training skills building

and enhancing credit provision. High flow of young people from countryside to the town were cause of aggravated and it need to take immediate action as a solution. Another option to accelerated public and private sectors development enhance opportunities for job creation in the town. In recent year, there has been promising start privates sectors investment business activities.

The involvement of the private sectors creates opportunities for many young men and women rather than public sectors. The public sectors cannot cove the whole issues, it need to the contribute from different non-organization agency and private sectors. However, this is not enough to solve unemployment situation in the Town. Because still many youth were cause for varies problem as a result of unemployment.

As indicate to the town municipal mention that, the government support by facilitating conducive business environment to enable private sector to increase employment opportunities which including improving access to business land, enhancing access to credit and improving infrastructure service and providing special incentives like subsidized credit services, preferential land lease, reducing tax rates, and effective training services for priority sectors. And also supporting them with give working place, finance/credit/ and training for those unemployment.

In terms of Micro and Small Enterprises many youth in the town compliance because of there is no proper structural framework, unplanned business, the distribution of land to work, finance and credit access and corruption hinder the significance of the strategy of the government. In the town also there is no skill man power to create awareness and facilitated in a good way to support youth. However according to the key informant of women and youth association, social workers in the wereda they plane due to the municipal strategy and start register so many youth un employs in order to support and train them regarding with different vocational trainings and also group them in order to give working space and borrow money from government micro finance biro. But there is no enough resource and budget to support and train youth unemployed. So there work is valueless as they said because the only thing they do is make the registration and give false hope to the youth which is very sad to work in this place due to the complicity of the situation.

Youth in the town have the ideas about the important of Micro and Small Enterprises to be self-employed. Then after they complete their graduation most of the youth stay at home without any job. Because there are major challenges regarding with the government in order to support the youth. As a strategic plan the government put action plan but in reality it is the reverses. There is only one NGO in town which gives vocational training and show the way to create their business. Only to the female youth to be called *siiqe*.

According to the head of this institution they only train very few youth women's due to their limited budget allocation and the high rate of young women unemployed in the town. She also suggested that the government must give priority to the situation because it gating worse every time and lead the youth for different challenges like involving in different crimes, young women prostitution and unwanted pregnancy. This may seem simple to say, but it is important to give special attention to the situation and guide young people in study area to reduce the impact.

**Table: 4.16: Distribution of Respondent important of youth club in *Sebeta* Town**

challenge facing today's youth in <i>Sebeta</i> Town	<i>Sex of Respondent</i>					
	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
Create awareness	59	27.8	58	33.3	117	30.3
Provide social services	79	37.3	49	28.2	128	33.2
Create opportunities	14	6.6	13	7.5	27	7.0
Discourage young from unsuitable places	28	13.2	26	14.9	54	14.0
Create youth center	32	15.1	28	16.1	60	15.5
Total	212	100.0	174	100.	386	100.0

*Source:* Survey data, 2019

The below table 4.16 which show as the important of youth club in *Sebeta* Town were among 117 (30.3%) said that create awareness is a important, 128 (33.2%) indicated that provide social service, while 27 (7.0%) agree to response create opportunities related and, 54 (14.0%) mention

that Discourage young from unsuitable places and 60 (15.5%) of said that Create youth center and engaged in economic activities.

As mentions to the above survey high respondent said that provide social service are not well developed and deteriorated the chance to be beneficial of the resource distribution and the government policies and strategies constitutional advantages are not yet developed in *sebeta* Town. As the municipal administrative mention that, in the town there is a lot of chances and market business but the problem is the way to handle and organizing the youth are very weak to mobilized young people in economic activities.

Another problem was the previous Municipal and *Kebele* administrative not seriously mobilizing youth club and lack of good governance, human power, and corruptions are affecting the access of youth unemployment. The existing Youth Policy (long-term benefits) approach meets the expectation of Medium Term Development Goals and the Vision 2030 developmental Pillars are not achievable in most African countries due to the unstable political, inequality resource distribution and economic crisis. In Ethiopia there is some reformation to empower youth economic activities by creating micro entrepreneurship and facilitating other opportunities in urban areas (UN, 2018). However, these improvements are not good enough and insignificant changes in study area.

#### **4.7. Differential Analysis the challenge of youth unemployment**

There are different methods of assessing the association between two variables. Pearson Chi-square test is one way for examining a bi-variate relationship. It measuring the degree of association between a given independent variable and the dependent variable keeping the effect of the other variable constant (Rodgers, 1989). For all demographic background variables such as sex, age, marital status, education, migrant status and employment status taking on at a time, a test of association was carried out using the crosstab, frequency and chi-square test.

The chi-square of independent was made to know whether or not there was a significance association between the independent variables challenges of youth unemployment and a set of explanatory variables with a significant level (p- value). When p- value is  $< 0.05$  at, there is a significant association between each of independent variable with dependent variable.

##### **4.7.1. Demographic Factors association with youth unemployment**

Gender of a respondent is one of the demographic variables that were found to be related with employment status. The relationship between sex male included in the sample, among 56

(26.4%) male were employed while among 156 (73.6%) male were unemployed, respondents were among 56 (32.2%) female employed and 118 (67.8%) female were unemployed. This shows that male unemployment is higher than female unemployment. However, at the time of field survey the respondent participants of female was not obedient to answer and by chance the numbers of participant higher male were unemployed. The chi-square test indicates a statistically significant association between sex and unemployment status ( $\chi^2 = 1.544$ ,  $P < 0.042$ ).

Respondents were asked about their migration status at the time of survey. Based on their response, the difference in challenges of youth unemployment status was examined. As shown table 4.17, were among (30.4%) are migrants youths showed higher percentages of unemployment in the town compared to non-migrant among (26.7%) were unemployed. The difference was a statistically significant  $\chi^2 = 3.841$ ,  $P < 0.049$ .

Education levels play an important role for employment. As indicated the table 4.17, the relationship between education level of youth and employment status illustrates that challenges of unemployment was higher among those respondents who are primary (71.4%) having secondary level (66.1%), College Certificate (77%), attending diploma (70%) and Degree (50%). The Pearson chi-square test confirmed that the association was a statistically significant  $\chi^2 = 3.741$ ,  $P < 0.041$ . Although, the relationship between marital status and youth employment status is concerned, the percentage of unemployment among (71.6%) were married, (70.9%) were single and (1.0%) divorce in respectively. According to the field survey single young population mostly affected to unemployment because, lack of accessed to education and other cultural factors. The test of association was a statistical insignificant  $\chi^2 = 0.073$ ,  $P > 0.086$ .

**Table: 4.17: Chi-Square test result of association between challenges of youth employment status and Demographic variables, *Sebeta*, April, 2019**

variable	Employment status		Total	$\chi^2$ –test	P- value
	Employed	Unemployed			
Education level				3.741	0.041
Primary	36(28.6%)	90(71.4%)	126 (100%)		
Secondary	41(33.9%)	80(66.1%)	121 (100% )		
College Certificate	22(22.7%)	75(77.3%)	97(100%)		
Diploma	12(30%)	28(70%)	40(100%)		
Degree	1(50%)	1(50%)	2(100%)		
Marital status				0.073	0.086
Married	29(28,4%)	73(71.6%)	102(100%)		
Single	81(29.1%)	197(70.9%)	278(100%)		
Divorced	2(33.3%)	4(66.7%)	6(100%)		
Sex				1.544	0.042
Male	56(26.4%)	156(73.6%)	212(100%)		
Female	56(32.2%)	118(67.8%)	174(100%)		
Migrants status				3.841	0.049
Migrant	73(30.4%)	167(69.6%)	240(100%)		
Non-migrant	39(26.7%)	107(73, 3%)	146(100%)		

Source: Survey data, 2019

#### **4.7.2. Analysis of the relationship between respondent sex and population growth impact on the challenges of youth unemployment**

According to study area survey distribution response from rapid population growth and migrants of youth unemployment, as indicated table 4.18 that (56.4%) male and (43.6%) of the female respondent agreed that the population growth and migration impact on then challenges of youth unemployment, whereas (50.5%) of male and (49.5%) of the female said that population growth are not link with youth unemployment. From our research findings, it can be seen that the largest percentages of the respondents mention that the rapid population growth and migration

responsible for high rate of youth unemployment. This finding agree with that of (ILO, 2017), stated in earlier in the chapter two and (CSA, 2016), reports view that the government failed to create enough job opportunities for new growing population and internal migration.

The chi-square test association between government vocational training and youth unemployment based on sex compared.

Ho: Rapid Population growth and migration scheme is not responsible for high rate Of youth unemployment

Hi: Rapid Population growth and migration scheme is responsible for high rate of Youth unemployment

Df = (1) 0.041

Critical values at the levels of significance at = 0.05

$X^2 = 0.984$

$P 0.041 > 0.05$

The above findings confirm that the population growth and migration schemes responsible for high rate of youth unemployment. We accept the hypothesis chi-square ( $X^2$ ) is less than the critical values. These findings confirm rapid population growth and migration scheme is responsible for the high rate of unemployment. In line to this research the field survey findings correspond to with that of (Lynch, 1983), who stated that those young people in areas within a brought with high population countries are much more constrained in their employment opportunities than those less population growth advanced to reduce the problem.

Another reason why the borough of residence may be significant is that it is low living standard, lack of community services and fragments of population leads to migration of youth all of which contribution to a general alienation of youth unemployment.

In developing countries rapid population growth directly affects economic growth and development. The government cannot be create job for all young education population, as a result many of them cause to social problem, such as political violence, women prostitution, dropout of school and dissatisfaction on their countries, particularly in study area the respondents mention that the municipal administration doesn't carry about the situation. The demand of young population still untouched and there is no any help to solve the challenges of you unemployment.

**Table: 4.18: Chi-square distribution of respondent sex and population growth and migration**

Population growth	Sex of Respondents		Total	X2	P-Value
	Male	female			
Yes	164(56.4%)	127(43.4%)	291(100%)	9.084	0.041
No	48(50.5%)	47(49.5%)	95(100%)		

Source: Survey data, 2019

#### 4.8. Comment of societies regarding to challenges of Youth Unemployment

comment regarding to this observation is vary, according to group discussion, observation and interviews from the respondent participants, in this part of discussion with *Sebeta* Town participants some of selected by the researchers and 3 *Sebeta* municipal administrated and *kebele* leaders, however, treating rural-urban migration youth should be seen as a whole and linkages should be strengthened. As participant said that the major cause of youth unemployment is rural urban flows are social, economic and political factors and the working habits of young population is not well developed with the current occurrence of economic growth demand.

The government Policy responses which center on the provision of infrastructures have often been inadequate to solve the structures problems of either, while policy responses designed to facilitate these flows have focused upon the provision of infrastructure and hierarchical networks to small towns and rural service centers. The respondents revealed that strengthening rural-urban linkages development requires the coordinated effort of both public and private sectors to boost the economic and other social facilities. At the same time as enabling all actors to participate in the development process. This entails fundamental changes on the part of the state, including expansion of the range of actors involved in infrastructure improvement, through the formation and implementation of public-private partnership programs.

The government should also increase the participation through the decentralization of the government functions and the empowerment of local communities and more effective coordination bonds of actors involved but still they have shortages of resource to mobilize and support young unemployment (*Sebeta* municipal, 2019). This would help both the unemployed youth and the actors involved to effect the urban-rural migration and reduced other social issues in the study areas.

## CHAPTER FIVE

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1. Summary

This study had the objective to identify the most important demographic socio-economic and emerging challenges of youth unemployment in *Sebeta* Town, *Oromia* National Regional state. The survey largely used primary data through conducting simple random techniques. In order to assess the challenges of youth unemployment data on the background information characteristic of youth were collected from 386 respondents. The samples were selected by using multistage sampling design and the data analyzed by using cross-tabulation frequency, percentages and chi-squares analysis methods.

The distribution of the respondents by sex and age shows that the majorities 54.9% of the respondents were male and 48.7% of the respondents were found between age (20-24) years. With the regarding to educational level of the respondents, the majority of respondents about two thirds of them had completed secondary and college certificate and the rest were 17.9% are completed diploma and the rest are degree.

The issue challenges of youth unemployment were also analyzed in relation to the sex, age and educational level variables using crosstab analysis. As far as sex is concerned, female were at disadvantage in their employment. When compared with male, the percentage of unemployed female was higher. Unemployment also affects youth who has come from other areas to *Sebeta* Town. With regarding to youth educational level, respondents who had secondary and college certificate level of education were not employed in formal work and in jobs available in the labour market of the study area. In terms of marital status of respondents, single youth were unemployed as compared to married youth.

The percentages distribution shows that sex of a respondent and migration status, among the demographic variable were statistical significantly related to youth unemployment. The relative risk of unemployment was found to be higher for females than males. And also, compared to non-migrants the likelihood of being unemployed was higher for migrants.

## 5.2. Conclusions

Challenges of youth unemployment currently lead to violent against the government because of instable rural urban migration and other issues crisis impose heavy social and economic cost,

Many young people said that there are no multiple alternatives to create their own businesses to solve their temporary problem and lack of opportunities challenges of youth unemployment of the in the study area. The government also less aware to identify the interest, potential and other things to reduced unemployment. According to FGD, most participants negatively complain on the issues of regarding youth policy amended. Because of there is no any progressive change in the town to support and create opportunities for young people. So, there is a gap the issue of government reform policy concern to youth.

Many reason contribute to the challenges of youth unemployment such as shortages of resource, poor economic performance, low level of education, high population growth, lack of entrepreneur, motivation, skills mismatch and other factors challenges for current young people in the study area because the involvement of public and private sectors are not bring any new transformation and reformation to mitigated the problem of youth unemployment.

The impact of youth unemployment the government should be considering as a current national issues. So that, public and privates sectors and non-governmental organization it needs to be responsible to reduce the effect of youth unemployment. Nowadays, youth have better opportunities to get education and vocational training and choice to do on their interest and potential.

The implication of unemployment for young people leads to poverty, migration to urban areas, rising criminals rate in the town, lack of youth participants and low morale values among young peoples.

In general, to overcome the issues challenges of youth unemployment in the study area, the government a comprehensive strategy of employment creation seeks to promote job creation in the public, private sector, and also change the attitude towards how to develop socialization in terms of promoting self-employment and entrepreneurship.

### 5.3. Recommendations

Based on the finding of this study, the following recommendations have to be taken in to consideration. The study identified multitude of factors responsible for high rate challenges of youth unemployment in the study area. It can be seen that youth unemployment issues in Ethiopia is a continuing problem until high priorities are given to the situations and addressed according.

- ❖ Based on the result, government should establish good governance, arrange credit facilitate for youth unemployment to create their own business.
- ❖ According to key informants from the municipal immediate action is taken by government, private sectors and NGO to create awareness and how to cope with challenges in their life. The family also supports and aware their children to be hard working.
- ❖ Another option to accelerated public and private sectors development enhance opportunities for job creation in the town. And also Micro and Small Enterprises (MSEs) and supporting them with give working place/land/, finance/credit/ and training for those unemployment. It would have to know the potential, interest and identified the current problem of youth in the particular areas.
- ❖ Empowering women and giving advised for migrant before leaving their original place are one way to control the challenges of young people. Women particular vulnerable for many socio-economic crises in related to livelihood and access to education.
- ❖ Young migrant people also victims of unemployment in the town. As a result cause for social problem and reduced opportunities of youth unemployment in the Town. Thus, identifying the challenges and setting the solutions is valuable.

Based on the finding the researcher also recommended that to reduce this high rate of unemployment and create opportunities among *Sebeta* Town the above mentioned schemes and the following could be applied:

- ❖ Construct practical skills training centers and make the cost of training affordable to the youth as only this can help the system to produced job creators than seekers.

- ❖ More effort should also put in rehabilitated young offenders and drug addictive among them.
- ❖ Female youth are significantly worse than male youth and special priorities need to social, cultural and political recognition they deserve.

In terms of the government policies, there need to promote strong political will to address the challenges of youth unemployment in the town. Nothing much can be achieved in youth development without the commitment political and government leaders. Some strategies include policies to improved labour standard and social protection for youth.

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