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**Perceptions on governmental intervention strategies towards youth
unemployment in Zimbabwe.**



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**A dissertation submitted in fulfillment of the requirements for
the Degree of Master of Social Work (MSW)**

University of Fort Hare

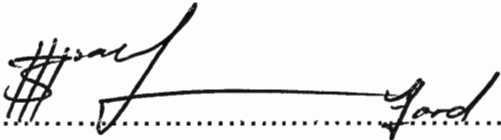
January 2015

Supervisor

Professor N. Mesatywa

Declaration

I, the undersigned, Dennyford Mafa hereby declare that the work contained in this dissertation is my own work, except where due acknowledgement is made with full references in the text and it has not previously been submitted to any university or institution of higher learning for any qualification or certificate.

Signed


Date




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DEDICATION

This work is dedicated to my late father, Cde John Mafa and my mother the late Mrs.
Julia Mafa



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I wish to express my sincere appreciation and thanks to my supervisor, Professor N. Mesatywa for her constant guidance and advice during my write up of my dissertation. I am thankful to her for being readily available for consultation and for her positive criticism, which assisted me to perfect and produce a quality research project.

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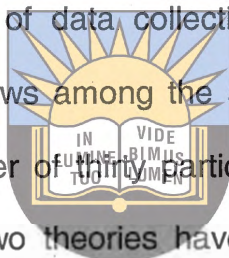
Moreover, I appreciate my friends and my cousin sister Itai Mafa who supported me and strengthened me when I lost my one and only parent. Their warm hearts contributed greatly to the success of my studies.

I wish to acknowledge with thanks the financial assistance received during my studies from Govan Mbeki Research Development Centre of the University of Fort Hare. Also want to that the university at large for electing me in Student Representative Council which assisted in my day to day upkeeps.

Abstract

The aim of the study was to evaluate the perceptions of citizens of Zimbabwe on governmental interventions towards youth unemployment in Zimbabwe Chinhoyi. The specific objectives central to the current study are as follows: governmental intervention strategies set to curb youth unemployment; the perceptions of the youth pertaining to informal employment as well as on the services rendered.

The study has used the qualitative research paradigm which dwells beneath a social phenomenon in order to draw substantiated findings. This had been operationalized using two methods of data collection which are the focus group and individual face to face interviews among the services providers and the end users respectively with a total number of thirty participants in all.



A complementary combination of two theories have been used and these are; the sustainable livelihood approach and the community development theories. Findings highlighted that there are challenges that pertain to the enhancement of the development, growth and sustainability in the implementation process of the governmental intervention strategies. Regardless of the brilliant ideas and strategic interventions, the government lacks the practicality of the implementation of these intervention strategies. The research found out that interventions are there which both the individuals and the focus group share common sentiments. However, intervention entails a process which has different facets which obligates the government to function systematically to avoid default in the process of service delivery.

Recommendations postulate that government and various stakeholders should take cognizance and develop mechanisms and strategies for poverty alleviation, growth, development and employment creation for the youth.

Contents

List of tables	xi
Acronyms and abbreviations	xii
ZYC Zimbabwe Youth Council.....	xiii
Chapter One.....	1
Introduction and background to the study	1
1 Introduction	1
1.1 Problem statement	4
1.2 Aim of the study.....	5
1.3 Objectives of the study	5
1.5 Research methods linked to the research questions.....	6
1. Theoretical framework	6
1.6.1 Community Development theory	7
1.6.2 Sustainable livelihood approach (SLA).....	8
1.7 Research methodology.....	9
1.8 Definition of terms.....	11
1.8.1 Who are youth?	11
1.8.2 Unemployment	12
1.9 Significance of the study	12
1.10 Conclusion	13
Chapter Two	14
Perceptions of citizens towards youth unemployment	14
2.1 Introduction	14




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2.2 Prevalence of unemployment.....	14
2.2.1 Prevalence of unemployment globally.....	14
2.2.2 Prevalence of unemployment in Sub Saharan Africa	15
2.2.3 Prevalence of unemployment in Zimbabwe.....	16
2.3 Causes of unemployment.....	19
2.3.1 Social challenges.....	20
2.3.2 Educational literacy.....	22
2.3.3 Gender Inequality.....	23
2.3.4 Social welfare support.....	25
2.3.5 Natural factors.....	26
2.3.6 Political influence and instability.....	27
2.3.7 Exploitations and embezzlement of funds.....	28
2.4 Economic factors.....	29
2.4.1 Labour market.....	29
2.4.2 Entrepreneurship skills	30
2.4.3 Access to credit	30
2.4.4 Resource distribution	32
2.5 Effects of unemployment.....	32
2.5.1 Individual.....	32
2.5.2 Family	33
2.5.3 Community and national level.....	33
2.6 Governmental intervention strategies.....	35



University of Fort Hare
Together in Excellence


2.6.1 Agriculture.....	37
2.6.2 Entrepreneurship skills	38
2.6.3 Education	40
2.6.4 Health.....	41
2.7 Employment sector	42
2.8 Causes of informal employment.....	44
2.9 Effects of informal employment.....	45
2.10 Theoretical frame work to youth employment.....	47
2.10.1 Community development theory.....	47
2.10.2 Sustainable livelihood approach (SLA).....	51
2.11 Conclusion	53
	
University of Fort Hare <i>Together in Excellence</i>	
Chapter three	55
Research Methodology.....	55
3.1 Introduction	55
3.2 Research methodology	55
3.2.1 Research paradigm.....	55
3.2.2 Research design	56
3.2.3 Research domain.....	61
3.2.4 Population of the study	61
3.2.5 Sampling methods and techniques.....	62
3.2.6 Sampling frame.....	62
3.2.7 Unit of analysis	63

3.3 Methods of data collection	64
3.3.1 Face to face in-depth interviews	64
3.3.2 Focus group discussions	65
3.4 Data collection instrument	65
3.4.1 Individual	65
3.4.2 Focus group discussion	66
3.5 Data Analysis	68
3.6 Research process	69
3.7.1 Application for ethical clearance.....	69
3.7.2 Gaining entry.....	70
3.7.3 Identification of participant.....	70
3.7.4 Carrying out of focus group discussions.....	70
3.7.5 Capturing of data	71
3.7.6 Analysis of the data.....	71
3.8 Ethical considerations.....	71
3.8.1 Gaining access to potential participants.....	71
3.8.2 Informed consent	72
3.8.3 Confidentiality and anonymity.....	72
3.8.4 Informing the potential participants about research goals	72
3.8.5 Disclosing results to participants.....	72
3.8.6 Avoiding exposure to harm or risk	72
3.9 Validity and reliability.....	73



University of Fort Hare

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3.10 Conclusion	73
Chapter Four	74
Presentation, interpretation of findings and data analysis	74
4.1 Introduction	74
4.2 Theme one: Biological information	74
4.3 Theme two: Perceptions to government intervention and strategies	79
4.4 Theme three: Employment insight	91
• Lack of capital	92
4.5 Theme four: services offered	100
Table 4.6 Services offered	100
Category.....	100
Chapter five	112
	
Summary of findings, conclusions and recommendations	112
5.1 Introduction	112
Table 5.1 presents the summary of the findings as per themes and categories.....	113
5.2 Theme one: Biographical information	113
5.2.1 Individuals interviews.....	114
5.2.2 Focus group	117
5.3 Theme two: Intervention strategies.....	119
5.4 Theme Three: Informal Insight.....	126
5.5 Theme Four: Services.....	131
5.6 Conclusion about methodology.....	135
5.7 Suggestions for future research	136

5.8 Conclusion	136
References.....	138
Appendix one.....	146
Individual informed consent from.....	146
Focus group informed consent.....	147
Appendix two.....	148
Annexure 1.....	148
Interview schedule	148
Annexure 2.....	151
Focus group discussion	151
Appendix 4.....	155



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List of tables

Table 1.1	research methodology linked to research questions	8
Table 3.1	individual interview guide	57
Table 3.2	focus group interview guide	59
Table 4.1	individual biographical information	68
Table 4.2	focus group biographical information	69
Table 4.3	intervention strategies theme	72
Table 4.4	informal employment theme	72
Table 4.5	employment insight	81
Table 4.6	services offered	87
Table 4.7	challenges	91
Table 4.8	services needed	94
Table 5.1	theme categories table	97



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Acronyms and abbreviations

“A” Level	Advanced Level “O” Level Ordinary Level		
AMTO	assistance medical treatment order	BAT	British American Tobacco.
BEAM	basic education assistance module	CABS	Central Africa Building Society CDE Comrade
CDT	Community Development Theory		
ECA	Economic Commission for Africa		
ESAP	Economic Structural Adjustment Programme	EU	European Union
GNU	Government of Nation Union		
GPA	Global Political Agreement		
HIV/AIDS	Acquired Immune Deficiency Syndrome		
IIEP	Indigenization and Economic Empowerment Programme	IFAD	International Fund for Agricultural Development
ILO	International Labour Organization	ISOP	Integrated Skills Outreach Programmes
MDG	Millennium Development Goals		
MYDIE	Ministry of Youth Development Indigenization and Empowerment		
NIEEF	National Indigenization and Economic Empowerment Fund	NYET	Nyanga Youth Empowerment Trust
OAU	Organisation of African Unity	OVC	Orphans and Vulnerable Children
RBZ	Reserve Bank of Zimbabwe		
SADC	Southern African Development Community	SLA	Sustainable Livelihood Approach
SMEs	Small and Medium Enterprises	STDs	Sexually Transmitted Diseases
UN	United Nation		
UNCHP	United Nations high Commissioner for	Human Rights	
UNDP	United Nations Development Programme		



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UNICEF	United Nations Children's Fund USA	United States of America
VTC	Vocational Training Centers	
WB	World Bank	
ZANU PF	Zimbabwean African National Union Patriotic Front	
Zimstat	Zimbabwe National Statistics Agency	
ZJC	Zimbabwe Junior Certificate	
ZYC	Zimbabwe Youth Council	



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Chapter One

Introduction and background to the study

1 Introduction

All over the globe youth unemployment and its eradication is central to many governments. Unemployment is defined as a state of joblessness, not working and having no means of earning income International Labour Organization (ILO) 2010. International Labour Organization (ILO), 2010 asserts that, "...unemployed workers are those who are currently not working but are willing and able to work for pay, currently available to work, and have actively searched for work". In relation to the above generalized definition of 'unemployed workers', youth unemployment is the state whereby young people who are able and willing to work cannot find employment opportunities. Furthermore, International Labour Organization (ILO, 2010) reveals that three out of five (60%) unemployed people in Africa are the youth. This state of unemployment poses various menacing challenges to many African countries. In Zimbabwe, unemployment is estimated at (75%) endemic unemployment (Kanyenze, 2006: 278). This has had serious economic implication to most citizens of Zimbabwe. As a result, poverty has immensely increased while development indices have greatly dropped in the past decades.

Extreme poverty and hunger have been witnessed especially in developing countries as unemployment ravishes the Zimbabwean economy as well as international reserves. Unemployment as a hindrance to a sustainable livelihood has proved to be a stumbling block to the realization of the Millennium Development Goals (MDG) number one which aims at, eradicating of extreme poverty and hunger around the globe (Sachs and McArthur, 2005). This then calls for all nations to revise their policies and implement sustainable and developmental strategies aimed at

poverty reduction, food security and citizen employment.

in the past decade or so, Zimbabwe was ravaged by political and economic challenges such that the country experience food insecurity and lack of circulating money, negatively affecting the once exceptional educational system of Zimbabwe. This led to school dropouts and thereby compromising the youths' future, community, and the prospect of the nation at large. This significantly compromised the achievement of MDG number two that aims at achieving universal primary education (Sachs and McArthur, 2005). Evidently, lack of basic education makes almost impossible for the youth to be competitive on the labour market due to their lack of skills.

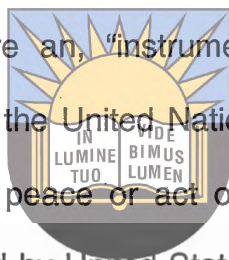


It is in this plight that the researcher considers a research of this nature to be important as it can possibly come up with strategies to ensure the need of employment therefore a better ~~life for the youth~~ ^{topic} has been chosen as a result of an observed increase in the number of youth unemployment in Chinhoyi. The increase of unemployment rate in Chinhoyi is a result of other factors such as; rural-urban migration, education system, few industries, retrenchment and lack of resources among others.

Unemployment in Zimbabwe can be traced from way back in 1990s', with the introduction of the Economic Structural Adjustment Program (ESAP) (Nherera, 2005). Generally, Economic Structural Adjustment Program (ESAP) is a program which seeks to eradicate and reduce poverty. Initially, in Zimbabwe, the program was introduced after the severe drought, resulting in deficit to the country. Therefore, there was a need to reduce government expenditure in the employment sector through retrenchment. Nevertheless, ESAP resulted in

unemployment in various sectors of production for instance, farming, the public service, clothing industries, leather, and construction industries (Masunungure and Braton, 2006). Due to loss of jobs, ESAP undoubtedly was a failure as the recession was persistent. Hence the economy continued to deteriorate throughout the nineties. This is evidenced by a survey that was carried by the Confederation of Zimbabwe Industries which revealed that, "over 400 companies had closed down and around 10, 000 jobs lost in 2001 alone" (Nherera, 2005:10).

Despite the country's efforts to stabilize, it has been impeded by economic sanctions imposed since 2001. Sanctions are an, "instrument accessible to the Security Council acting under Chapter VII of the United Nations Charter in the event of any threat to the peace, breach of the peace or act of aggression" (Hove, 2012:73).



These sanctions have been imposed by United States of America, United Kingdom, Australia, Canada and the European Union. The reason for these sanctions is however, debatable among the Zimbabweans and the imposers. Citizens could say they are economic yet, Western policy documents could say they are targeted, restrictive and smart in nature (Chingono, 2010). These sanctions have dismantled all the sectors of life and resulted in the emergence of informal employment. During this era of economic meltdown, youth have been involved in informal, illegal markets as a way of making their economic ends meet. This has largely affected the country's economy. The country's economy has also been paralyzed by inflation of the Zimbabwean currency. This was prompted by the printing of bearer cheque's which caused inflation to sky rocket. The situation normalized when the country introduced the use of foreign currency. Although the introduction of the use of United States of American dollars and South African rand stabilized the economy greatly, it also reduced a score of the youth that earned their life through changing currency in

the illegal black markets. However, this further impoverished the youth.

These phases have impacted negatively on all the sectors of life, whether politically, economically and socially. The researcher considers it is the mandate of the government to step in and intervene in an attempt to mitigate such problems. The deterioration of the Zimbabwean economy has presented many problems such as the inability for many or rather children to be at school, increase youth crime, and increase in abuse of human rights especially the minors, youth poverty and prostitution (Zinhumwe, 2012). This might have contributed also to the spread of HIV and AIDS pandemic and other Sexual Transmitted Diseases (STDs) as prostitution become a survival strategy in both towns and cities. In a nutshell, unemployment affects the social and holistic wellbeing of any immediate family and the world at large. This means that unemployment affects the Ministry of Youth, Ministry of Agriculture and Mining, and Ministry of Finance and Education among others. This research serves to address issues pertaining to the relevant needs of the youth, policies which are favorable and timely to this changing world.



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1.1 Problem statement

It is imperative to note that the unemployment rate has become a crisis with an international, regional, and national concern especially in developing countries. It is mostly the youth that have been left vulnerable. However, if this is not addressed it will leave the world without leaders, and the future of the youth would be doomed. This will seriously affect all sectors of life, socially, economically and politically. This could lead to more youth resorting to criminal behavior in an endeavor to make their economic ends meet. However, this has tremendous effect not only for the youth, but also to the elderly for there will be no one to care for them as they age.

Apart from the elders, it could also leave children without parental care since the youth would be imprisoned for engagement in crime.

Therefore, youth unemployment should be addressed as a matter of urgency, in order to avert this calamity. Furthermore, this will pose a heavy burden to the government to facilitate and implement the residual approach of providing a huge number of people with social security in form of grants. This researcher, therefore, considers making an investigation into the perceptions of Zimbabweans on the dynamics pertaining to youth unemployment. This will, optimistically, help in finding solution to the state of unemployment in Zimbabwe.



1.2 Aim of the study

The aim of the study is to evaluate the perceptions of the citizens of Zimbabwe on governmental interventions towards youth unemployment in Zimbabwe Chinhoyi.

1.3 Objectives of the study

- to evaluate governmental intervention employed to address youth unemployment in Zimbabwe.
- To examine the perceptions of the youth about other informal employment that could assist to address unemployment.
- To find out the kinds of services that are offered by the social service practitioners to improve youth employment.

1.4 Research questions

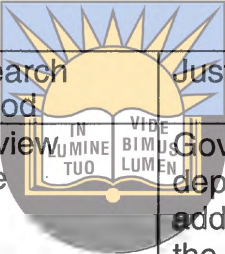
- What are the governmental interventions employed to address youth

unemployment in Zimbabwe.

- What is the perceptions s of the youth about other informal employment strategies that could assist to address unemployment?
- What kinds of services are offered by the social service practitioners to improve youth employment?

1.5 Research methods linked to the research questions

Table 1.1



Research question	Research method	Justification
What are the governmental interventions employed to address youth unemployment.	Interview guide	Governmental interventions depend on the needs will be addressed. They take the face of the problem which requires in-depth interviews so as to explore the dynamic on perceptions around the interventions.
What are the perceptions of the youths about other informal strategies that could assist to address unemployment?	Interview guide	Perceptions vary from ones perspective. Therefore the interview guide has facilitated a flexible dialog and discussion between the researcher and the respondents.
What kind of services is being offered by the social service practitioners to improve youth employment?	Interview guide	Services rendered differ from person to person and also organisation to organisation. The in-depth and focus group discussions will facilitate a platform to lucidly get the information from the respondents.

1.6 Theoretical framework

Theoretical framework plays a crucial role in every research. Concise Oxford dictionary (2001) states that a theory is best understood as, "...a supposition or a system of ideas intended to explain something, especially one based on

general principles independent of the phenomenon to be explained.” However, Babbie (2010:10) contents that a theory is, “...a systematic explanation that relate to a particular aspect of life.” Therefore, theoretical framework is a guiding bench mark that sets the motion to the relevance of the practice to a specific research arena. This study would use community development theory and sustainable livelihood approach (SLA) to evaluate the perceptions on governmental intervention strategies towards youth unemployment in Zimbabwe as discussed below.

1.6.1 Community Development theory

Community development theory is grounded in the work of Paulo Ferrer (Ledwith, 2011). This theory has been found to be relevant to the study as it engages community structures to address social needs and empower groups of disadvantaged people (Mendes, 2008). The relevance of the theory lies in its ability to ensure community sustainability especially in the developing countries such as Zimbabwe. Moreover, the approach is centered on the oppressed people and looking into solving social ills pertaining to youth unemployment.

Furthermore, community development encourages participation of individuals, and community members to develop the available resources in order to meet their needs. In the same note it also provides and encourages partnership, as a collective approach to addressing the needs of the community. It should be emphasized that partnership needs determination and this many work as the vehicle that accelerates the implementation of strategies that empower the citizens and mitigate unemployment and its effects (Mendes and Binns, 2012).

In addition, there is promotion of networking, engagement and social animation,

and collaboration and leadership lobbying, work together in the process of effecting a change for the betterment of the society (Mendes and Binns, 2012). As a result, there will be engagement of local leadership, non-governmental organization, governmental and also the international organizations collectively to deal with the manifestation of such social ills. This is relevant to the study since youth unemployment poses international, regional and national concern yet it requires all levels to collaborate and have a common goal to achieve.

Community development can also be best understood by its principles which are; human orientation, participation, empowerment, ownership, release, learning, adaptiveness and simplicity (Ledwith, 2011; Zastrow, 2010). These principles advocate for the youth themselves to participate in the process of mitigating unemployment. This is also supported by features based on collective action, need orientation, objective orientation and action at grassroots level (Swanepoel and De Beer, 2011). These features complement the principles as they address the needs of the youth collectively with participation at grassroots level. The foundation on which the Community Development Theory (CDT) is based substantiates its relevance to the current study as it seeks to eradicate unemployment among the youth.



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1.6.2 Sustainable livelihood approach (SLA)

The researcher has also used integrated Sustainable Livelihood approach (SLA) to supplement the loopholes of the Community Development theory. Sustainable livelihood approach (SLA) was introduced by Brundtland Commission on Environment and Development. However, the United Nations Conference on Environment and Development further expand the theory, advocating for its broad aim to eradicate poverty (Valdes- Rodriguez and Perez- Vazquez, 2011).

The approach is a holistic method because it focuses on the exploration and utilization of the resources, for sustainable development. It is applicable mainly to the marginalized and disadvantaged individuals. More so, by virtue of being holistic in character, it explores the causal factors of chronic and seasonal poverty of which unemployment can cause and also be caused by poverty. In this light, the researcher used this approach as it successfully unearthed the underlying factors that lead to unemployment. Finally, the approach has provided an efficient framework for assessing the direct and indirect effects of youth unemployment on people's livelihoods (Valdes-Rodriguez and Perez- Vazquez, 2011).



The researcher preferred this model since it advocates for sustainability of the resources so as to mitigate the crisis to affect future generations. It is also in this light that the available resources enhance individuals, groups and the community to function on their own which will empower them to be independent. In addition to that the approach also addressed the disadvantaged and marginalized hence this would empower individuals, communities and nations to have an opportunity to change for the betterment of their lives.

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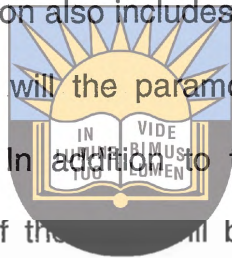
In a nutshell these theories complement each other and work hand in hand to empower youth. However, just in simple semantics, community development assesses the needs of the unemployed youth while Sustainable Livelihood approach ensures the sustainability of available resources to meet the needs of the community pertaining to youth employment. In this case, the researcher has taken note of governmental programs that are set to mitigate unemployment and also poverty.

1.7 Research methodology

Research methodology comprises of the research design which is a yardstick and

guide to the research processes. Population of the study plays a significant role in directing and addressing a problem focused on a particular and specific group of people (Maunganidze and Latif 2004). This effectively would be guided by the sampling procedure which includes sampling methods. There are basically two methods of sampling methods thus, probability and non-probability (May 2011). Sampling frame plays a pivotal role in the methodology section as it represents the potential participants of the targeted population under study (Babbie et al 2012) precisely in this study the participants are the youths.

Further to that the methodology section also includes methods of data collection with specifics to instrument used which will be the paramount important to evaluate the validity and reliability of the data. In addition to that all these subsections are incorporated so that the analysis of the data will be in a systematic and orderly



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manner. this is in support of the steps which are followed by (Creswell 2009), which includes limitations for study, the collection of information procedure through various methods such as observations, interviews documents among others. This is paramount important as it relates to the relevance of the instrument in achieving the aims and objectives of the study. The instruments reliability also plays a pivotal role in the data analysis which would be best suitable for the method in this study the researcher has used interviews guides therefore the analysis would be thematic. the reliability of the instrument is accredited as it would deeply broadly and widely, scrutinize and explore the information with regards to perceptions towards the strategies employed to mitigate youth unemployment in Zimbabwe.

Consideration to code of ethics also forms part of the methodology. In essence ethical consideration forms the bases of every research field. in particular the study deals with beings with perceptions, feelings, emotions attitudes which therefore

needs a couple of consideration to breach human right as enshrined in statutory instruments which has been aligned to General Prospectors which is student guide (General Prospectors 2015).

1.8 Definition of terms

It is of paramount importance to note the definitions of the operational keys words as a yardstick to which the terms are used in the thesis. One would argue that in as much as the words are some but the context differs and varies from place to place individual to individual.



1.8.1 Who are youth?

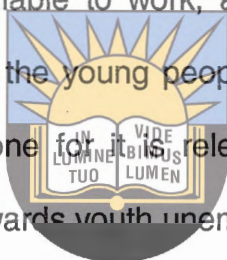
Oxford English dictionary define youth as “...people between childhood and adulthood.” It is imperative to note that from this definition there is no age range. Hence the age range varies from place to place. According to (ILO; 2010) youth ranges from 15-24. while Chirisa and Muchini (2011: 2) argues that “...youth is taken to refer to the population in the age group 14-30 years of age, usually unmarried, out of school and/or in search of employment”. The researcher in this study thereof is not going to be restricted or obsessed by the range but will safely take the youth as young people that have just completed their academic phase of life who are economically active.

It is of great significance to discuss the link between youth, crime and poverty in relation to unemployment. This then calls for empowerment as the vehicle to address these issues. It is known as a fact that unemployment usually results in to poverty and crime (Carmicheal & Ward, 2001). On the other hand it is also known that poverty may lead to where one fails to acquire marketable skills that can be exchanged for money. Therefore, there appears to be a dual-causal relationship

hence needs to explore more on this issue.

1.8.2 Unemployment

Unemployment is a state of joblessness, having no means of earning an income in this highly economic era. It is of great importance that unemployment is the state of being fired from work, and also awaiting looking for job after finishing acquiring the knowledge. International Labour Organisation (ILO: 2010) asserts that, “unemployed workers are those who are currently not working but are willing and able to work for pay, currently available to work, and have actively searched for work”. The research is focusing on the young people who had finished school yet looking for work but could not find one for it is relevant to the studies to explore the perceptions of Zimbabweans towards youth unemployment.



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1.8.3 Strategies

Strategies are mechanisms which are set in place so as to mitigate the current or present situation for the better. In this study these are interventions through various ways such as agricultural programs, which includes animal husbandry, and crop production. Secondly life training skills which includes woodwork, carpentry motor mechanics, metal work dress making among other skills. Lastly empowerment through knowledge capacitation this is through formal learning as provisions are made for assisting the underprivileged. In this study the researcher has reflected on the strategies implemented by the government so as to mitigate youth to which an evaluation was made to see the extent of the mitigation.

1.9 Significance of the study

Discussion in community development and sustainable livelihoods approaches

poses a great positive impact in addressing unemployment and poverty issues. The study is there of a major tool in exploring the challenges pertaining to unemployment and empowerment as an area that the government should prioritize for the betterment of its citizens. Through the explicitly of the perceptions of governmental programs in addressing unemployment the research has given a new tone and set a motion to deal with this problem for youth in Chinhoyi. Apart from the government to be informed of the benefits and the grey areas in its strategies the youth would also be informed of ways which can curb unemployment.

1.10 Conclusion

The research is of great significance for Zimbabwe as the nation that is faced with high unemployment, high crime rate and poverty and as well as HIV/AIDS pandemic. It has therefore been crucial to mitigate youth unemployment as this would ultimately alleviate poverty and work as a vehicle to economic growth and development. This may also eradicate social ills and restore social functioning. The undertaking of research as the current one is also a positive step in the right direction towards the meeting of various MDGs especially goal number one. A focus on the young generation is vital as it insures the securing of the future of nations, because the youths are the future leaders and therefore they need to be empowered.

This chapter has therefore, dealt with the introduction and background to the study; provided a problem statement, aim and objectives of the study; research questions; theoretical framework; research methodology, data analysis and ethical considerations. The following chapter will present literature that has been reviewed.



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Chapter Two

Perceptions of citizens towards youth unemployment

2.1 Introduction

This chapter has reviewed literature relating to youth unemployment and youth empowerment. Relevant literature pertaining to the study was consulted to evaluate the perceptions of citizens towards youth unemployment. This literature chapter however, gave an overview about the subject and has assisted to explain the impact of unemployment on the lives of the youth (Hardwick and Worsley, 2011).

In addition to the above this chapter has focused on the causes, effects of unemployment at national, regional and as well as the global level. However unemployment has different implication of unemployment on the youth depending

on the issues such as gender, age and geographical location. On that note the researcher has explored its impact on the youth. Further this, the researcher

has paid particularly attention to the role of the government in intervening to mitigate the problems as the start-up point. Research questions guided the frame of discourse to provide direction and set the motion of the study.

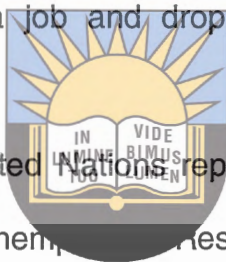
2.2 Prevalence of unemployment

It has been imperative to first discuss the prevalence of unemployment at national, regional and global level. This gave a pointer to the importance and relevance of the study for it to allude imperial current information which would help to find the causes of youth unemployment at hand as the research progress.

2.2.1 Prevalence of unemployment globally

Globally, youth consist about 43.7% of unemployed population (ILO, 2010). Global youth unemployment can be better understood in relation to the global economic

crisis as it is its offspring. This suggests that since the global economic crisis weakened the economies to create jobs for the youth it resulted into youth unemployment. According to ILO (2012a) globally, the youth employment-to-population ratio has dropped by more than a percentage point between the periods 2007 to 2011. There has also been a decline in terms of statistics and it has been stated that all regions outside of Sub Saharan Africa are also affected. For instance in Latin America and other high-income countries their percentage ratios fall by nearly 2 percentage points. Due to the fall of the ratios about 6.4 million youth gave up hope of securing a job and dropped out of the labour market completely (ILO, 2012a).



In addition to that, the 2013 United Nations report indicate that in 2009, about 75.8 million young people remain unemployed. Research indicates that, the youth unemployment rate has been 12.5%, comparative to 4.5% of the elders. The prevalence of such extraordinary rate of unemployment has prompted researchers to undertake a study so as to come up with measures that can mitigate this crisis.

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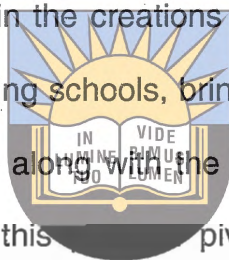
2.2.2 Prevalence of unemployment in Sub Saharan Africa

In Sub Saharan Africa unemployment has been a threat in the past decade. According to ILO (2010) youth unemployment in the Sub Saharan Africa is about 60%. This however, poses a threat to the region since the youth comprise the greater population portion. In line with this for example in 2009, a panel of experts on youth and employment from countries such as Ghana, Mali, Kenya and Colombia met, to discuss ways to alleviate the unemployment crisis in Africa (World Bank, 2009).

Upon deliberations it has been noted that the millennium development goals plays a pivotal role in bringing economic growth and development. For instance promoting

vocational education and training tailored to labour market needs, but taking into account peculiar starting conditions found in a given national or local context. While good education and training can contribute to economic productivity and social cohesion, vocational education and on-the-job-training with young workers and companies also need to involve governments, social partners or other societal actors to be stable and effective. These therefore mandate the governments to take charge of their citizens and economies.

A number of interventions can be noted in regards to the enhance growth and development which are; stimulation in the creations of formal and sustainable jobs, modernization of the vocational training schools, bring academic education closer to the private sector which will also go along with the modernization as well, Starting from regional or sectorial clusters this pivotal role precisely taking into considerations the state of the University of Fort Hare periphery. Upgrading vocational training in the informal sector this however can be argued at the national bases.



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2.2.3 Prevalence of unemployment in Zimbabwe

The history of unemployment in Zimbabwe can be traced from way back in 1990s', with the introduction of Economic Structural Adjustment Program (ESAP) (Nherera, 2005). Generally, Economic Structural Adjustment Program (ESAP) is a program which is aimed at poverty reduction. Initially, in Zimbabwe, the program was introduced after the severe drought, resulting in food insecurity to the country. Therefore, there was a need of reducing government expenditure in the employment sector through retrenchment. Nevertheless, ESAP resulted in unemployment in various sectors of production for instance, farming, the public service sector, clothes industries, leather, and construction industries (Bratton and

Masunungure, 2006). Due to loss of jobs, ESAP undoubtedly was a failure as the recession was persistent. Hence, the economy continued to deteriorate throughout the nineties. This is evidenced by a survey that was carried by the Confederation of Zimbabwe Industries which revealed that, "...over 400 companies had closed down and around 10, 000 jobs lost in 2001 alone." (Nherera, 2005: p10).

Despite the government efforts to stabilize the economy, it has been impeded by economic sanctions imposed by western countries since 2001. Sanctions are, "...an instrument accessible to the Security Council acting under Chapter VII of the United Nations Charter in the event of any threat to the peace, breach of the peace or act of aggression" (Hove, 2012: p 73). These sanctions have been imposed by United States of America, United Kingdom, Australia, Canada and the European Union. The reason for these sanctions however, debatable among the Zimbabweans and the imposers.

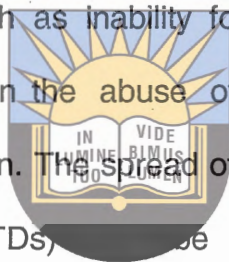


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The imposers would term them economic sanctions whilst the citizens would argue that there are political in nature clothed in to the economic face. This however poses questions that regardless of them being termed either political or economic but nevertheless they pose economic threat to the nation's economy. In support to this notion western policy documents could mention that they are targeted, restrictive and smart in nature (Chingono, 2010). These sanctions have dismantled all the sectors of life resulting in the emergence of the informal employment. During this era of economic meltdown, youth have been involved in informal, illegal markets as survival strategies. This has largely affected the country's economy. The country's economy has also been paralyzed by inflation and deterioration of the Zimbabwean currency. This was prompted by the printing of bearer cheque's which caused inflation to sky rocket. The situation normalized when the country introduced the

use of foreign currency. Although the introduction of the use of USA dollars and South African Rand brought some stability to the economy greatly however, the Zimbabweans economy is not considered stable at the moment. It has also reduced a score of the youth that earned their life through changing currency in the illegal black markets. However, this further impoverished the youth.

These phases have impacted negatively on all the sectors of life, whether politically, economically and socially. The researcher considers it to be mandatory for the government to take responsibility to mitigate these problems. The unstable economy has presented many problems such as inability for all children to be at school, increased youth crime, increase in the abuse of human rights especially the minors, youth poverty and prostitution. The spread of HIV/AIDS pandemic and other Sexually Transmitted Diseases (STDs) are possible be aftermath as prostitution rises in both towns and cities.



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In a nutshell, unemployment affects the social wellbeing of any immediate family and the world at large. This means that unemployment affects all ministries directly or indirectly. This includes the Ministry of Youth, Ministry of Agriculture and Mining, as well as the Ministry of Finance and Education. This research serves to address issues pertaining to relevant needs of the youth, policies which are favorable and timely to this changing world.

Although the above discourse is a generalization of unemployment, the research is however confined to youth since they are either directly or indirectly affected. According to the National census, Zimbabwe's population is approximately 13 million, of which the youth are about 60% thus about 7.8 million. Apparently unemployment according to the Zimbabwe National Statistics Agency (Zimstat) is about 85% (Zimstat 2009). However, it is also estimated that 54% of the

unemployed are youth but they engage in informal sector (Central Statistics Office, 2009). It is therefore, evident that some of the youth are not employed since there is no security, certainty and satisfaction in the informal sector.

In summation it is imperative to note that unemployment has been basically associated with the global financial crisis that is the great recession. This has impacted on the national, regional and the global itself and has also been centered to United Kingdom. The researcher has also explored some of the causes to as to address the question empirically.

2.3 Causes of unemployment

There are many factors that lead to unemployment; the researcher has addressed this in relation to social work practice. It has been noted that economy, politics, and social factors work together so as to enable the holistic functioning of all of the sects in life and this is what social welfare entails. Social welfare is a system such that if any or one of the parts is not working the whole would be affected. In this note employment is a sect in economic well-being of which equally affect the well- functioning of the whole.

Apart from the human or rather man-made impact on the economic, social as well as the political factors are concerned there are other factors that can lead to poverty. Nevertheless, the current research is not going to look into causes of poverty as a whole but will focus on youth unemployment. As such, factors like natural disasters will form part of the discourse in relation to the impact they have on the people's lives. Such factors such as drought, storms, climatic changes, and as well as HIV/AIDS pandemic may lead to unemployment and this may impact negatively to social well-being of the people. These factors may cripple

societal structures hence result in unemployment.

2.3.1 Social challenges.

Social challenges includes issues like discrimination for instance of people living with disabilities, people with HIV/AIDs and other chronic diseases. This means that, social discrimination may lead other people to feel inferior and others to feel superior at the expense of the so called inferior. However, facilities could be provided that will assist and enable them to acquire the knowledge and market related skills that may enable them to be liable for work.

Additionally, ill health may play a crucial role in influencing unemployment. For instance the HIV/AIDS pandemic has also posed to be a threat to employment as it results in voluminous problems. This disease is much prevalent within the youth taking into account the cognizance of the African health facilities which may be poor. According to UNDP (2004) Sub-Saharan life expectancy is the lowest in the world statistics. This may imply that the pandemic affects the most productive age group. Evidence drawn from the year 2003 in Sub-Saharan Africa attested that more than two thirds of the world population with HIV/AIDS resided in this continent UNAIDS (2004). This may reflect the seriousness of the pandemic which negatively affects nations and the continent especially the economically productive age groups.

Apart from its adverse effects on health on the infected individuals, the pandemic also may dismantle the life of the affected. In support to this it has been estimated that 34 per cent of Zimbabwean population were infected by the pandemic at the end of 2002 (UNDP, 2004:11). Consequently, the youth were left without parents who would be employed and generate income to as to assist them to have

opportunities to obtain education.

Furthermore, some of the youth has been left into the custodian of the elderly. This may have posed a problem to social welfare and may have resulted to school dropouts, crime and poverty. May (1998) mention that poverty is a multi-dimensional process which may involve the failure to attain a minimal standard of living, measured in relations to consumption necessities or the income required to satisfy them. Poverty has many dimensions; among them are factors such as, malnutrition, illiteracy, low life expectancy, insecurity, powerlessness and low self-esteem (IFAD, 2001).



According to Grusky and Kanbur (2006) poverty is measured in terms of monetary terms, using levels of earnings or rather incomes or the consumption. In addition to that, poverty can also be measured by headcount of those who fall below the consumption level or poverty datum line. It is imperative to highlight

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that there are basically two types of poverty which are relative and absolute poverty. Relative poverty may have low intensity in the effects of unemployment hence it is absolute poverty that may have adverse impact on youth unemployment. Clarkson (2009) state that although absolute poverty may be used in various ways, it may denote poverty level that do not change over time and may compromise living standards. Therefore, absolute poverty line may represent certain basic level of goods and services, and only rises with inflation to show how much it would cost to buy that package. In other words absolute poverty is therefore measured in relation to access of basic requirements which may include food, shelter water among others.

United Nations high Commissioner for Human Rights (2012: 2) defines absolute poverty as a condition characterized by severe deprivation of basic human needs,

including food, safe drinking water, sanitation facilities, health, shelter, education and information. It depends not only on income but also on access to social services. This definition therefore explains the extent and gravity of absolute poverty. In order to strike a balance relative poverty is defined by each household's income, adjusted for family size, is compared to median income this can also be called relative income poverty (Clarkson, 2009).

2.3.2 Educational literacy.

Illiteracy as one of the dimensions of poverty may pose a threat to youth employment. Education is the key to success and may be a base for one to be employed (Labour force forecasts 2002: Coenjaerts, Ernst, Fortuny, Rei, and Pilgrim 2009). Without education, it may be difficult for one to be employed in any sector. Illiteracy does not mean lack of education but instead may imply a lack of conforming technical advancement in accordance to the ever changing modernized and technologically improved world. Coenjaerts, et al, (2009) attest that there may be mismatch between the demand and the supply of skills possessed by young workers. Thus, due to lack of skills the youth may be unable to be absorbed in to the working environment. . The intensity of the effect of school dropouts and also the issue of not going to school affects employment adversely. According to the Economic Commission for Africa (2004b) the world average was 81 per cent in 2001, which for Sub- Saharan Africa was just above 50 per cent. This means that about half of theme of children in Sub Saharan Africa may not complete school and this may reduce their chances of being employed.

In addition to that, it has been noted that "...the incompatibility between the curriculum and the needs of the industry in changing times. As a result of this disjuncture, graduates' skills may at times be perceivable to be irrelevant to

the needs of the communities and nation at large.” (Zinhumwe, 2012:2). This may pose as a challenge for some of these youths and may deprive them some chances to get jobs due to low levels of education, skills mismatch, lack of advancement of modern technology and lack of experience and skills, (Blanchflower & Freeman, 1999). The education system may be biased and marred with gender issues. This has also an effect in the employment arena to which is a sign of inequality that is to be discussed below.

2.3.3 Gender Inequality

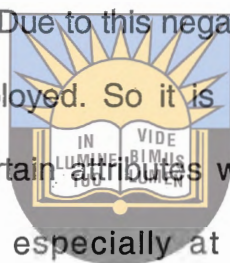
Gender inequality has a greater impact in the labour market and this poses a great concern in advocating for equality and the human rights. It is paramount to note that societies and cultures consider the female to be inferior and male superior, in patriarchal societies. As a concern to that in balance in the society's one could look at the MDG number three which is aimed at promoting gender equality and empower women. This will be a positive move to mitigate unemployment.

In addition to this in Uganda for instance, gender contribute to high unemployment. This is attached to societal and cultural aspect that generally encourages youth people, mostly the girl child to continue depending on parental provision even at an older age.

In 2010 female youth population between the ages of 15-24 was estimated to be about 600 million (Maureen, 2013). However, the trends differ from country to country in developing countries female youth are around 30% of the world's youth population (ILO, 2004 b). This poses a great concern to address the unemployment crisis considering this previously disadvantage sexuality. Due to this it is highlighted that in some regions with historically high gender inequality, the global economic crisis may further harden pre-existing forms of gender-based

exclusion in the labour market (Komarecki, Mendoza & Murthy 2010). However according to ILO (2010) report stated that in East Asia, South-East Asia and Sub Saharan Africa, there was little or no gender difference in the unemployment impact of the crisis. It is within this research that one has to credibility of this assessment.

As the concern poses a global magnitude in areas with gender inequities, such as South Asia, Latin America and the Caribbean and the Middle East and North Africa it is reported that all exhibited much higher unemployment among women as compared to men. In this note there are two identified risks that face female women who are still in school may drop out. Due to this negative effect it threatens the ability and legibility of females to be employed. So it is in this plight that we also see feminization of poverty and also certain attributes which denotes subordination of females to their counterpart especially at work places. This is a major contribution to high unemployment rates among the female youths.



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Contrastingly the ILO (2004 b), reveals that there is a high rate of unemployment among men which is contrary to the above that says that women are highly unemployed due to gender. Statistics show that it is 18.4 per cent female youth unemployment rate, as compared to 23.1 per cent of the male youth unemployment rate, regardless of the fact that there are few women in the labour market (ILO; 2004b). Generally there are more women than men and in the labour market there are few women. So the question of where the women are to meet and tally with the overall population remains unanswered.

The issue of household employment comes into play as this type of employment is not measured on the labour market statistics. The issue of underemployment will be discussed below. However, this will be explored in the section of informal employment. There are many factors to be explored about the statistics that has

been given by the ILO.

2.3.4 Social welfare support.

Welfare is the meeting of one's basic need to life is essential basic s of which education, shelter employments among other factors are noted of International Social Security Association ISSA (2005). Therefore, the lack of such support has proven to be the cause of unemployment. The extremely low per capita incomes in some countries have made it difficult for the communities to find the resources to contribute further to educate their children (Blanchflower & Freeman, 1999). Therefore, it becomes the responsibility of the state to intervene for the welfare of poverty stricken areas so that it will acquire basic education. This however, is support with Millennium Development Goal number 2 which advocates for universal primary education. Apparently in Zimbabwe there is Basic Education Assistance Module (BEAM), which has been set as a program support and meets the social welfare of the citizens (UNICEF, 2012). This program has been set in place to assist Orphans and Vulnerable Children (OVC) so that their impoverished situation cannot be a barrier to a promising future. However, failure to be supported means that these children will not attain any qualification which will make them liable for any work.



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The support also plays a pivotal role in the lives of these disadvantaged youngsters as it also provides with social support which include food parcels and clothes. This will work as a motivation to the children and will also help in their learning process. It is in line with these positive factors that one has to consider if they lack what negative implication will it have for the children and as a result it will lead to unemployment (UNICEF, 2004).

It is essential to consider that the social support is not just rendered from the blue

hence there are certain factors that lead people to be in need of help so that the problems that is foreseen can be avoided. Natural disasters are some of the factors that may lead one to be in need of support so that the effects on precisely youth unemployment will be mitigated. Hence natural factors are to be discussed to see the gravity and intensity they have on contributing to youth unemployment.

2.3.5 Natural factors

Natural disasters convey tremendous human suffering in all spheres of life such as social, economic, political and environmental spheres. It is in this light that natural factors can be of the leading factors of youth unemployment. It is said that they cause substantial physical and economic damage, which can spill over beyond the disaster area to the rest of the country (Loayza, Olaberri'a, and Rigolini & Christiaensen, 2012). Natural resources, like agriculture, mining, fishing among other sectors which are source of employment can be depleted. Particularly, droughts, floods, global warming, earthquakes, volcanic eruptions, landslides and typhoons which destroy harvests, infrastructure, houses, and also human capital, leave people with no means of income (Skidmore, 2000). Zimbabwe is an agro based nation because agriculture is the back bone of its income. Failure or reduction in the production will make life difficult, which will directly affect all sectors of life. People will be left jobless resulting in scarcity of income necessary to pay for school fees, and to buy food for their families. Disasters may temporarily or even permanently jeopardize a country's economic development, more so employment which is the major vehicle in economic growth. The issue of global warming and global climate change is also another natural factor that has caused dilapidation in farming production, (Burney, Kennel, and Victor



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2013). It is imperative to note that although these factors tend to affect the environment directly, production itself involves many elements. It does not start and end with production of the farm produce but rather the produce is further produced to finished products. Therefore if the root or the source is affected the whole system will be affected including industries. This is usually associated with retrenchments and closure or downsizing of industries, subsequently leading to unemployment. Beside the natural factors, there are also other factors that are man-made that contribute to the barriers to employment. This therefore brings the idea of governance as one of the factors that affects unemployment.

2.3.6 Political influence and instability

It is known that politics and the economy are two faces of the same coin (Frank 1966). The impacts of political factors are prevalent in the lives of the citizens. It is in this plight that one can understand and relate economy to politics and the implication of it to the employment as sector.

It was during the decade of long political and economic crisis that plagued Zimbabwe since 2000 that youth unemployment peaked. The unstable economic environment during this period led to the proliferation of the informal sector and parallel (black) market which absorbed most young people as agents and dealers (Zinhumwe, 2012:1). One of the major causes that had been noted by Matarirano (2007) that land redistribution which have been politicized. This affected unemployment in the sense that white farmers who were the employees were chased out of the farms leaving more people unemployed. Besides that, the white commercial farmers were producing products for exporting which was a source of foreign income which is essential to boosting the economy through the market exchange. The depletion in foreign currency led to closure of numerous firms and businesses

which to jobless among Zimbabweans. Of this, the youths were not immune to this predicament (Matarirano, 2007).

The influence from the top government official or international politicians' superpowers also plays an influential negative or positive role in Zimbabwe's efforts to political and economic freedom. The issue of economic sanctions negatively influenced Zimbabwe's economic growth as this was coupled with trade restrictions. Chingono (2009) argues that sanctions are more political than they are economic. This deprived the government economic advancement as it banned products from Zimbabwe to be on the international market so that it will gain foreign currency which will boost establish more business or firms that will create employment especially for the youth who have just completed their tertiary education.



It is of great concern also to take in to account the recent elections out comes towards the development of a better economic and political base of Zimbabwe. As already outlined that the political and economy are two faces of the same coin Frank (1966), this directly and in directly affect the day to day politics of Zimbabwe. This clearly shows that politics and economies are inseparable. a fall in one inevitably leads to a fall in other sector.

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Undoubtedly, this effect in all sectors of life especially the youth employment arena. Politics is power, and power is the influence that one has in every activity and influence is nothing without money. This however pose a question that what do the Politician's do to maintain their political muscle and keep up their finances abundant? Possibly, they might be tempted to embezzle funds directed to development for personal use as discussed below.

2.3.7 Exploitations and embezzlement of funds

African economies and political have been seen to be extravagant. Misuse of

funds this is where by the funds that are initially meant for investment are ordered and directed to personal and selfish coffers purposes by those who hold influential positions in the government. There is little documentation of such acts but as the community are well as the consumers will attest to the fact that funds meant for development is misdirected to finance lavish styles of politicians. This deprives development projects of sufficient and necessary funds leading to premature abortions of such programs.

In addition to that Guseh and Oritsejafor (2007; 140) asset that the attainment of political freedom does not seem to have transformed the economic status because the indigenous elites that replaced the colonial rule could not manage to implement policies, that ensures political and economic development. This has led to the breeding ground for corruption. as a result, the politicians become involved not to the benefit of the vast majority but for personal gains which is negative to the core into developmental matters which will mitigate some of the causes of youth unemployment poverty among other factors to social constraints. This therefore means that the funds that are directed to development channeled somewhere jeopardizing the whole purpose of social and economic enhancement.



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2.4 Economic factors

A considerable number of factors will be looked into substantiate to the contribution of the economic factors to youth unemployment. These are labour market, entrepreneurship skills, access to funds and resources distribution.

2.4.1 Labour market

In the labour market of Zimbabwe there are irregularities influenced by external as well as internal organizations. This hinders free trade and freedom into the labour supply itself. The issue of the land plays immense role in all areas especially the

labour market. Although many cannot consent to this there is a chain or interconnectedness between land and the labour market. As an example, the land grab operation where land was taken from the whites who were the owners of means of production or the owners of firms, industries and businesses contributed either ways to employment and unemployment simultaneously Matarirano (2007).

2.4.2 Entrepreneurship skills

A considerable number of skills are required so as to curb unemployment. It is rooted in the skills that employment is created especially to enable growth in production which enables job creation. It is undoubtedly negative and result in unemployment if the community lacks entrepreneurship skills. These skills include knowledge, pertaining to the growth into production and thereby creating job opportunities. It also includes the availability of funds which will enable the business to follow hence avoiding collapse and closure which will result to unemployment.



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Technology is one of the most crucial aspects in the employment arena. However, on a different note technology has a negative implication especially to the adults. A huge debate is going on for the youth themselves are said to be the last in and first out regardless of them having the technological knowledge yet experience is being considered which will pose a threat to the youth since there are venturing in to the employment field for the first time NEEF (2010). It is within this research that one has to come up with complementing ideas which will benefit the youth not at the expense of the adults NEEF (2010).

2.4.3 Access to credit

Credit availability encourages or boosts confidence of the citizens to embark on means of production. According to Muruviwa (2011; 65), "Inability to access credit

triggers a livelihood diversifying behavior as households seek other opportunities to attain the needed income for agricultural purposes or other essential activities". Therefore this will be a challenge to capitalize their micro-informal businesses. Despite having brilliant business ideas, the youths are sometimes regarded as a high risk clientele group as they do not have the prerequisite collateral security to secure loans. They often cannot access project funding from the formal financial institutions (Matarirano, 2007). This has left the youth stuck in the vicious poverty cycle as their businesses remain merely inspirational and micro in nature, providing income for subsistence purposes only.

On this note, one can talk about insufficient capital. A common fatal mistake for many failures in business or entrepreneurship is lack of sufficient operating funds. In this case the prospective business will end-up closing before they

even have a chance for growth. It is however, imperative to note that with access to credit there is a greater opportunity for success, hence addressing the issue of unemployment. This brings in the idea of self-employment, advocating for empowerment for youth who are yet to stabilize and make their economic ends meet.

Accessibility of credit also go along with the location, since the peripheral areas are neglected it is problematic for the youth to get employment. A circular and series problems will emanate from migration as people move to cities. As a result this leads to over-population and over-crowding for resources inevitably leading to youth crime. According to (Matarirano, 2007:32), "...banks restrict access to credit to small firms as they focus on risk, reputation, profitability, collateral security and the creditworthiness of proposed projects", by such small business entrepreneurs. He went on to say that the banks will focus on or favor large firms that are more stable and in apposition to pay back the loans.

2.4.4 Resource distribution

It is imperative to note that uneven distribution of resources has a negative effect on employment. Basically in some cases, it is not the credit that is needed but resources and implements will be needed so as to create employment. The issue of periphery which has been devastating the economies of the African countries as the super powers take control in every activity yet underpaying the producers. This has a negative implication in unavailability of funds will hinder growth in infrastructure and other needed facilities as they increase and boost economic growth, necessary for creation of job opportunities NIEEF Special Report, (2013).



In addition to that another major challenge and cause of unemployment which falls under the social factors is the rapid influx of people to the urban centers which has raised the concern for urban employment, underemployment and unemployment (Duru, 2012).

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2.5 Effects of unemployment

Unemployment has negative effects at all levels. This starts with the individual, proceeding to the family and the nation at large. Unemployment is not tangible or rather you cannot see it but its effects manifest in several ways in one's life. It is crucial to highlight that whatever problem or effect at individual level has a concern at the community level and further to the national and international. With unemployment the effects are evident to all.

2.5.1 Individual

Unemployment affects an individual in various ways. This is regardless of age, gender, nationality or any identifying traits. Unemployment influences one to

behavior especially to the youth where it leads to crime, prostitution among other anti-social characters UNODC United Nations Office on Drugs and Crime (UNODC) 2004. Due to lack of income the youth will try to make their economic end meet pushing them in gangsterism, a lubricate of crime. In this there is drug, alcohol and substance abuse.

2.5.2 Family

A family is an important unit in life as it is central to primary socialization. The effects of unemployment at the family level has great adverse because a lack of a stable income robs the family of a needed decent life. Income shocks resulting from the jobs crisis have led to lower household spending on food, which risks inflicting nutritional damage on poor households. These risks have been widely reported across the globe, as families purchase smaller quantities and cheaper food items and subsequently consume fewer meals sometimes reducing food intake to just once a day instead of three times and smaller, less nutritious portions (Ortiz et al. 2011b).



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2.5.3 Community and national level.

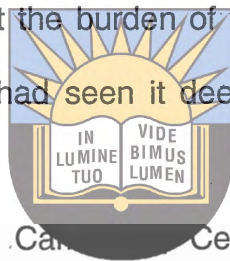
The impact of unemployment varies from individual to individual from family to family however when it comes to the community and national level it requires more attention. In this an argument on social aspect and socio-political will be therefore air out.

2.5.3.1 Social

It is said that 80% of our life is social and day to day activities. However, taking that into consideration it is important to note that unemployment will bring multiple social problems which include crime, drug and alcohol abuse, poor health and loss of self-

esteem and the confidence needed to take part in the broader society. The unemployed youth struggle to participate meaningfully in the economy and require assistance in dealing with the wide range of concerns and problems they experience in finding employment (Ngcaweni and Moleke, 2007).

According to joblessness has led to social instability and social unrest posing a threat to household well-being through the rise of social discontent and instability. Furthermore, (ILO, 2011e) contends that unemployment has led to social unrest on global levels, worsening living standards, lack of confidence in governments and the perception that the burden of the crisis is not fairly shared. It is in this light that the researcher had seen it deemed if recommendable for the government to intervene.



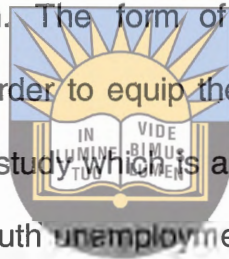
In addition to that in Bangladesh, Cameroon, Central African Republic, Kenya, Zambia and other countries have experienced income shock with resulted in crime and theft (Helberg et al, 2012). This is associated, that due to the job crisis the youth have resorted to gangs, involve is drug and substance abuse, crime and deviance as recorded in Nigeria for instance. To the society and the social life such behavior is uncontrollable and uncalled for yet it is the only resort for them to earn a living.

It is obvious that unemployment is not the sole determinant of rising worldwide social unrest. Other factors include perceptions of rising inequalities, higher food prices, austerity measures and low confidence in governments. However, ILO (2011e) econometric analysis verifies that unemployment is the indicator that is most strongly associated with heightened risk of social unrest.

2.5.3.2. Socio- political

Unemployment can affect the stability societies and as a result there can be civil

unrest. In some instances it can result in revolution, and particularly dictatorship. It is appropriate for the governments to take initiative efforts in attempting to eradicate unemployment in order to ensure social functioning. As argued by some analysts, such a challenge, if unaddressed, could quickly turn into a severe risk of conflict and political instability (Goldstone, 2002). It is clear that there is a connection between employment crisis and social instability, which has subsequently led to political regime changes. It is due to the above mentioned factors that the prevalence and intensity of the problems is scrutinized more closely for a positive stance to help the youth. The form of assistance needs to be in a developmental and empowering in order to equip the youths for secure future. This however comes to the core of the study which is aimed at exploring government intervention strategies to mitigate youth unemployment.



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2.6 Governmental intervention strategies *Together in Excellence*

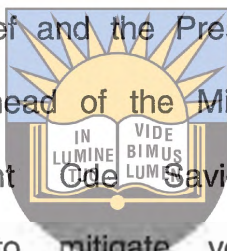
Kurera/Ukondla Youth Fund, Circular No. 2 (2012) purports that, the main aim is to alleviate poverty and improve the standard of living of the Zimbabwean citizens through funding income-generating horticulture and livestock projects initiated by youths. Empowering the youth economically, creating sustainable and decent jobs for youth, reducing youth unemployment and poverty and to assist social and economic development in the communities are the objectives of this initiative. Indeed this seems to be broad; undoubtedly it incorporates and capacitates the core to mitigate youth unemployment.

Taking into account the above mentioned factors which leads to unemployment calamity, the government had tried to improvise a mechanism to mitigate the problem. However the evaluation of the efforts that had been implemented will be discussed and evaluated to determine their relevance to create employment and

eradicate its effects like poverty.

The government has implemented economic programs to increase employment of the youth as stated in “Article 3.1a of the GPA. It mentions that the parties shall be committed to working together on a full and comprehensive economic program to resuscitate the economy which will urgently address the issues of unemployment” (GPA 2008).

Evidently, the government has strategized youth empowerment as the major driver to curb youth unemployment. However, to address this crisis the first Secretary, the Commander in Chief and the President of Zimbabwe Cde R.G Mugabe and Minister and the head of the Ministry of Youth Development, Indigenization and Empowerment Cde Saviour Kasukuwere introduced indigenization as the vehicle to mitigate youth unemployment through sustainable development.



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In order to understand such initiatives, the researcher will elaborate more on the term empowerment as used in this context. Empowerment is a multi-level construct consisting of practical approaches and applications, social action processes, and individual and collective outcomes. It is imperative to take note of empowerment for it is the phenomenon that is used advocating for a change especially to address unemployment (Jennings, Parra-Medina, Hilfinger- Messias, & Kerry McLoughlin, 2006) According to the Ministry of Youth Development, indigenization and Empowerment, the word empowerment is often used to counter attack unemployment. However, empowerment is multi-faceted and has no specific definition. Nevertheless, it is best understood in relation to the field of practice. This suggests that empowerment is a multi-dimensional social process that helps people gain control over their own lives. It is a process that fosters

power in people for use in their own lives, their communities and in their society, by acting on issues they define as important. As such, youth empowerment is a way of giving one authority, resources, skills and the confidence to overcome daily challenges.

2.6.1 Agriculture

Agriculture is the back bone of most if not all African countries. It is therefore important to note that the full engagement of citizens precisely the youth will indicated and permit growth in production thereby making the economic ends meet.

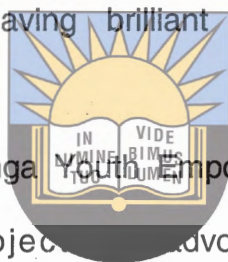
It through farming that most Africans get their food. Embarking on such agricultural projects will serve two purposes, namely, for consumption and the surplus may be sold for income reducing some of the consequences of unemployment.



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Empowerment is the central driver of many projects that seek to avert unemployment. According to the National indigenization and Economic Empowerment Fund (NIEEF, 2013) there are agricultural projects that have been erected for example Meikles Out Grower Scheme which was targeting the youth and youngsters. It made funds available for them to venture into horticulture and small livestock production. These projects have transformed the lives of a many of youth who were unemployed. However, the projects were only covering a radius of 100km from Harare and it was promised that they would cover other areas. Yet the research will see if the promise had been fulfilled countrywide. This had been successful as the Report also assets that, “ one of the success stories of indigenization so far has been in the youth sector, where micro loans given under the Youth Empowerment Programme have transformed business run by youth people.” (NIEEF Special Report, 2013; 64)

In addition to that, there were also other projects for instance, the British American Tobacco (BAT) which is said to have allocated 10.8% shareholding to a trust, known as the Tobacco Empowerment Trust, for youth and women's empowerment, as part of its indigenization quota. This has been put in place to meet youth unemployment regardless of gender. Moreover, the issue of credit accessibility page 20 had been addressed. The fund is a revolving loan facility meant to provide the youth with access to credit in support of their entrepreneurial and employment creation initiatives. This therefore means that the issue that had been raised about the youth having brilliant ideas but lack funding is addressed.



Apart from that, there is also Nyanga Youth Empowerment Trust that had been also established in 2012. This project advocated for by the President of Zimbabwe at it is an indigenization strategy to mitigate youth unemployment. This has been a developmental ideology which is believed to sustain the youth in the era of high unemployment rate. The government has embarked on this so that it will support entrepreneurial employment in a form of self-employment. This has been set also to empower the youth and enhance economic freedom and to share the economic cake with the deprived youths (NIEEF, 2013). Indeed, these are positive steps in the direction towards eradicating youth unemployment.

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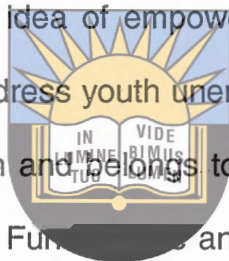
2.6.2 Entrepreneurship skills

These project include sewing, brick work, vending and metal work such projects are however, linked to persons' ability and skills. The starting up of ones' business to meet a demand on the market is what entrepreneurship entails. According to the NIEEF Special Report, (2011), President Robert Mugabe has been advocating for young indigenous Zimbabweans to step forward and pursue entrepreneurship

adventures. This move basically was introduced so that the youth will not be stricken by unemployment which is a major economic challenge not only in Zimbabwe but globally.

In this note there have been many stakeholders that have been involved and partnering with the government so that they can mitigate youth unemployment. The Youth Empowerment program has been set to help the youth so curb unemployment. Hence all the youth between the age of 18 and 35 are eligible to apply for the loans under Indigenization and Economic Empowerment Programme (IEEP). This brings the idea of empowerment as a measure that has been taken by the government to address youth unemployment. This also dismisses the idea that the program is partisan and belongs to a certain affiliated group. The facility called *Kurera/ Ukondla* Youth Fund allows any aspiring entrepreneur to start a business. This facility is also financed and hosted by many banks including Central African Building Society (CABS). Other stakeholders like the Old Mutual, the Ministry of Youth, Indigenization and Empowerment (MYDIE) and the Zimbabwe Youth Council (ZYC) were also involved and teamed up to address youth unemployment. Apparently about 389 projects were funded according to the (NIEEF Special Report, 2013). These projects were funded in various areas such as fabric selling, clothes making, gift shops, hair salons, cattle rearing, and chicken-raising projects. However since most of the youth were venturing into these sectors for the first time it is said that these young entrepreneurs were given business training courses by the Ministry of Youth Development, indigenization and Empowerment as part of the deal to equip them with the knowledge necessary to run a successful business.

Apart from these organizations, stakeholders and banks there are also other



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trustees such as; Meikles Out Grower Scheme; Stanbic Wealth Creation Fund; Tobacco Empowerment Trust which was also involved (NIEEF Special Report, 2013). This therefore means that there is a lot that has been done as far as community development is concerned in relation to the theoretical framework implemented to the present study. The study will then consider all these strategies and evaluate them see if the implemented strategies were effective and beneficial to the targeted population.

2.6.3 Education

The Zimbabwean government has been so pertinent in to educating its youths utilizing both local international universities. As illiteracy is one of the causes of unemployment that government has intervening through the Presidential Scholarships to university students in countries such as South Africa, Malaysia, Canada, Australia, Hong Kong and Dubai. This also plays a pivotal role for the youth to get acquainted with knowledge that will help them on the labour market. Little had been documented about this move for many will view it as a political and partisan ideology.

Locally, especially at the lower education levels, the government is supporting the citizens through Basic Education Assistance Module (BEAM). According to Annual Report of Zimbabwe 2011, the program supported, “over 500,000 orphans and vulnerable children to attend primary school throughout the country. There was also the launch of the Education Transition Fund in 2011 together with other two new transition funds which are Health Transition Fund and Child Protection Fund which was to cater for health issues and also integrate social cash transfers for 80,000 ultra-poor families with social services. This was a way to mitigate poverty issue; as a major manifestation of youth unemployment.

In addition to that, the government has been involved in resettlement and in such areas there are no decent schools and the ones that are there are miles apart which will then be a cause of concern for the educational needs of those children. In some cases as reported in that NIEEF special report (2010) that since 2009, 500 children of the Musasa resettled farmers have been using old general stores as a school premises, a reflection of the challenges faced by these children. Ultimately this will contribute to low levels of education results and consequently affecting employment chances. Fortunately, the Tongogara Community Trust funded by (IEEP) built eight classrooms to enhance the learning circumstances of these scholars. This was indeed an initiation of better education facilities.



2.6.4 Health

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As health is also one of the factors that lead to unemployment, the government has been taking part so that it will mitigate the impact of the health related matters to youth unemployment. It is undoubtedly known that if a person is physically ill he or she will not work properly especially when the medication which can help him or her is not there unavailable. The issue of the Assistance Medical Treatment Order (AMTO) had been introduced by the government with the aid of the UN which was aimed at providing good health facilities to the citizens and the reduction of mortality rates.

In the discussion above, one could see government interventions in collaboration with other stakeholders in trying to mitigate youth unemployment. However, it is also that there are also some other youths that have never been given the opportunity to get the assistance from any of the above; which is a concern on how they survive and are catered for. All the above mentioned challenges and

solutions have been implemented so as to achieve the Millennium Development Goals (MDGs), which are; eradicating extreme poverty and hunger; achieving universal primary education; promoting gender equality and empowering women; reducing child mortality; improving maternal health; combating HIV/AIDS, malaria and other diseases; ensuring environmental sustainability and lastly effective international support for low income countries and enabling the international economic and trade environment to assist with development (Sachs, & McArthur 2005).

2.6.5 Mining



Natural resources are also the major source of economic growth amongst the African countries. In fact, mining is one of the major sources that most governments use in championing for economic growth. There are various minerals especially in Zimbabwe just but to mention diamonds in Chibwa, gold in a number of places like Impress mine, Kadoma, Patch way, Kwekwe. Platinum from Zimplats Ngezi Mine, chrome from Shamva, Zimasco Ngezi among others.

The government has tried to intervene in a number of ways in the mining and mineral sector as evidence by the Marange Community Trust. The President of the Republic of Zimbabwe presented a trust with \$1.5m to the community to benefit the lives of the ordinary Zimbabwean (NIEEF Special Report 2013). However, there are governing laws pertaining mining and minerals in Zimbabwe Mines and Minerals Act 21:05.

2.7 Employment sector

There are basically two models of employment which are formal employment and informal employment. In the formal there are two types which are permanent and part-time contracts. Due to the fact that there is high prevalence of unemployment

the researcher will pay particular attention to the informal sector as a way to mitigate youth unemployment.

Informal employment is a way of earning a living from illegal and not registered employment set up. In most cases forms of informal employment are viewed as destructive. Nevertheless, this is not always true especially in developing countries where there is high unemployment. Informal employment plays a pivotal role in mitigating youth unemployment as it is another way of employment although the operations may not be formalized.

Akinwale (2012) asserts that, an informal sector involves unregistered small scale income generating activities according to statutory or law. Since they are not registered, it means that they do not comply with legislated standard which include, quality control, minimum wage and safety. Also they do not pay taxes which hinder economic growth of the nation (ibid). In this the youth will take advantage of the situation and embark on business for instance foreign currency exchange, selling of items among other income generating activities. According to Akinwale (2012), the informal sector comprises of private organizations such as micro enterprises, small medium-scale enterprises (SMEs). Therefore, the informal sector, though not ideal for national economic growth, is relevant for poverty alleviation and aversion among the unemployed youths.

The relevancy and legitimacy of the informal sector has raised many eye brows such that the topic has attracted and debate and controversy among many people. Some view the informal sector to consist of illegal, criminal or marginal activities, small-scale self-employed activities that serve as a source of income and employment (Duru, 2012).



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2.8 Causes of informal employment

According to Duru, (2012),

“The rapid influx of people to the urban centers has raised the concern for urban employment, underemployment and unemployment. A large number of the migrants are seeking refuge in the informal sector in which they create their own employment and generate income for their upkeep”.

This therefore suggests that unemployment has led to the existence and the emergence of the informal sector as it tries to address the issue of unemployment.

Characteristics of the informal employment paved a way for its existence. These characteristics are beneficial to the unemployed. However, at the same time pose some negative implications to both the unemployed and the nation at large though it tends to address unemployment crisis. It is imperative to note that these characteristics therefore play a pivotal role in addressing unemployment crisis.

One of the characteristic is easy entry and exit from the economic activities. This easy entry which has been suggested by Duru, (2012) makes the people to go for informal employment because of easy entry and exit in the sector. This makes the field easier to operate because of the minimal requirements needed for the take-off of the business operations. At the same time the operator can at any time exit the field without any complications or formal procedures.

The easy accessibility or venture of a person in to the informal employment mentioned above can be also be understood by the second factor that have been presented in the work of Duru (2012). In the same plight, various facts have been gathered to credit the process for one to be in this informal sector. Thus, small scale of operation and a relatively small capital base, reliance on indigenous resources, finance and material. Also it is mainly a family owned enterprise which is labour intensive depending mainly on family labour and adopted technology. Low receipt of income, skills to operate the business is most often acquired outside



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formal school system of education and trainings. Which therefore try and address the issue that has been discussed above on the system of education which does not meet the needs of the labour market. They may operate with or without necessary government regulations for example; simple licenses, permit and registered premises. Operate outside the boundaries of government laws and regulations governing business is the main distinguishing characteristic of informal employment in general (Obadan, Odusoal and Akerele 1999).

2.9 Effects of informal employment

Some activities in the informal sector are derived from the desperate need of a worker to obtain the means to support and provide for his or her family. A similar motivation could lead a person to accept lower wages in the formal sector. The informal sector is not a euphemism for poverty, even though most of the individuals engaged in informal economic activities are poor, particularly in the third world countries.

According to Fagernäs (2010) he talks about the protection of the formal employment in this it is imperative to that as the informal will be just operating there will be no standardization of the prizes of produce, the wages and salaries which will expose the formal sector and will result in the collapse in the formal sector. This is also supported by William and Round (2007; 23) who asserts that,

“...representation of informal employment as a marginal realm that has largely negative consequences for urban economic development and social cohesion, as well as for comprehending the changes and continuities in thought on this sphere, is to read the formal/ informal employment dualism”.

In short the effects of the informal sector have a negative contribution also to the government revenues since their business is done directly between the employee and the employer without legal regulation from the government (Duru 2012). This means that the Gross Domestic Profit (GDP) of the country cannot be

calculated including or rather accounting to the informal employment. Contrary to that according to Duru (2012), the informal sector is often seen as having the capacity to support capital accumulation as well as providing productive employment and viable incomes to individuals who can no longer be absorbed into the formal sector. In this note the youth cannot be absorbed due to the lack of experience and also the governmental challenges. For instance the government of Nigeria once failed to provide employment for its citizens which resulted in a rapid influx of employee from the formal sector to the informal sector (ibid).



In addition to the above, the informal sector development has been credited for its ability to produce goods and services efficiently and create income and employment opportunities (Duru, 2012). This therefore means that the informal sector is relevant to the core as it establishes and addresses the needs of the unemployed.

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On the other hand even though the informal sector seems to have emerged as a major source of employment and income generation in the urban areas, it is not clear under what conditions labour is being absorbed in this sector. Which therefore support the legalities around existence of such organizations and sectors? Again, it is uncertain how productive these activities are and what opportunities they offer for upward mobility (Duru, 2012).

In conclusion it is in this study that one has to credit the function and the significance of the informal employment in addressing youth unemployment. A considerable stance also has to be taken to ensure positive outcomes to the employee and to the nation. Also this study will give a discussion on the benefits to the owners of these informal sects as they are the initiators and risk takers, though

prompted by unemployment. This also will go along with the issue of indigenization that have been discussed in the previous chapter as one of the way that the government has implemented in an attempt to mitigate youth unemployment.

2.10 Theoretical frame work to youth employment

There are many theories pertinent to youth employment and empowerment guided by the contextual relevance. Basically, the researcher has chosen theories that will try to address the roles prevalence mitigation of youth unemployment in relation to social work profession and the attainment of social functioning. The two theories to be discussed corroborate each other as the weakness of one theory is filled by the strength of the other. This has been done to fully understand youth unemployment and the pressing social ill in Zimbabwe and other developing countries.



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2.10.1 Community development theory

Community development is one of the theories that try to address youth unemployment. According to Ledwith, (2011), community development theory comes to live through the work of Paulo Ferrer. This theory can also be linked to Asset-Based Community development which shares similar qualities although it focuses on community engagement and utilizing the community structures. Mendes, (2008) assets that this is basically done to avert the social ills as well empowering groups of disadvantaged people in this case the youth. This theory, therefore, is relevant to the study for it enhances community sustainability as a way to mitigate such a social crisis. Furthermore, the approach seeks to find consolidated practical solutions to the problems focusing at grass-root level. Sustainable development is central to the empowerment of the youths as a way of mitigating the effects of

unemployment.

According to Keeble, (2006), community development is, "...a process aimed at bringing about change in local communities in a positive manner for the well-being of that community." in this case the well-being is achieved through attainment of employment which is believed to be the core to economic viability, another aspect to social functioning. It is therefore imperative to discuss the gradual activities that are pertinent to the meeting of the developmental goal. By so doing the steps of community development will then be relevant as a pre-requisite to its effectiveness in ensuring youth empowerment through employment.



Basically there are six phases in community development as outlined by the formulator of the theory. These will scrutinize to see their significance to eradication of unemployment among the youths. In each and every stage the role and the services provided by the social worker or community worker will be elucidated in relevance to the process of creating employment for the youths. This will be done try and address both the issues of formal and informal employment. As it can be noted that there are stakeholders involved the government being one of the responsible at the fore to ensuring attainment of solutions. This then help to show the relevance of the theory to the area of study which is government intervention strategies towards youth unemployment. As the study will be evaluating the interventions that have been done, it then brings in the SLA which will address the issue of sustainability. This will be discussed on a later in this chapter.

The first phase is the assessment and profile study. Bearing in mind that there, are interventions strategies that have been implemented by the government as well as other relevant stakeholders. This phase will emphasize on the relevance and

positive changes prompted by such strategies implemented. Furthermore, it will challenge the government to improvise and channel resources towards the eradication of development and sustainable ways that can permanently make youth unemployment a thing of the past. The current prevalence of the youth unemployment is a reflection of a national crisis which needs immediate attention.

Secondly, since the strategies have already been implemented it is necessary to engage in the identification and definition of the real needs and the actual problems at hand. These problems will either emanated from the way the strategies had been implemented or poor monitoring and evaluation of projects that have been implemented. Evaluation will enable the identification of loopholes and the gaps that are hindering the realization of the desired outcomes.



The principle of community engagement views communities as the people who are facing these challenges. As the community social worker is just facilitating, it is crucial for people at grass-roots level to be hands on in order for them to realize their potential (Kangeth'e and Mafa, 2014). Participation makes them to realize their involvement and stored up capabilities for development and growth. in this case, the youths should be hands on as they seek to liberate themselves from the holds of a poverty cycle brought about by unemployment.

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it is often said that failing to plan is planning to fail. This is a metaphor which seeks to emphasize the importance of planning. Planning acts as a benchmark and a yard stick for operation and developmental project for youth empowerment is to be successful, there is a need to draft a plan which clearly stipulates the aim, budget and the operational process to be undertaken. Monitoring and evaluation is only applicable where there is a guide of expected outcomes of the objectives that are smart achievable and time framed.

Furthermore, community development encourages collective involvement of individuals, and groups within the community to effect a change from a primitive state as unemployed youth to an advanced state. Collective involvement enhances partnership yet working together to meet their needs. In addition to that determination is central participation. Through determination, innovative strategies are implemented to empower the disadvantaged unemployed youth (Mendes and Binns, 2012).

In addition, through networking, engagement and social animation, and collaboration and leadership lobbying, work collectively in addressing positive ways for the betterment of the community at large (Mendes and Binns, 2012). Subsequently, there could be involvement of local leadership; non-governmental organization, governmental and also the international organizations jointly work to mitigate the calamity. The involvement and collaboration of these sectors is relevant and play a significant role as unemployment poses a concern to both international, regional as well as the national level.

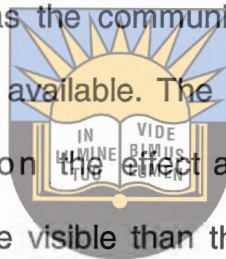


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The concept of community development is relevant to the study due to its principles which are; human orientation, participation, empowerment, ownership, release, learning, adaptiveness and simplicity (Zastrow, 2010). These principles advocates for the unemployed and disadvantaged youth to take part in the process to effect a change concerning unemployment. In support to this Swanepoel and De Beer, (2011) also attested of these features of; collective action, need orientation, objective orientation and action at grassroots level. The fact that the problem is dealt with at grass root level is essential as it directly address the needs of these youth. It is upon the above factors rooted in community development theory to be credited relevant to the study, as it address the problem of unemployment among the youth.

In the same note according to asset based community development, for instance community-led development is one of the major strategies that enable people to effect a change as the people who are directly affected by challenges seeks to address it. In fact, there is need for personalization aid that is directed at the affected group for efficient empowerment (Kange'the and Mafa, 2014)

Weaknesses of the community development theory are also to be discussed paving a way for the sustainable livelihood approach to be implemented. The major drawback is the fact that sustainable livelihood approach obsessively advocates for sustainability whereas the community development rather focuses much on change and the resources available. The community development theory through the assessment focuses on the effect and not the cause of social ills maybe because the effects are more visible than the causes, thus unemployment can be seen and evaluated yet, the causes needs to be explored.

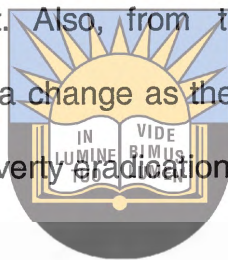


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2.10.2 Sustainable livelihood approach (SLA)

The researcher will also use a complementary theory that is the Sustainable Livelihood approach (SLA) to ensure that the loop holes form the Community Development theory are addressed. Sustainable Livelihood Approach (SLA) was introduced by Brundtland Commission on Environment and Development (Krantz, 2001). However, the United Nations Conference on Environment and Development further expand the notion, advocating the approach as the broad aim to eradicate poverty (Valdes- Rodriguez and Perez- Vazquez, 2011). The relevance of SLA is based of the three perceptions s into poverty, (Krantz, 2001). To be more precise to youth unemployment it is undisputed that unemployment reduces the chances of being properly employed due to lack of a competitive edge in education and available opportunities.

The first perception is the realization that while economic growth may be essential for poverty reduction, there is not an automatic relationship between the two since it all depends on the capabilities of the poor to take advantage of expanding economic opportunities. It is in this plight that the poor in this case the unemployed youth will take advantage of the indigenization strategy that have been implemented by the government as a way of bringing economic freedom to the youth. Due to the fact that the approach talks about the capability which means that human capital and ability is essential to sustainable development in the area of youth unemployment. Also, from the definition of youth which illustrates about the ability to affect a change as they are energetic the perceptions therefore plays a relevant role in poverty eradication through empowerment (Krantz, 2001).



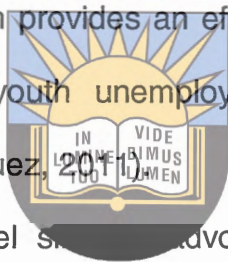
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Secondly, the realization of the fact that poverty is not just about low income but that it encompasses a lot of things that have been mentioned in the previous chapters on the causes of unemployment. These factors have been identified as bad health, illiteracy, lack of social services, among other factors that impoverish people, as well as a state of vulnerability and feelings of powerlessness in general (Krantz, 2001). So this realization will create a platform for the youth to take into consideration these factors and come up with concrete ideas and strategies which will be sustainable in nature. This will also complement the community development attribute of dealing with the problem at grassroots level (Swanepoel and De Beer, 2011).

Furthermore, it is now recognized that the poor themselves often know their situation and needs best and must therefore be involved in the design of policies and projects intended to better their lot (Kange'the and Mafa, 2014). This

will be also advocating for the community and the affected to enhance their individual capacities which will ultimately result in sustainable development.

Apart from that, the approach is a holistic method that focuses on the sustainability of the resources, or a combination of resources. It is applicable to the state of marginalized and disadvantaged individuals. More so, by virtue of being holistic in character, it looks into the causes of poverty of which unemployment can cause and also be caused by poverty. In this light, the researcher has espoused this approach as it gives a clear picture of the underlying factors that lead to unemployment. Finally, the approach provides an efficient framework for assessing the direct and indirect effects of youth unemployment on people's livelihoods (Valdes-Rodriguez and Perez- Vazquez, 2011)



The researcher preferred the model she advocates for sustainability of the resources so as to mitigate the long-term and future generations. This way, the available resources enhance individuals, groups and the community to function on their own which will help them to be independent. In addition to that the approach also addresses the disadvantaged and marginalized seeking to empower individuals, communities and nations to have opportunity to change for the betterment of their lives. In line with the asset-based community development principle of appreciation and mobilization of the existing assets in the community this will enhance sustainability. The principle reinforces that no matter how poor has access to different physical, social, financial, human and natural assets if these assets can be mobilized this can effect a change which will be sustainable to the affected youth and the community at large.

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2.11 Conclusion

Now that the two theories have been exhaustively explored, their collaboration in line

with youth unemployment is undeniable. Their differences help to strengthen the explanation on the prevalence of youth unemployment in Zimbabwe, the perpetuation of the poverty circle and the ways of disrupting such a circle through sustainable development and youth empowerment. In summation, the community development theory in an eye opener to the real needs that is impressing on the unemployed youths as well as the identification of latent resources that can be developed and utilized for overall functioning. Sustainable Livelihood Approach also emphasizes the resources that can be used to enhance the lives of grass-root people, emphasizing on participation, empowerment and community building. There factors that are contributing to youth unemployment as well as citing government efforts that have been put in place to try and curtail the effects thereof. The following chapter presents the research methodology that has been utilized in this study.



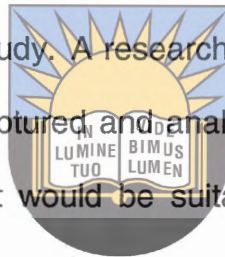
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Chapter three

Research Methodology

3.1 Introduction

This chapter focuses on the research methodology which comprise of research design, sampling procedure, data collection methods, instruments used, analysis as well as validity and reliability of the data. A discussion between research methodology, design and qualitative research designs will be given. The researcher has chosen a research methodology which is relevant to answering the research questions for the current study. A research design is important because it elucidates how data is collected, captured, and analyzed. Thus there is a need to decide on the type of research that would be suitable methodology to the population from which the data is going to be collected from (Riessman: 2008).



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3.2 Research methodology

Research methodology is a systematic execution of methods that are utilized as a yard stick to research as it unfold and progress to the fulfilment of its objectives to the study at hand. Babbie (2010; p4) attest that methodology is, "...the science of finding out; procedure for scientific investigation." Basically it has three components namely; research design, methods of data collection and data analysis which the researcher had executed in the process for empirical research.

3.2.1 Research paradigm

A paradigm is a world view at which phenomena of certain field is best understood and undisputedly commonly by the larger population. there are three research paradigms quantitative which is ; the traditional method, the qualitative which is the

postmodern perspective and thirdly the mixed method which is also called triangulation. The idea of choosing a paradigm is guided and directed by the main aim of the study which will justify the selection of one method over the others. In this current study the researcher has used a qualitative method as it enables the evaluation perceptions, feelings, attitudes emotion among other factors which cannot be number and quantified. Contrary to what the quantitative paradigm spoke of quantifying, this is impossible for extracting useful information for the current research.

3.2.2 Research design

There are different types of research designs which are; descriptive, explanatory and evaluative among other types. In the study the researcher will use evaluative research design to evaluate the perceptions on governmental intervention strategies towards youth unemployment in Zimbabwe.



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There are three types of research paradigms which form part in the research design. According to De Vos (2005) research design is defined as a plan which includes every aspect of a proposed research study. The three approaches are qualitative, quantitative paradigm and the mixed method also known as triangulation. The research paradigm to be used in this is qualitative approach to evaluate these perceptions. It is imperative to note the characteristics of the three paradigms which accredit them to be effective and relevant to the study at hand. (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988) have five questions based on five assumptions.

Firstly Ontological, "Ontology informs the researcher about the nature of reality and what social science is supposed to study." Goduka (2012: 135). Qualitative paradigm entails that reality is objective and singular, apart from the

researcher. Contrary to that qualitative research reality is subjective and multiple as seen by participants that are taking part in the study. While the mixed methods compromise the two therefore it both look into reality as objective and singular in fulfilling the qualitative purpose and reality as subjective and multiple to address questions to me quantified (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988).

Secondly epistemological: "The *epistemology* informs the researcher about the nature of knowledge or where knowledge is to be sought and about how we know what we know." Goduka (2012: 135). In quantitative research paradigm the researcher is independent from that being researched. This means the researcher has no influence or is not visible in the research arena to influence the outcome. As compared to the qualitative where the researcher interacts with that being researched. This however poses a concern of its influence to the results as the researcher had to direct through probing questions to reach to satisfaction from the answers given to meet the objectives of the study (Firestone, 1987, Cuba & Lincoln 1988, and McCracken 1988).

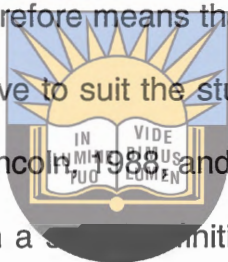
Thirdly Axiological: "Axiological assumption refers to what is worth knowing and why." Goduka (2012: 135). On this quantitative is said to be value free and unbiased whereas with the qualitative it is the direct opposite which is value laden and biased. With qualitative since it involves interaction with the participants it is however, biased and value-laden. In this it complements the issue of the research as flexible and also the fact that the researcher him or her is the instrument number one. It is based mostly through good interaction and interviewing skills that will give result that is rich and empirical to the study. Nevertheless, quantitative is value-free and unbiased which merges to the fact that its respondents are free to express their



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thoughts regardless of it relevant or irrelevant to the demands of the questions to the objectives (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988).

Fourthly Rhetorical, "Rhetorical assumption refers to the appropriate language and voice to be used in reporting the results of the inquiry." Goduka (2012: 135). qualitative is informal in the sense that the guide will guide the researcher hence it is possible that since the answers or responses differs from individual to one another therefore the questioning differs to suit the interview. however quantitative is formal in the same way that is direct opposite to the above in the sense that the questions are rigid and structured . This will therefore means that there is no room or space for any alteration which will be an initiative to suit the study like the qualitative research paradigm (Firestone,1987, Cuba & Lincoln, 1988, and McCracken, 1988).



The traditional paradigm is based on a ~~pre~~ definition whereas qualitative evolves from decisions. This is supported by the deal of ~~control~~ questions that are the drivers to in-depth way of gathering data. The fact that it's happening in the natural state is supported by the fact that decisions are made as the interview unfolds. In addition to that the postmodern paradigm has a personal voice and the tradition has impersonal voice. This means that the researcher since is part of the research tools can set the tone and motion of the research. Unlike with the traditional were the respondents are apart and a distant from the research (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988).

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Lastly Methodological: "*Methodology* is the philosophical evaluation that uses investigative techniques within a discipline." Goduka (2012:135) Quantitative approach the process is deductive while qualitative process is inductive. This means that in the qualitative the themes emanate from the process which means they are not logical as the direct opposite of deductive. This means that with the quantitative

the data can be measured or rather a sequence can be followed while in qualitative there is no chronology to the process (Firestone 1987, Cuba & Lincoln 1988, and McCracken, 1988).

Quantitative deals with the cause and effect whilst in qualitative there is a mutual simultaneous shaping of factors. This means that in qualitative the unfolding of events happen at the same time noting what has caused the problem and the effects thereof. In this case the problem is unemployment hence the strategies are therefore implemented to mitigate the effects of unemployment, (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988).



Quantitative design have a static design thus categories isolated before study. Whilst in qualitative the design emerge and categories are identified during the research process. This gives evidence of how rich qualitative design is with information as the researcher will not be restricted or confined to the design. Hence the issue of themes that come out of the content and context comes into play. This also enables follow-up questions which can bring clarity to all grey areas as the researcher is at liberty to probe and emphasize on important aspects (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken 1988).

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Quantitative paradigm is characterized by context-free whereas qualitative is context-bound. This however is due to the rigidness of the method as well as the flexibility of the qualitative analysis. Hence the justification of this choice means that the data in the qualitative method are likely to bring rich information essential to make conclusions (Firestone, 1987, Cuba & Lincoln, 1988, and McCracken, 1988). However, this study has used qualitative research paradigm which has patterns, theories developed for understanding whilst in the quantitative generalization leads to prediction, explanation, and understanding. This therefore goes along with the

fact that in the qualitative themes were formulated or rather informed with what the researcher has objected to find hence predictions could be made unlike the quantitative where predictions can be made Firestone (1987), Cuba & Lincoln (1988), and McCracken (1988).

Quantitative is accurate and reliable through validity and reliability yet qualitative is also accurate and reliable but through verification. At the same time it is imperative to note that the researcher as the research instrument is obliged to biasness hence the biasness is cover with justification and verification which is drown by the researcher. Whilst with the quantitative the results are accurate as there is no interference with the researcher's biasness Firestone (1987), Cuba & Lincoln (1988), and McCracken (1988).



The above mention characteristics of qualitative paradigm prompted the researcher to credit it as relevant to the study as it gave sort, and detailed information. A qualitative approach has enabled the researcher to capture an insider's views, perspectives and capture social action in its natural context (Amaratunga: 2002). This has also been supported by the fact that it was informal in nature. Moreover, quantitative methods are concerned with numbers and generalization. The qualitative paradigm has also empowered the researcher to communication skills, active listening and also record non-verbal communication as evidence to the richness of the research method being use. According to Babbie and Mouton (2011:490), Qualitative data analysis is referred to as, "All forms of analysis of data that was gathered using qualitative techniques, regardless of the paradigm used to govern".

In a nutshell according to Goduka (2012: 135), "It is a research strategy that translates ontological, epistemological, axiological and rhetorical principles into

guidelines that show how research is to be conducted and constructed, and how findings will be reported.” Therefore the researcher bearing these characteristics in mind has been therefore utilized qualitative research methodology.

3.2.3 Research domain

The researcher has paid attention to the youth in Zimbabwe Mashonaland West province Chinhoyi Makonde District. The geographical site of the town has more or less the characteristics that the researcher would want to explore on. The fact that it is a developing town poses a great concern for the evaluation to see if the government is considering it as compared to other big cities which are developed. The area is rich in data that address and evaluate than areas which the government has been strategically intervening so as to empower the youth. In addition to that, the Makonde district also includes urban and rural areas which also enables the researcher to lucidly investigate on the perceptions as well as the governmental strategies implemented to mitigate youth unemployment. The domain comprises of 51 wards however the researcher was not bound to investigate in all the wards. In addition to that the youth are mostly located in town which is where the intensity of unemployment could be explored on.



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3.2.4 Population of the study

According to Babbie (2010; 199) population is, “...the theoretically specified aggregation of the elements in the study.” Maunganidze and Latif (2004) defined population as any set of people from which a sample is selected and to which the study’s results will generalize. In the area of the study the researcher was specifically dealing with unemployed youth in Zimbabwe. The research paid attention to Mashonaland West province Chinhoyi Makonde District. The area is rich in data that address and evaluate then areas which the government has

been strategically intervening so as to empower the youth.

3.2.5 Sampling methods and techniques

There are two sampling techniques namely the probability and non-probability. According to May (2011:99) in probability samples "...each person in the population of interest has an equal chance of being part of the sample." Non-probability contrary to the above "...requires the existence of some sort sampling frame and importantly the size of 'n' must be known." May (2011:100). It can be simply understood that the probability deals with a huge number since everyone can be a respondent as opposed to non-probability that is smaller as compared to the former.



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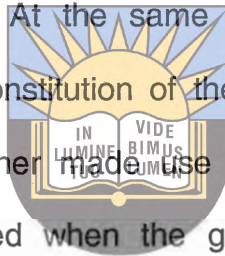
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There are different types of non-probability sampling namely quota, purposive and snowball sampling. The researcher used the purposive sampling this enabled the researcher to select only participants, who are affected, hence are of great importance in trying to address questions of the researcher. This helped the researcher to meet the specific goals of the study. According to De Vos et al (2011:202) purposive sampling is based entirely on the judgment of the researcher in that a sample is composed of elements that contain the most characteristics, representative or typical attributes of the population. The study can also be called non-probability sampling as the population was accurately represented (Campbell, 2004).

3.2.6 Sampling frame

A sampling frame is a list of the items or people forming a population from which a

sample is taken. According to Babbie et al (2012), a sampling frame is a list in which potential participants or rather samples are drawn. A considerable number is taken as a frame which is reasonable for the analysis that is to be undertaken. In this case the people who formed the population had characteristics that were needed to be investigated. The researcher therefore has interviewed youth guided by a number of definitions of youth by ILO (2010) which is youth ranges from 15-24. According to Chirisa and Muchini, (2011:2), "...youth is taken to refer to the population in the age group 14-30 years of age, usually unmarried, out of school and/or in search of employment." At the same time it is also imperative to remember that according to the constitution of the Republic of Zimbabwe youth ranges from 18 to 35. The researcher made use of the later definition as it is also the one that is operationalized when the government is looking into the unemployment rate precisely in the Ministry of Youth in which the research was rooted in.



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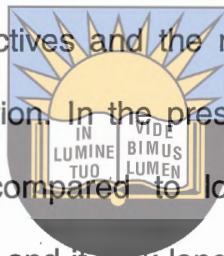
3.2.7 Unit of analysis

The researcher utilized a sample size of 30 participants. This has enabled him to deeply, widely and broadly unearth the cause of the matter. This is in relation to the assertion by Maunganidze and Latif (2004) who purports that population is a set of people from which a unit is selected and to which the study's results will generalize. However it is also crucial to note that the researcher has also taken into consideration the saturation point. The saturation point is when the information gathered has been exhausted such that additional information will be repetition. The unit break down was comprised of twenty (20) individual participants and ten (10) for the focus group discussion. The focus group participants were from the Ministry of youth. However within the ministry there are several departments that

are involved. Hence there is youth indigenization and empowerment, Department of Small and Medium Enterprises (SMEs), the local authority thus the ward counselors, and as well as people from vocational training centers.

3.3 Methods of data collection

Creswell (2009) mention about the steps of data collection which are as follows: Setting the boundaries for the study; collecting of information through observation, interviews, documents, and visual materials and the establishment to of protocols for recording information. The author also mentions issues like timeliness of the study depending on the objectives and the research paradigm which could influence the method of data collection. In the present study, the researcher has used cross sectional interaction compared to longitudinal which required the researcher to be part of the research and it took longer time as it tends to learn, and observe certain behavior attitudes through interaction.



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3.3.1 Face to face in-depth interviews

Data was collected from individuals which are youths. As the research is purposive in nature, so to stick to the objectives the interviewees were youths governed by the general definition of youths within the research domain. The researcher opted for the face to face interviews using an interview guide. The data was recorded and captured in the voice recorder and permission was sought from participants' prior interviews. The interviews were later transcribed by the researcher. In the guide there were probing questions which the researcher could pose as a follow-up to fulfil the concept of the in-depth.

3.3.2 Focus group discussions

Focus group is where by the researcher has brought the participants in a round table discussion panel. The participants were asked questions using the interview guide which was constructed the by the researcher specifically for the focus group. However the researcher has gathered all the participants in one place and a platform for discussion was facilitated but the researcher in accordance to the objectives of the discussion.

3.4 Data collection instrument

The following are data collection instruments that were utilized in the study.

3.4.1 Individual

The researcher preferred to use of interview guide. In-depth interviews helped the researcher to gather empirical evidence; recording of verbal and non-verbal communication is essential, this saves the purpose of the inductive process. According to (May 2011; 143) "...the interviewer deliberately keeps the conversation away from evaluative topics tries to get the informants to make descriptive statements."



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Table 3.1- Individual Interviews

<p>Intervention strategies.</p>	<ul style="list-style-type: none"> • Please tell me what are citizen's perceptions to government strategies to mitigate youth unemployment? • Can you please inform me on what interventions and strategies available to curb youth unemployment? • Please can shade more light on what do a person require being eligible to the programs. • Can you outline the challenges faced to meet the eligibility and required documentation or other necessity. 	<ul style="list-style-type: none"> • General understanding of youth unemployment • Government interventions and strategies • Strategies implemented • Eligibility and requirements • challenges
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Informal employment.	<ul style="list-style-type: none"> • In your own opinion what do you think is the youth perceptions about informal employment? • Can you please tell me the limitations and challenges within the informal employment? • In your own view can you tell me how beneficial is the informal employment to individuals, community and the nation at large? • From your own understanding what are the negative impacts of informal employment to the individual, community as well as the nation? 	<ul style="list-style-type: none"> • Limitations and challenges with informal employment. • Benefits of informal employment. • Negative impacts of the informal employment.
Social services.	<ul style="list-style-type: none"> • What are social services that are offer by practitioners? • Who are the service providers or rather the stakeholders? • What do you think will be best services needed? • In what way do you think these best services will increase youth employment? • Lastly is there any comment, contribution or question that you would like to say? 	<ul style="list-style-type: none"> • Link to service Providers • Stakeholders • Education • Skills • social welfare support • Increase youth employment.

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3.4.2 Focus group discussion *Together in Excellence*

The focus group was also employed and this has been to ascertain reliability and valid of the study. The following are the contents of the interview guide:

Greetings, appreciations and introduction.

Explain about confidentiality and anonymity.

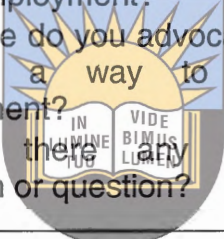
Use for academic purpose only.

Ask for permission of switch audio recorder.

Table: 3.2 – Focus group interviews

Theme	Question	Probing questions
Biographical information	<ul style="list-style-type: none"> • Can you tell me about yourself? 	<ul style="list-style-type: none"> • Name and surname, • Age • nationality, • Education qualifications, • occupation, • Name of the organization.
Perceptions	<ul style="list-style-type: none"> • Please tell me about your perceptions on government intervention strategies to mitigate youth unemployment? • May you kindly inform me on what interventions and strategies to curb youth unemployment within your department? • Can you please inform you shade more light on the requirements for one to be legible for such programs? • Can you outline that challenges faced and necessary documentation needed when one need to be eligible for the program? 	<ul style="list-style-type: none"> • perceptions on government interventions • Intervention and strategies. • requirements legibility • Challenges of documentation
Informal employment	<ul style="list-style-type: none"> • In your own opinion what do you think is the perceptions of the youth about informal employment? • Can you please tell me the limitations and challenges within the informal employment? • In your own view can you tell me how beneficial is the informal employment to individuals, your organization, community and the nation at large? • From your own understanding what are the negative impacts of informal employment to the individual, community as well as the nation including your 	<ul style="list-style-type: none"> • perceptions on informal employment • limitations and challenges • Benefits to individuals, organization, community and nation. • Negative impacts.

	organization?	
Social services	<ul style="list-style-type: none"> • what are the social services that are offered by your department? • can you please tell me if there are any challenges in service provision for the citizens? • What is the possible solution for best services for the unemployed youth? • What are the challenges in the provisions of the solutions? • How do these services address youth unemployment? • What advice do you advocate to the youth as a way to mitigate unemployment? • Lastly is there any comment contribution or question? 	<ul style="list-style-type: none"> • Social services from the departments. • Challenges on service provision. • Solutions to the provisions. • Challenges to solutions. • Services to address youth unemployment ?



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3.5 Data Analysis

In this study the researcher used the thematic to analyse data from individual interviews and triangulated data from the focus group interview. Thematic analysis provides core skills that are useful in qualitative analysis Hardwick and Worsley (2011; p 1261). It is paramount important to note that categorizing data into themes enabled the researcher to deeply scrutinize theme by theme in relation to the objectives when making analysis and conclusions.

3.6 Limitations of the study

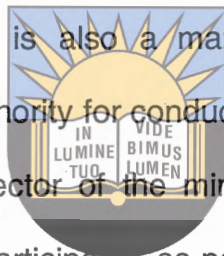
~~Participants at times feel threatened mostly because some of the facts are politically centered hence it posed a threat to disclose such information. However, the principle of confidentiality came in to play the pivotal role. There were also facts that the participants did not want to say by the word of mouth, as they feared to fall~~

~~victim hence, as the interview unfolded the researcher was noting both verbal and nonverbal communication. This also has proved to suggest and support the richness of the qualitative research paradigm.~~

3.6 Research process

Bearing in mind the research sequence that it has to follow of which all the above mention process was implemented. The researcher for a start did seek permission from the University as mandated by the Research Ethics Committee and a certificate was awarded to the researcher and has been attached as an appendix.

In addition to seeking authority it is also a mandate with most or rather all governmental institutions to seek authority for conducting and research. The student therefore got authority from the director of the ministry this was mainly for the focus group. Lastly authority from participants as part of the ethical considerations on this the researcher firstly agreed with the terms and conditions which were stipulated in the informed consent form. This was a guiding principle between the researcher and the individuals and as well as the individuals as humans in the focus group discussion.



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3.7.1 Application for ethical clearance

The student applied to research ethics committee as every research according to General Prospectors Rule 17.6.11.5., which stipulates that when a research data is collected from humans, animals and plants should apply for an ethical clearance. This also goes along with professional ethics, as well as human right with regards to research. The clearance was granted to the researcher on the 12 November 2013. The clearance certificate number is MESO31SMAF01 (see appendix).

3.7.2 Gaining entry

The research included data gathered from employees of the government under the Ministry of Youth Development Indigenization and Empowerment. The researcher was granted permission on the 15th of January 2014 from the Acting Director Human Resources for the Secretary for Youth, Indigenization and Economic Empowerment. In addition to that as the researcher was also collecting data from the community member's permission was granted by the community authority of Chinhoyi Makonde District.

3.7.3 Identification of participant

Relevant offices were approached with the permission from the Ministry Acting Director Human Resources. The panel for the focus group consisted of personnel from the office of the Provincial youth officer (MYDIE), youth development officer (SMEs), the acting center head from the (YCT) and the ward counselor.



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For the individual participants, unemployment unlike other social ills can be noticed through loitering without a judging mind youths are seen in the streets and dressed casually which was one of the pointers. However the researcher asked the participants if they were willing to take part in the research after a brief introduction and explanation about the purpose of the study. It was only upon acceptance to be part of the research that the researcher conducted some of the interviews. The interviews were carried out in a convenient and conducive place, consideration were upon the participants best interest.

3.7.4 Carrying out of focus group discussions

The focus group discussion was done in a way which was conducive for all the parties involved. The researcher sat in a round table manner and the researcher was responsible to facilitate the discussions by asking the questions which are guided by

the interview guide. The conversations were recorded and further transcribed.

3.7.5 Capturing of data

After the data collection the researcher transcribe the raw data from the recorder. In this the researcher was assisted by the themes which were operationalized when collecting data as highlighted in the interview guide.

3.7.6 Analysis of the data

Upon sorting the data into the themes which was meant for user friendly analysis, the data was analyzed in their respective themes. The analysis also brought comparison with the relevant literature and the data gathered in which the conclusions and recommendations were made by the researcher.



3.8 Ethical considerations

In social work research there are ethics principles which are to be considered paramount to practice. The researcher used the following ethical considerations:

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3.8.1 Gaining access to potential participants

The researcher applied for ethical clearance in which gaining entry is one of the first considerations in the research field regardless of who you are working with. A certificate was given by the university which governs the considerations. Further to that the researcher sought permission from the Ministry as some information which was gathered requires as such so as protecting both the researcher and the participants. The researcher also requested for permission from the local authority to carry a study.

3.8.2 Informed consent

Upon informal greeting and brief introduction to the potential participant the researcher then gave the participants an informed consent form that stipulates the concerns and rights of the participant.

3.8.3 Confidentiality and anonymity

The researcher also did explain to the participants that the information treated with confidentiality. Further to that the use of pseudonyms were used so that the participants will remain anonymous. This was an assurance that was provided by the researcher to the participants that whatever information with regards to the research will not be disclosed. This was to secure the safety and identification of the participant.



3.8.4 Informing the potential participants about research goals

The researcher informed the participants that the research was for academic purposes. However the researcher elaborated that there were no material gains which were to be expected by the participants.

3.8.5 Disclosing results to participants

The participants were told that the results of the study were at their disposal if the need arises. Emphasis was given to the government officials as the research sought to enable efficient and effective strategies to curb youth unemployment.

3.8.6 Avoiding exposure to harm or risk

Qualitative research which includes humans is prone to risk and harm. The researcher used pseudonyms which protect participant's identity and location by any person or persons who might cause harm. This was due to the fact that the study

has some sensitive issues precisely concerning the transparency and accountability within the government structures (Babbie (2010: 64-71). It was significant to know that the tone of the research was set with the building of a good rapport.

3.9 Validity and reliability

Reliability is the constancy or uniformity of the extent. According to Gravetter and Forzano (2003), reliability refers to evaluating tool's capability to yield reliable data outcomes every time it is applied. At that time if the results of the study could be repeated in a similar method the research tool would be reflected as reliable. Carole and Almut (2008), purports that validity is commonly well-defined as the degree to which an instrument measures and what it signifies to measure. The major concern was in the accuracy of the instrument in giving results to that which it is purposed to measure. Validity was measured imperative because the objective of the research was archetypal of what the researcher explored and reliability was concerned about the consistency and permanence of data.



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3.10 Conclusion

In summation the research paradigm that has been chosen assisted in the research precisely on the fact that it sought to explore and investigate deeply widely and broadly into the subject matter. The thematic analysis was applied and the data from the focus group interviews was triangulated. The following chapter will present data analysis and presentation of findings.

Chapter Four

Presentation, interpretation of findings and data analysis

4.1 Introduction

This chapter will be the presentation, interpretation and analysis of the findings. It is of paramount importance to take cognizance that the researcher was guided by themes in analyzing and interpreting the data. This has enabled the researcher to vividly analyze the data in accordance to the qualitative paradigm. The researcher has then made use of the themes as a yard stick to the presentation of the data. Discussions were analysed and interpreted simultaneously so as to see how the data from the individuals and the focus group differ or comprehend or complement each other. Tables were also incorporated so as to bring clarity with the presentation of data. It was also significant to take into consideration that the *Together in Excellence* was a tool in the process of data gathering with the aid of a voice recorder.

4.2 Theme one: Biological information

The presentation has been designed so that debates and discussions will be done concurrently as the research unfolds. The data tabulated below in Table 4.1 represents biographical information of the interviewed individuals. Pseudonyms were used so as to acknowledge confidentiality as the guiding principle in the field of social work. Age has also been presented as it will authenticate the youthfulness of the participants precisely to the individual interviews. The dynamics on the effects of unemployment and the intensity, impacts, and effects of unemployment varied in line with the marital status. Thus when one is married there may be more responsibilities as compared to those who are unmarried. Yet if one

was unemployed this could affect his or her wellbeing as an individual as well as the dependencies. This may responsibilities that one had for example, children, shelter, clothing and education among other basics which were taken into consideration.

In addition, the issue of gender has also been highlighted as this has been considered as a factor which also could influence the perceptions of individuals towards any action in the society. In this case strategies towards unemployment could vary with gender issues, so the researcher had to observe gender. Educational qualifications also play a pivotal role in ones perceptions especially in the trying to address unemployment as the strategies implemented would also consider relevant skills and qualifications that one has.

The following are individuals' biographical information as presented in Table 4.1 below.

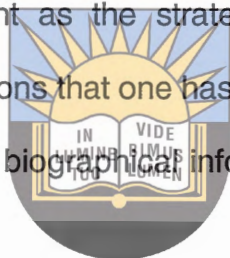
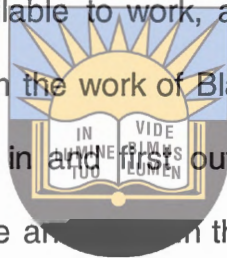


Table 4.1 biographical information for individuals.
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Pseudonym	Age	Gender	Marital status	Dependencie s	Nationality	Qualification
Rodar	19	F	S	N/A	Zimbabwean	Advances level
Tim	22	M	S	N/A	Zimbabwean	2 "O" levels
James	24	M	m	ONE	Zimbabwean	"O" Level
Ben	23	M	S	N/A	Zimbabwean	B. Social Science
Talent	25	F	S	N/A	Zimbabwean	B. Social Work
Chido	24	F	M	TWO	Zimbabwean	B. Social Science
Becky	28	F	S	N/A	Zimbabwean	Diploma
Richard	25	M	S	N/A	Zimbabwean	National Certificate
Menard	26	M	S	N/A	Zimbabwean	Diploma
Marlvin	23	M	S	N/A	Zimbabwean	"O" Level
Brendon	24	M	S	N/A	Zimbabwean	Certificate
Mavis	28	F	S	N/A	Zimbabwean	Diploma
Benson	33	M	S	N/A	Zimbabwean	B. Com
Joanah	35	F	M	THREE	Zimbabwean	Certificate

Key Marital status	S= Single	Gender	M=Male
	M=Married		F=Female

The researcher found out that that there is high unemployment among the youth thus globally, youth consist about 43.7% of unemployed population (ILO, 2010), and precisely to Africa it is 60%. In addition to that this has two faces the first one being that defined in the unemployment definition which is, according to ILO, (2010), “unemployed workers are those who are currently not working but are willing and able to work for pay, currently available to work, and have actively searched for work”. The second one deduced from the work of Blanchflower, & Freeman, (1999) who asserts that youth are the last in and first out of the labour market this is mainly because of lack of experience and in this work most of the youth have not been to work which gives a necessity to the Government in curbing youth unemployment.



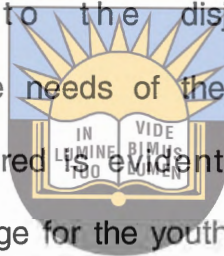
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It is also paramount importance to identify that in the Table 4.1 the participants either have a degree, a diploma or a certificate. Among the 14 interviewees one have Advanced level certificate, three have Ordinary level certificate, four have degrees and six have diplomas and certificates of short courses respectively. Therefore this comply with the definition of unemployment which points out that unemployment is where by one poses the qualities or rather the qualifications but could not find work or a job. The question on how the knowledge possessed by the youths is of assistance in curbing unemployment remains unanswered.

This is corroborated by the finds of Coenjaerts, Ernst, Fortuny, Rei, & Pilgrim, (2009) who asserts that there is a mismatch between the demand and the supply of skills possess by young workers. Regardless of the fact that a number of these youth

possessed better educational qualifications the issue depended on the thought or argument that these youths lack relevant expert skills and experience. The above literature concur that the age in conjunction with lack of experience and expert skills contributes to high unemployment as the youths are not readily absorbed in to the labor market.

Based on the findings one would argue that there may be incompatibility between the curriculum and the needs of the industry in changing times. Therefore this implies that due to the disjuncture, graduates' skills or knowledge are not relevant to the needs of the societies and state at large (Zinhumwe 2012). The data gathered is evident enough and also supports the literature that the real challenge for the youth to get work, is experience and the skills which therefore substantiate that there is a mismatch between the attained skills and the required skills in the industry.



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Gender as presented in Table 4.1 with six females and eight males has assisted in understanding the intensity of the unemployment to gender as there were more males than the females interviewed. Also this has led one to question the concept of the feminization of poverty. This also goes along with the fact that poverty has different faces thus it can be either absolute or relative as mentioned in the literature. The finding revealed there were more males than female's youths who were not employed thus eight out of fourteen were males.

This supports the assertion made by ILO (2004 b) that there is high rate of unemployment among men than women which are 18.4 per cent of female youth are unemployment, and 23.1 per cent of the male youth unemployment respectively. This is however regardless of the fact that there are fewer women in the labour

market (ILO: 2004b).

Furthermore the issue of the family thus being married or single and the number of the children also set the tone of the research as it is there to examine or rather to shade more light in the intensity of the impacts of unemployment. Out of the 14 interviewees 11 (78%) are single and 3 (22%) are married.

Table 4.2 biographical information for focus groups

The following table presents the biographical details of the focus group participants.

<u>Pseudonym</u>	<u>Occupation</u>	<u>Organization</u>
Tendai & Molly	Provincial youth officer	Ministry of youth development, Indigenization and economic empowerment
Getrude & Rudo	Youth development Officer	Ministry of youth development, Indigenization and economic empowerment
Aaron & Marshal	Youth development officer & the secretary	Ministry of Small and Medium Enterprises.
Gift & Ransom	Acting center head & the Secretary.	Chinhoyi vocational training center (Ministry of youth).
Makombo & Gamu	Ward counsellor & Secretary.	Government of Zimbabwe.

On the biological information on the focus group the researcher was not interested in the age of the focus group members but rather the relevance of their organizations and posts as far as youth unemployment was concerned. This is basically due to the fact that the policy implementation of the strategic action does not depend on an individual but on the organizational mission and goals and the effectiveness of the strategic interventions. The data presented in Table 4.2 is from various organizations involved which advocate for the effective implementation of

the youth programs as governmental para-state. These departments are; Department of Youth Indigenization and Empowerment, Department of Small and Medium Enterprises (SMEs), the Local Authority thus the Ward Counselors, and as well as people from Vocational Training Centers.

4.3 Theme two: Perceptions to government intervention and strategies

Table 4.4

<u>SUB THEMES</u>	<u>CATEGORY</u>
Perceptions to government strategies.	<ul style="list-style-type: none"> • citizen's perceptions • government intervention strategies • unemployment mitigation
Interventions and strategies available to curb youth unemployment.	<ul style="list-style-type: none"> • interventions strategies available • curb youth unemployment
Require to be eligible to the programs.	<ul style="list-style-type: none"> • Requirements eligible to the programs
Challenges faced to meet the eligibility and required documents or any other necessity.	<ul style="list-style-type: none"> • challenges faced to meet the eligibility • Any other necessity?

• Citizen's perceptions

In as much as the government seems to have been involved in the strategies for economic growth and development about 90% of the participants alluded that the government is not doing its work and duties properly. On the other hand the entire focus group participants (10 or 100%) contra the view of the youth as they mentioned that government provides economic growth and development however it could be inadequate to meet citizen needs.

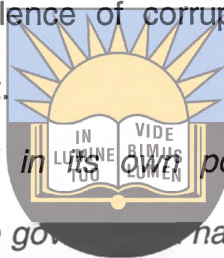
Some of the participants uttered:

“The government has let us down we don’t even know where to look for assistance and for how long will this situation will be like this”.

“The government is no longer representing the youth because there is nothing that is done for the youth but they are representing and accumulating wealth for themselves while our future cannot be predicted”.

“The strategies we have are just good in paper but nothing has manifested itself for us as youth are still poor and even poorer even though we believed that education is the key to life which to us has proven us otherwise”.

This can be engulfed in the prevalence of corruption, closer of industries and ultimately right youth’s unemployment.



“The government seems interested in its own pocket and really the issue of industries closure has shown that the gov. has no interest to the job crisis as

a result of the closure of some manufacturing companies”

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However, the focus group participants shared the following sentiments:

“...there are agricultural, mining and vocational life trainings programs set by the government so as to mitigate youth unemployment”.

“...since 2000 there was land redistribution, projects set so that youth will have their own businesses so that there will be employment creation”.

Nevertheless the citizen’s perceptions somewhere somehow have the same notion on the fact that the effectiveness of the projects is hindered by the inadequate funds.

According to Masunungure (2005) 400 companies closed and more than 10000 people lost jobs this therefore expose the rate of unemployment as the clothing, leather, cotton, and other industries closed. In support with the view of the focus group NIEEF Report (2013) purports that there are projects done through MYDIE, ZYC, CABS and Old Mutual among others.

- **Government intervention strategies**

Out of the 14 individuals participants 13 (93%) of them had acknowledged the intervention strategies being in paper rather than being implemented. All (14 or 100%) participants urged that the government has been silent on the needs of its citizens especially for the youth taking into cognizance that there is high unemployment rate generally within all the age ranges but mostly within the youth.

The focus group also concur with the individual participants as they share common sentiments that the government strategies are believed to be not effective enough to curb the continuous rising youth unemployment. Furthermore the idea that the government should revamp the industrial sector to create employment for the youth also emanated from focus group discussions.



Participants stated:

“...there are strategies yes but the issues lies in the implementation of the intervention...”

“...the government should open industries, absorb qualified personnel into the public sector while promoting skills development for those with educational qualifications”.

In as much as the youth strongly question the effectiveness of the intervention strategies implemented by the government to mitigate youth unemployment they however notice that the strategies are there. However their effectiveness has been questionable as there was lesser number of youths that are catered for while the national percentages of youth unemployment continuously increase. In addition to that, it seeks to discredit the purpose of the interventions as the intervention precisely from the government should look into a bigger spectrum so as to control the national crisis concerning youth unemployment.

The study has proved that there is a need of the government to take into

consideration such matters as a state of urgency and make a provision to curb hyper unemployment among the youths.

The focus group participants also share a common ideology and stated:

“The government through engagement should embark on more of these strategic projects for the betterment of the whole nation”.

“The government should open up closed industries so that the youth should find jobs because almost big companies like Liver Brothers have closed and many companies have moved out of the country which has left them with no jobs”.



“In the ministry of youth there are strategies through SMEs which has been set to curb youth unemployment such had made youth to embark on projects like poultry, piggery and crop husbandry”.

“VTC have been set so that it assist the youth with life training skills which will ultimately mitigate youth unemployment. However the challenge faced with our departments is that finance is not sufficient to reboot the industry and also cater for the youths in totality”.

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Matarirano (2007) argued that the loans are in most cases cratering for big companies with collateral security and this has led the youth not to start their own businesses. According to ILO (2010) there its about 43.7 % youth unemployment globally and 60% is among the Sub Saharan Africa.

The question that comes into play now is why the government is failing such implementations and resolute ideas from both the service providers and the consumers remain unanswered. In trying to look into the impediments the issue of inadequate funds for such initiations remains a barrier to such noble ideas to curb

youth unemployment. On the other hand, although the issue of close monitoring has also been raised it is factual that the focus group and the individual notion are on the same page. However, the above perceptions can be either credited or discredited in the follow up questions which will be deliberated on the interventions and strategies which are set in place to curb youth unemployment.

- **Unemployment mitigation**

Of the 14 individual participants 93% and 100% of the focus group acknowledged that there are projects that are set in place to mitigate youth unemployment

Some of the participants stated:



“There are a number of projects which are implemented by the government in the communities.”

“These projects include agriculture, training and life skills and these are offered by the Vocational Training Centre and by Small and Medium Enterprises”.

“The government through banks has been giving loans. It is problematic then to account to such initiatives as it has been found out that there is high prevalence of unemployment among the youth”.

The question of who is supposed to benefit; how does one benefit; have been to some of the youth concerns as some were not even aware of such initiatives and projects (CUVTC, MYDIE, Accounting Circular No.2 of 2012; Kurera/Ukundla Youth Fund 2012; NIEEF 2013).

- **Interventions**

Individual participants (13 or 92%) perceived that the intervention programs were partisan. Additionally, what has been advocated in the Article 3.1a of the GPA, of

working comprehensively on the economic programs to resuscitate the economy where just open promises from the government.

However, some of the focus group discussions dismissed the idea that the projects are partisan in nature but that Training centers were open to anyone and were set for youth to embark on training for entrepreneurial skills. In addition, intervention programs are meant to address youth unemployment through available resources within certain communities and nation at large.

The focus group mentioned:

“Through the integration of (ISOP) programs Integrated Skills Outreach Programs youth will be empowered with the skills they need to earn a living”.



“The Ministry of Youth Development Indigenization and Empowerment brochure on the Vocational Skills Training clearly states the programs highlight in the findings which are; Entrepreneurship Development Training, business extension support, planning and management as well as HIV/AIDS behavior change”.

Literature states that there are several organizations that are involved in the National Indigenization and Economic Empowerment Fund (NIEEF, 2013). With regards to these projects for instance organizations like Meikles Out grower Scheme, said to have funding targeting the youth and youngsters to venture into horticulture and small livestock production. These projects had transformed lives of a number of youth (CUVTC, MYDIE, and NIEEF, 2013).

- **Strategies available**

Both participants from the individual (93%) and focus group interviews mentioned

that there are strategies that had been put in place too to curb youth unemployment. However the effectiveness of the implementation is therefore argued.

Participants uttered:

“In the same plight as it has been argued above about the inadequacy of the funds should be addressed so that the programs will be seen the positive development with the youth who are disadvantaged and unemployed”.

“There are agricultural projects but there are many factors that are to be considered for the implementation of such projects. For instance the seasonal cropping with tend to be affected by both natural factors like drought which reduces productivity”.



Loayza, Olaberri'a, and Rigolini & Christensen (2012) state that intervention projects like animal husbandry are expensive to set up, they are also expensive to run and profits are rewarded in the long run. Therefore due to these factors risk cannot be managed and as a matter of fact it will intensively affect the whole process to be of a worse state than before.

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- **Curb youth unemployment**

Almost (93%) of the participants and all focus group participants (100%) alluded that there are measures to curb youth unemployment

Participants uttered that:

“It is our mandate to help the youths to write the proposals as they take the initiative and responsibility so that such barriers to the implementation and achievement of their intervention strategies can be addressed so as to mitigate youth unemployment”.

“Lack of knowledge of how ministry’s programs are conducted on the side of the youths has been also another concern which therefore comes to the understanding that there is a need for awareness campaigns so as to ultimately curb youth unemployment”.

However contrary to the focus group some of the participants stated:

“I do not believe that there are any intervention strategies implemented by the government as it is estimated that there is about 85% unemployment in Zimbabwe”

“Policies should be based on a comprehensive development planning framework that embodies well designed and implemented macro-economic and sectorial strategies.”



“The government lacks a clear stance to the effectiveness of the implementations of the projects which had left us as youth to be a distant to the projects which intends to challenge the unemployment crisis which has paralyzed our capabilities”

Kange'the and Mafa (2014) attest that the poor and the affected know very well their challenges and how best they can be solved therefore they must be involved in the design of policies and projects intended to better their lot. According to the Accounting circular of (2012) the main focus of the government is to facilitate the setting up of an economic empowerment facility and business linkages and partnerships to support the youths.

- **Requirements**

The participants both from individual and the focus group interviews fully concur which each other on the requirements for one be considered to be a beneficiary of such government initiatives.

Participants stated:

“You should have identity, electricity or water statement as a proof of residence; you should also write a plan and budget for the project.”

“Citizenship, proof of residence, project proposal and certificate in business management provided by the VTC.”

According to the (Circular, 2012) beneficiaries should be youth amongst the age of 18 to 35 and this should be legally constituted in the form of a Private Business Corporation in a detailed project proposal.



- **Eligible to the programs**

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Thirteen out of the fourteen (93%) individual participants and all focus group participants stated that identity documents, citizenship, proof of residence, business proposal, registration with SME, educational qualification for the VTC, are need for one to be legible for getting the funds.

Participants mentioned:

“The beneficiary intending to be take part in these programs must be within the age range from 18- 35”.

“Being a Zimbabwean one can fit in to the indigenization program”.

This is enshrined in the Chinhoyi Urban Vocational Training Centre (CUVTC) brochure and also in the Accounting 2012 circular being a Zimbabwe citizen between the ages of 18 and 35 makes young people to be eligible to the program.

- **Challenges**

Both individual and focus group participants stated that it is was significant to note that in the implementation of such projects there are also a number of challenges that seem to be stumbling blocks for the accusation of the benefits from such initiatives.

Participants mentioned:

“Entry requirements are Zimbabwe Junior Certificate (ZJC) or Ordinary level (O level) or relevant experience or just the ability to read and write.”



The focus group concurs with the participants that:

“These documents are crucially needed for the necessity for administration purposes, as well as the follow ups to evaluate on the success and the failures of the intended projects”.

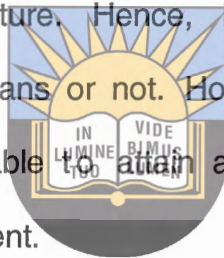
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“Considering the fact that there are various considerations in the VTC for instance which is that VTC one will be given life skills things like proposals are not needed in that regard.”

According to MYDIE together with the departments involved put emphasis on the, “...ability to read and write”. However it has also been noted that, “for other courses at VTCs one need to have at least 5 ordinary levels passes”. According to the (BEAM) as stipulated in (UNICEF, 2012) it is undoubtedly that the all the students who were under such programs will be sent to VTC so that they may be helped so get ends meet as well as the achievement of the millennium goal towards

education, hunger and poverty.

In summation to what the focus group and the individual participants discussed one can refer back to the literature about the government providing primary education. This is in line with the millennium development goal number two, which concur with Zimbabwe policies that there is Basic Education Assistance Module (BEAM), which has been set as a program to support and to meet the social welfare of the citizens (UNICEF, 2012). This program has been set in place to assist Orphans and Vulnerable Children (OVC) so that their impoverished situation cannot be a barrier to their future. Hence, in this case the youth are vulnerable regardless of being orphans or not. However, failure to be supported means that these children may be able to attain any qualification that will make them liable for any form of employment.



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Nevertheless, one would argue that there is still high unemployment with quite a number of youth who have degrees and yet still unemployed. One would also argue that some of these graduates in actual fact are able to write proposals so there is a need to check where exactly the challenges are emanating from. United Nations Economic Forum for Africa noted that African countries can pursue several short-term and long-term policies to achieve the needed structural transformation that generates high growth with increased employment creation.

- **Eligibility challenges.**

Ninety percent of the individual participants mentioned a number of challenges such as lack of collateral security. All focus group participants mentioned that *(ISOP)* is one of the facilities that had been set so that the youth can be aware of the

programs and projects available specifically to mitigate youth unemployment. This program has been set in place to assist Orphans and Vulnerable Children (OVC) so that their impoverished situation cannot be a barrier to their future.

Participants said:

“Since I am not working I don’t know where does the banks want me to get property so that if I fail to pay they will sell or rather take and get their money”.

“I think the banks just do not want to give us money to start business as they expect me to have a house, car or any other valuable things which I don’t know where I will get them since I had never worked in my life”.



“Youth face a challenge in skills to write a business proposal”.

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“Illiteracy also hinders them from archiving what they want to archive in life”

Matarirano (2007) state that the youth at times is regarded as a high risk clientele group as they do not have the prerequisite collateral. Therefore, they often cannot access project funding from the formal financial institutions which therefore will be a challenge to embark on such projects. This however tend to switch a bit from the research as most of the participants who were interviewed one had academic status compared to the ones who were assisted from the department.

On the other hand the participants from the focus group also noted that:

“Fees can be a stumbling block to the youth who aspire to go to our VTCs though

it is affordable”.

According to Muruviwa, (2011: 65), *Inability to access credit triggers a livelihood diversifying behavior as households seek other opportunities to attain the needed income for agricultural purposes or other essential activities, despite the fact that they have brilliant business ideas.*

Bearing in mind these challenges, there would be a need to invite a discussion on how informal employment can address the matter of youth unemployment. Akinwale (2012) asserts that, informal sector is unregistered small scale income generating activities according to statutory or law and these should address creation of informal employment for the youth.



4.4 Theme three: Employment insight

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TABLE NO: 4.5

Sub themes	Category
Informal employment	<ul style="list-style-type: none"> • Lack of market • Lack of capital • Resources and facilities • Limitations and challenges • Benefits • Impacts

TABLE NO: 4.5 presents some of the employment insights as attested by participants

- **Lack of market**

All participants from both individual and focus group mentioned that major risk such

as lack of demand, and flooding the market for the products being produces. This will in the long run limit the sustainability of such form of employment.

Some of the individual participants uttered:

“At one point I was forced or rather I get a loss of the things I was selling as there was no one to buy since everyone was selling the same commodity”.

“Due to the fact that there is no control to the flow of goods this has led the market to flood as a result the goods with not is on demand anymore.”

- **Lack of capital.**

About 90% of the individual participants said lack of capital is a barrier to economic growth and business entrepreneurship. Focus group also share the same

sentiments with the individual participants.



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Individual participants mentioned that:

“This has left the youth stuck in the vicious poverty cycle as their businesses remain merely inspirational and micro in nature, providing income for subsistence purposes only.”

“Despite having brilliant business ideas, the youths are sometimes regarded as a high risk clientele group as they do not have the prerequisite collateral.”

Capital is crucial for every business to prosper. Credit availability encourages or boosts confidence of the citizens to embark on means of production. According to Muruviwa (2011;65), “Inability to access credit triggers a livelihood diversifying behavior as households seek other opportunities to attain the needed income for

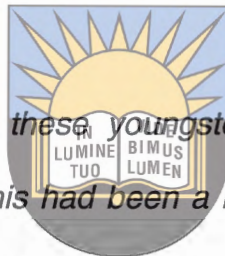
agricultural purposes or other essential activities”. Therefore this will challenge to capitalize their micro-informal businesses. Therefore, they often cannot access project funding from the formal financial institutions (Matarirano, 2007).

- **Resources and facilities**

Almost 90% of the individual participants as well as 100% of focus group discussions did highlight on the lack of resources and facilities as factors that led the youth to be involved in informal employment.

Individual participants alluded that:

“Resources and facilities have led these youngsters to embark in the informal employment and at the same time this had been a hindering factor for the informal sector to be seen to be a solution especially from the responsible authority.”



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The issue of resource distribution has been a cause of concern regardless of it being within the formal or the informal sector. In support to this Matarirano (2007) said that a common fatal mistake for many failures in business or entrepreneurship is lack of sufficient operating funds (resources) which is fundamental to the smooth running of the business. So this will change the growth and development. It is in the idea of helping the youths that led the government to embark on empowerment so that the youths can at the end of the day be able to sustain themselves.

- **Limitations and challenges**

Both the individual participants (93%) and the focus group participants (100%) highlighted that there are limitations and challenges within the provisions of the

initiatives intervention strategies. this had ultimately caused as serious crisis in mitigating youth unemployment.

Individual participants reviled that:

“Education was a key to unlock unemployment but nowadays the more to are educated the more you could not find a job which is resulting us to be jobless”

“Government had failed to absorb the majority of the youths in to the labour market and has resulted to high youth unemployment.”

“Curriculum which does not fit to the skills needed in the labour market as well as to address the ever changing global challenges”



According to Coenjaerts, et al 2009, there is a mismatch between the curriculum and the skills needed in the labour market. Coenjaerts et al (2009) went further to say that the skills they possess are unable to be absorbed in the labour market.

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- **Benefits**

The assertion made by the individual participants has shown that there are a number of benefits from the informal employment as it is bringing something for a leaving. This has been also credited by the focus group (100%) regardless of other after effects of the informal employment. It increases availability of cheap and locally produced goods. Since it does not require much documentation and skills it is easy to start and does not need much capital.

“Informal employment is the only alternative available since the formal employment has proved to be a mammoth task.”

“informal employment is the only way everyone in Chinhoyi knows Wellie he did not go to school but he is making big monies through ‘chikorokoza’ (illegal gold panning) he have more than ten kombis.”

“Informal employment is the only way everyone in Chinhoyi knows Wellie he did not go to school but he is making big monies through ‘chikorokoza’ he have more than ten kombis.”

“Informal employment create employment promotes employment especially for the youths who are at the verge of high unemployment”

“The youth through informal employment had seen that it provide quick money but however it is not sustainable for their families.”



To the community the participants mentioned that it will no longer be the sole responsibility of the government to support these families as most if not all will be managing to get something on their tables. In line with this argument according to (Duru, 2012), The informal sector is often seen as having the capacity to support capital accumulation as well as providing productive employment and viable incomes to individuals who can no longer be absorbed into the formal sector.

In addition to the above, the informal sector development has been credited to its ability to produce goods and services efficiently and create income and employment opportunities Duru (2012). This therefore means that informal sector is relevant to the core as it establishes and addresses the needs of the unemployed which is the employment.

- **Impacts**

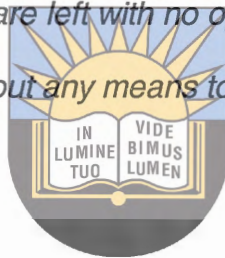
The youths have alluded that they are left with no option but to be in the informal market. They said that the in as much as they are impacts in the informal employment

but it's better that the fact that the government is failing to create job for them. The focus group pointed out in the sustainability of the informal employment late alone the illegal and criminal part of it.

Individual participants noted that:

"The government is unable to absorb all the graduates in the labour market. Therefore informal employment is the only way to survive."

"Since the government has failed we are left with no option as I personally cannot seat back and watch myself drowning without any means to life"



Thus the focus group said,

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"The informal employment is characterized by more risks because it can flop anytime."

"Mostly it is seasonal in nature that it cannot sustain an individual to the fullest maybe it can be on a contract basis. There is much insecurity, lack of business ethics and there is no revenue to the government."

"For every organisation or rather government to properly function it should have funds from various coffers which include trading revenues which the informal employment can never provide to the nations' economies."

Zinhumwe, (2012), have noted that the unstable economic environment during this period led to the proliferation of the informal sector and parallel (black) market

which absorbed most young people as agents and dealers. This has been experienced over decade which was encompassed by long political and economic crisis that plagued Zimbabwe since 2000. at the same time it has been noted also that, If conducted well informal employment can bring positive results and out comes to individuals, increased or high standard of living, resource provision to the organization particularly to the centers and youth employment.

However even though the government seem to have failed to address the unemployment rate through the labour market, it has decided to embark on agriculture which has helped the youth hence the investigation is required to provide in-depth information pertaining to the matter



- **Lack of resources** **University of Fort Hare**
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In relation to discussion from both the individual participants and the focus group lack of resources had led to unemployment and these resources cut across even in the department or the ministry. The research had alluded that there are a number of causes of informal employment which are; lack of resources, lack of industrial transformation and development.

The individual participants revealed that:

“Resources scarcity is the major challenge as much as an individual can have brilliant ideas we are not able to move or do anything”

“Lack of industrial transformation has a negative implication as it hinders growth, and

development since infrastructure and other needed facilities boost economic growth and also job creation.”

“Over the past decade the government has faced a deficit as there is no revenue which is brought to them which by no means will enable it to transform industrially and economically this has affected a number of departments”

Undoubtedly lack of capital, lack of markets, resources and facilities has hindered creating job opportunities, growth and economic development (NIEEF Special Report, 2013). In the same note there are other factors which result to the unavailability of funds.



- **Economic instability**

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The individual participants (100%) mentioned that economy is not stable, the major cause is the over politicization of public spheres which had turned down economy of the state. The focus group in totality (100%) although they acknowledge that informal employment at some point has mitigated youth unemployment it has negative impacts to the economy.

Individual participants had this to say:

“Informal employment is actually making the economy to seem stable as many people are no longer dependent on government subsidy and provisions”

“It is the unstable economy that had led the youths to embark into the informal

market, for if the economy was stable there was no need for such as everyone will be employed and having a stable income”

Contrary to the individuals notion the focus group had this to say:

“The informal sector has heavily impacted on the economy negatively as it hampered illegal practices, increase crime rate”

“Lawlessness is the tone of the informal employment, as the youth can freely enter and exit the market without monitoring with had affected the stability of the economy.”



“The sector is unorganized, illegal with little or no skills and knowledge hence the activities are done so that one could acquire to him or herself which has no cycle and investments which will enable growth and development”

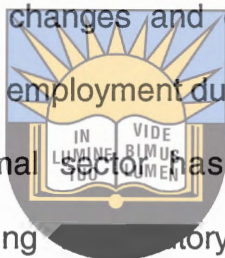
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The informal sector has been described in different ways to the extent that the informal sector issue has aroused a passionate controversy in recent years. Some view the informal sector to consist of illegal, criminal or marginal activities, small-scale self-employed activities that serve as a source of income and employment.

In short the effects of the informal have a negative contribution also to the government revenues since their business is done directly between the employee and the employer without legal regulation from the government (Duru 2012). This means that the GDP of the country cannot be calculated including or rather

accounting to the informal employment.

According to Fagernäs (2010) the protection of the formal employment it is imperative to note that as the informal will be just operating there will be no standardization of the prizes of produce, the wages and salaries which will expose the formal sector and will result in the collapse in the formal sector. This is also supported by William and Round (2007; 23) who asserts that, “representation of informal employment as a marginal realm that has largely negative consequences for urban economic development and social cohesion, as well as for comprehending the changes and continuities in thought on this sphere, is to read the formal/ informal employment dualism”.



Akinwale (2012) asserts that, informal sector has an unregistered small scale income generating activities according to customary or law. Since they are not registered therefore it means that they do not comply with legislated standard precisely, quality, minimum wage and safety, and they do not pay taxes which hinders economic growth of the nation (ibid).

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4.5 Theme four: services offered

Table 4.6 Services offered

Sub theme	Category
Services	<ul style="list-style-type: none"> • Economic services • Social services • Needs • Corruption • Exploitation and embezzlement of funds

- **Economic services**

About 93% of the youths acknowledged that there are economic services that

are rendered so as to mitigate youth unemployment.

Participants stated that:

“the provisions by several departments which are primarily meant to mitigate youth unemployment, services such as, youth loans, life skills training and as well as youth empowerment program are offered with in the ministerial departments.”

In concurring with what the individual participants mention the members of the focus group mentions that:

“A number of services are rendered by the ministry to the youth through various departments these programs”



“Skills training, entrepreneurship training, internship and mentorship attachments, career guidance are some of the services that are offered so as to mitigate youth unemployment”.

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“The funds are for income-generating horticulture and livestock projects initiated for the youths, to empower youth economically, to create sustainable and decent jobs for youth, reduce youth unemployment and poverty, and to assist social and economic development in the communities.”

This had been advocated through the facility called *Kurera/Ukondla* Youth Fund enable any aspiring entrepreneur to start a business as well as the VTC Ministry of Youth Development, Indigenization and Empowerment (MYDIE, 2012).

It has also been mentioned before, that the government had set in place intervention strategy to mitigate youth unemployment through various project programed in SMEs. It is therefore noted that assistance in proposal writing, business forums, counselling, and awareness on economic empowerment program are offered to

drive to entrepreneurship to mitigate youth unemployment.

In support to that as it has been sated that unemployment is a major concern to the government and the state the President of Zimbabwe Cde R.G Mugabe and the Minister and the head of the (MYDIE) Cde Saviour Kasukuwere introduced indigenization as the vehicle to mitigate youth unemployment through empowerment (NEEF, 2013). This has been delegated to various departments to that they will implement the policies to curb youth unemployment.

As mentioned above that what these departments do is engulfed in their mission and vision statements which are developed into policies and mandates of such departments. It has been proven that for instance Kurera/Ukondla youth fund which has been mentioned by the participants in the focus group is mandated to alleviate poverty and improve the standard of living of the Zimbabwean citizens (NIEEF 2013).



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The intensity of youth unemployment can be also understood at a broader spectrum which is stipulated on the Millennium Development Goals (MDGs). Employment answers the aims of the MDGs which are;

eradicating extreme poverty and hunger; achieving universal primary education; promoting gender equality and empowering women; reducing child mortality; improving maternal health; combating HIV/AIDS, malaria and other diseases; and ensuring environmental sustainability and lastly effective international support for low income countries and enabling the international economic and trade environment to assist with development (Sachs & McArthur, 2005).

It is in this yardstick that one is to look into the acknowledgements the services provided in trying to address youth unemployment. However, with regards to the

acknowledgements made by the youths it does not mean that the youths will vest with the provisions of such services. Also this includes relevant information pertinent to the projects they want to do.

- **Social services**

responses from about 90% of the individual participants, acknowledge social services provided, as well as the focus group (100%). however the individuals has noted that these services seem not to be sufficient for the citizens. in the discussion they also highlighted that there are also external service providers which intend to assist the failure of the government.



Participants from the individual interviews mentioned that:

“Social services are rendered by Non-Governmental Organizations, banks including Central African Building Society (CABS).”

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“Other stakeholders like Old Mutual, Ministry of Youth, Indigenization and Empowerment (MYDIE) ILO, IOM and the Zimbabwe Youth Council (ZYC) were also involved and teamed up to address youth unemployment.”

The focus group also mentions:

“the partnership they have with trustees like Meikles Out grower Scheme, Stanbic Wealth Creation Fund, Tobacco Empowerment Trust where also involved.”

The question seeks to ask how those organizations have impacted to the lives of the

youth in mitigating unemployment. Research also proved that one of the participants was not aware of such programs hence the government should rather come up with solution to curb such a problem. In addressing this the interviewee was of the view that awareness campaigns must be done in a more effective way which will reach the vast majority which are affected by high rate of unemployment.

This complement with what the focus group has also said in regard to availability of information to assist youth barraged with unemployment. As a way to curb unemployment after recognizing and acknowledging services rendered by various service providers and stakeholders, it is therefore imperative to see to it that the best way which help in the mitigation of youth unemployment.



- **Services needed**

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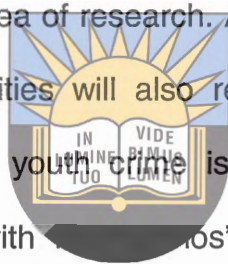
Participants from both the individual interviews (100%) and focus group discussions highlighted that there is a need for effective service delivery so as to curb youth unemployment and also enable social cohesion.

“There is a need to have effective organizations to train life skills which will advocate for the best practices on unemployment, training of entrepreneurship training.”

“There is a need for transparency which goes along with effective distributing especially with the resources. The researcher therefore realized that the challenge emanates from the accessibility as well as advertising and publishing of such projects so that it will reach to the entire community with the intention to solve youth unemployment immensely.”

“There is a need of the infrastructure development and refurbishment since there is poor infrastructure at our VTCs results in a decrease in the enrolments of students.”

Accessibility of credit also go along with the location, this therefore means that the youth in the peripheral areas are neglected not only for the credits but worse for the employment to begin with. Due to the geographical location there is high youth’s unemployment in the area of research. A circular and series problems will emanate for migration to icon cities will also result into over population and overcrowding for resources hence youth crime is inevitable. evidence from the research share same sentiments with previous findings that banks restrict access to credit to small firms as the focus on reputation, profitability, collateral security and the creditworthiness of proposed projects by such small business entrepreneurs. He went on to say that the banks will hence focus on or favors large firms that could easily meet this criterion (Matarirano, 2007).



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In trying to come up with a consensus and to reality about the needs of the youths that will mitigate youth unemployment the focus group acknowledged that avenues should be paved for the youths to benefit and be set free from the ravage of unemployment. The focus group indicated that there is a need for the following: skills training, entrepreneurship training, proposal writing trainings, and career guidance. The campaigns will enhance accessibility to credit as it has been mentioned in literature about the peripheral areas which are neglected and which suffer social neglect and underemployment. Maybe unemployment rate is fuelled by migration of the youths to icon cities which will result into over population and overcrowding

thereby overwhelming resources. So by having awareness campaigns the youth can be assisted in their various place of origin without having to migrate.

Table 4.7 Challenges faced in addressing the needs of the unemployed youths

Sub theme	Category
Challenges	Corruption Exploitation and embezzlement of funds

Table 4.7 presents the challenges faced in addressing the needs of the unemployed youth bearing in mind the two major hindrances which are corruption and exploitation and embezzlement of funds.



The challenges around unemployment are a bit complex and most of them are intertwined. Issues around lack of resources and lack of capital can be on two grounds which are firstly the resources are there but secondly they are there but there is corruption and embezzlement of funds which are supposed to be meant for development.

- **Corruption**

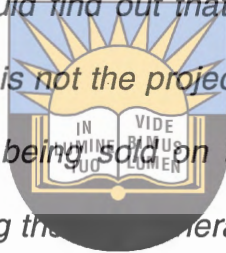
The discussion from both individual's participants and focus group highlighted that there is corruption however the two contradict on who exactly is corrupt. The individuals put the blame on the government officials whilst the focus group counter that the youths are corrupt as well banks. However the matter cannot be denied or accepted, as it have some legal implications and as well as perceptions of the emotional people who a highly affected by the sense and state of joblessness.

"There is no fair distribution on the resources as one would have to know someone in the authority so as to get something which will be for both of them"

“Redistribution of the implements funds are only availed to relatives and close friends of those in offices as soon as the information gets to them without even reaching the general population”

“There is corruption from banks which are responsible for the funding of the youths results in the blackmailing of the Ministry as a whole and youths end up shunning ministry program.”

“The youths are corrupt as one would find out that the funds directed to projects can be used to do something which is not the project proposed for instance buying cars, you find out that farm inputs being sold on the black market by the some youths who are supposed to be using the generate income”



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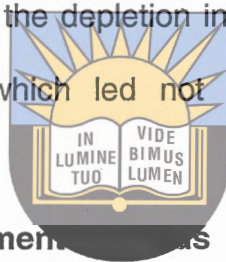
“It is from the finance houses that corruption is taking place and negatively impact on the implementation of the policies which the government would want to implicate.”

In line with that Matarirano (2007) had this to say, the major causes are that land redistribution had been over politicized. So as a result it is only the elite who are benefiting. Further to that Guseh and Oritsejafor (2007; 140) assets that, “the attainment of political freedom does not seem to have transformed the state because the indigenous elites that replaced the colonial rule could not manage to implement policies develop politically and economically”. This therefore supports the idea that had been said by the youths.

On the other hand according to (Duru 2012), “The rapid influx of people to the urban centers has raised the concern for urban employment, underemployment and

unemployment. A large number of the migrants are seeking refuge in the informal sector in which they create their own employment and generate income for their upkeep". This has also been noted in the focus group that the youths are increasing hence the unemployment rate regardless of the interventions still it is high.

This affected or rather caused unemployment in the sense that white farmers who were the employees were chased out of the farms yet leaving more people unemployed. Besides that the white commercial farmers were producing products for exporting which was a source of foreign income which has been boosting the economy as investments. For a fact the depletion in foreign currency led to closure of certain firms and businesses which led not only youth to be left jobless (Matarirano, 2007).



- **Exploitations and embezzlement**

Citizens from the individual participants (100%) perpetuated emotions as the say that African economies and political arena is the sphere for extravagant, misuse of funds initially meant for investment are ordered and directed to personal coffers of those who hold influential positions in the government. However the focus group emphasizes that misuse of funds is prevalent with in the youths as the funds meant for projects will cater for other things which are far from project related.

The individual participants mentioned that:

"The benefit of the vast majority are not reaching the citizens but rather kept for personal gains which are negative to the core into developmental matters which will mitigate some of the causes of youth unemployment poverty among other factors to social constraints."

“The funds that are directed to development are then directed somewhere which will not have an effect for the betterment of the entitled beneficiaries to such funds.”

In line with the above Guseh & Oritsejafor (2007:140) asserts that the attainment of political freedom does not seem to have transformed the state because the indigenous elites that replaced the colonial rule could not manage to implement policies develop politically and economically. This has led to the breeding ground for corruption.



- **Services to increase youth employment**

Table 4.8 Services

Sub theme	Category
Services needed	Entrepreneurship skills. Monitoring

- **entrepreneurship skills**

Overwhelming positive acknowledges were granted by the both individual’s participants and focus-group discussion pertaining to the entrepreneurship skills. Such skills tend to be the back bone of the youths in earning funds for life provisions. This emanated from the fact that the conditions around the starting of such projects are favorable, cost effective and conducive in mitigating youth unemployment.

Participants noted that:

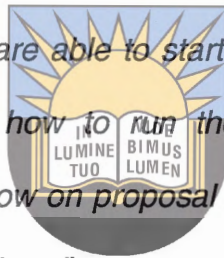
“Entrepreneurship skills and the life training skills enhances the us to be self-employed which address or rather be a solution to the problem that the government cannot consume all the youth into its labour market, this will change

our lives as we are unemployed.”

The focus group also highlighted that:

“There are a numbers of skills which the youth are acquiring from the VTC as well as the various departments which is fundamentally important as ways in mitigating youth unemployment. Emphasis was given on the entrepreneurial skills which tend to have a positive and easy means to venture into business or project which will serve as a source of income.”

“Youths gain skills in handwork and are able to start up their own businesses. They will also gain entrepreneurial skills how to run their businesses and to employ other youths who are idle. A know how on proposal writing makes it easier for them to access funds to start small enterprises.”



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Is there any advice of information that you would like to give to your respective clients as an assurance on the process in mitigating youth unemployment?

It has been found out in discussions with the focus group that looking at the economic situation in the country gaining skills especially from courses offered at the VCTs are one of the best solutions to the unemployment. Youths need to grab such opportunities to work on their own than to wait for the government to employ them.

In addition to that they also went on to say,

Corruption should be dealt with accordingly it is the mandate of the government to monitor its resources for the benefit of the masses not few individuals. Therefore the state would closely monitor the distribution of the funds and also well as to make follow up. This will not only be to the delegated authority to the disposal of such funds but also to the youths so

that no act of corruption can result in the collapsing of such noble initiatives.

In as much as the focus group has insured their clients what best can assist in the mitigation of youth unemployment the youth themselves had their understanding which led to the general comment and questions pertaining the strategies and interventions towards youth unemployment.

In passing the last general comments many youths are of the view that:

"...although there are programs that are set still there is high unemployment hence the government prove to be in effective."

Conclusion



In summation there are a number of factors that has led the youth to be victims of such hyper unemployment rate. Regardless of the efforts made by the government still there is prevalence of high unemployment amongst the youths.

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Taking into considerations of all the factors highlighted from both the focus group and the youth it has been emphasized that entrepreneurship can be the bailout for the youth out of this crisis. However the ministries responsible should take it as the mandate to develop, implement and monitor such projects which advocates for mitigation of youth unemployment. As a concern the projects should target the number of youths so that it will effectively and efficiently save its purpose of curbing youth unemployment in the country.

Chapter five

Summary of findings, conclusions and recommendations

5.1 Introduction

This chapter will provide conclusions drawn from the findings of the study the findings of this study will be outline thematically which is according to the objectives of the study which are: to evaluate governmental interventions employed to address youth unemployment in Zimbabwe, what are the perceptions

The findings had been interpreted in the previous chapter will therefore be outlined into conclusions and recommendations will be made thereof. The recommendations are in various dimensions which are for practice and for further studies. This proves complement the aim of the research to find solutions to the eminent challenges as well as for research. A new ground is broken in mitigating some challenges from previous researches were highlighted in the literature. The areas to be addressed will also take into consideration the methods used in relation to the data gathered.

In addition to that this chapter will then give a room for the government, policy makers as well as the respondents on how best can be done for the achievement of the main goal that is to mitigate in youth unemployment. The information in this chapter also give a highlight if any implemented recommendation from the previous research had been addressed or the fact that the research had broken a new ground which needs the responsible stakeholders and authority to effect a change.

In this chapter themes are also going to be operationalized so that there is no mix up of the information, or distortion of the data in relation to the literature along with the recommendation and the conclusions made thereof.

Table 5.1

<u>Theme</u>	<u>Category</u>
Biographical Information	<ul style="list-style-type: none"> • name and surname, • age, • gender, • marital status, • dependencies, • educational qualifications, • nationality, • Organisation and occupation.
Intervention Strategies	<ul style="list-style-type: none"> • citizen perceptions • government intervention strategies • unemployment mitigation • interventions • strategies available • curb youth unemployment • eligible to projects • challenges faced to meet eligibility
Informal Employment	<ul style="list-style-type: none"> • lack of market • lack of capital resources and facilities • innovations and challenges • benefits • impacts
Services	<ul style="list-style-type: none"> • economic services • social services • services needed • corruption • Exploitation and embezzlement of funds.

Table 5.1 presents the summary of the findings as per themes and categories.

5.2 Theme one: Biographical information

Biographical works as a yardstick and the scope to any scientific study so as to confine the discussions in track of addressing certain objectives.

Summary of findings

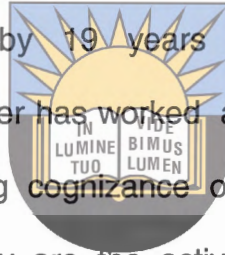
Findings has been summarized accordingly

5.2.1 Individuals interviews

Summary has been given in accordance to each category this has help in checking the discrepancies per category. It is of great importance to note that impacts of unemployment vary and the intensity also depends with the following factors:

- **Age**

The study is guided to the term youth it is therefore paramount important to note the ages of the participants. Hence age range from 20-24 was the larger number which was six followed by 25-29 which had five participants, followed by 30-35 which has two; and lastly by 19 years and below which has one participant respectively. This however has worked as a yard stick in addressing the issue of unemployment. Taking cognizance of the fact that the youth had been said in the literature that they are the active, energetic age group hence plays a pivotal role in the growth and development of the person, community and the nation and the whole globe respectively (ILO 2010).



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Chirisa and Muchini (2011: 2) purports that "...youth is taken to refer to the population in the age group 14-30 years of age, usually unmarried, out of school and/or in search of employment". However according to the Accounting circular 2012 the age's ranges to 35 from 18 for the people that are catered for.

Conclusion

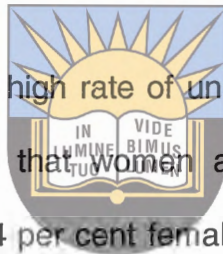
In summation one would note that that from the various age ranges the study prove to be relevant and these age groups are highly affected by unemployment. This concurs with the literature ILO (2010).

- **Gender**

The issue of gender has to be addressed with caution taking into consideration to

feminization of poverty which can be traced in the unemployment, underemployment and education among other factors. In the research there were six females compared to nine males. This according to literature would want to address the issue of feminization of poverty which can be traced to unemployment which at the sometime involves a lot of things. Issues like house maids have been considered as employment, but in actual fact the issues of underemployment come into play. In this case the issue of the status of women in communities has been addressed so that measure, strategies and interventions done had been evaluated in that manner.

ILO (2004 b), reveals that there is a high rate of unemployment among men which is contrary to the above that says that women are highly unemployed due to gender. Statistics show that it is 18.4 per cent female youth unemployment rate, as compared to 23.1 per cent of the male youth.



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Conclusion

The research under study has proven that there are more males that are unemployed than female. However the question of how and where are the female are employed in such a crisis needs to be addressed. For instance domestic work can be considered as work but the question that does it really address unemployment challenges or its underemployment.

- ***Marital status***

One of the matters is considered when one is addressing issues of unemployment and underemployment in relation to the strategies and interventions set in place. Marital status has given a highlighter to the effectiveness and contributions of such initiatives. In the research it was found out that three people were married and eleven are still single. This had to be treated with caution as

unemployment effects can lead youth not to be married. So it is of great importance to note the challenges of underlined factors of such instances as resulted from unemployment.

From the definition of youth Muchini and Chirisa (2012: 2) alluded that, "... the youths are unmarried" which concur with the study as the research understudy has about 79% are unmarried.

- ***Dependencies***

Dependencies relate to the marital status and works hand in hand in this case the research had focused on the nuclear family to narrow down. Among the participants who are married, one has three children's and the other has two and the other has one. It is also important to highlight that, the effect and intensity of unemployment differ from one person to the other depending on the dependences you have. This has given a pointer to the needs and affordability.



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According to previous studies it has been proven that as most the youths are unmarried a few of them will be having dependencies. However the intensity of unemployment varies considering the dependencies which seek to become a burden and a challenge to meet the basics for life.

- ***Educational qualification***

It has been stated in the literature that, for one to be considered in any employment or rather labor market has to have knowledge and education. This saves as evidence to one's ability and qualification to fit for such position. However from the literature it has been found that one of the reasons of the youths to be unemployed is due to scarcity of skills. In that plight it is said that the youths are the last in and the first out of the labour market. Therefore mismatch

between industrial skills and qualifications have provided empirically evidence on the need of intervention strategies to curb youth unemployment. The research findings highlighted that there are various levels of qualifications which the youths possess. Among the participants the large population was with diplomas and National certificates who were six followed by four who are degree holders and three with ordinary level certificates and lastly one who had advanced level.

International Labour Organisation (ILO: 2010) asserts that, “unemployed workers willing and able to work for pay, currently available to work, and have actively searched for work”. In addition to that the graduate unemployment is said to be high as the youths possess skills which mismatch with the requirements in the labour market. Therefore there is a need to look into the compatibility of the curriculum and the demands of the labour market.



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5.2.2 Focus group

- **occupation and organization**

Participants from the focus group have influential positions in various governmental departments. This is to gather relevant information as stipulated and engulfed in the mission, vision as mandates by the government department. Precisely to the departments which deal with youth thus the Ministry of Youth on how they advocate for the implementation of those strategic interventions. Several departments work together or collectively for instance economic development and empowerment, vocational training centers, as well as Small and medium Enterprises. This has brought one to the base of knowledge of the services rendered to mitigate youth unemployment to the community and also the family unit thus individuals so that they can enhance themselves economically socially and politically on their own.

- **Summary**

In summation the age range that the information had been gathered from, fit for the research as it address what exactly should be considered for one to be a beneficiary of certain implementation strategies to challenges. This also has been also considered, taking cognizance of the fact that the youth are the most active and energetic age range within the labour market. This is not only in the physical, but mentally as it has been proven by the qualifications. Economic challenge, thus, "employment" tends to cripple their physical and mental capacities which directly and indirectly affect the social and political spheres of life.



Further to that although gender, marital status and number of children must also be looked into this has nothing much to contribute rather just a guide to the research.

To a greater extent the participants that had been interviewed have acquired knowledge which makes them fit to be in their field of specialization. Therefore one would pose a question to the reliability and effectiveness of the strategies implemented to merge with their qualifications. This is to see that the time they have spent in the corridors and doors of the education system is not just wasted time but to be effectively used for their beneficial and the community at large.

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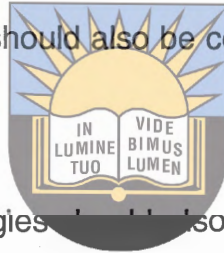
- **conclusion**

In conclusion one can note that the youthful age range has been interviewed, their qualification poses a great concern for the need of employment. Generally they are more male than female in the data gathered, and they are more unmarried people than the married which pose a concern to the future of them as each and every one will desire to be a family one day. Panayiotopoulos & Gerry (1991) said that youth can be defined in terms of the stage or extend of their employment or preparation for

employment including school, high-school or university students, graduates, first-time labour entrants or job seekers, the under-employed and those in full or part-time employment. The organization that had been interviewed in the focus group plays a pivotal role in the implementation of policies and initiatives of government interventions towards a crisis.

Recommendations

- The curriculum should be reviewed to accommodate the trends within the global market.
- Gender discrepancies should also be considered in the implementation of the projects.
- The intervention strategies should also be aimed at their qualifications so that the knowledge they have acquired will be beneficial to them and the community and the nation at large.



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5.3 Theme two: Intervention strategies

- **citizens perceptions**

Both individuals and focus group perceived differently with regards to the interventions strategies. However through the mission and vision of various departments it has been noted that the government has a sole responsibility of the growth and development of its citizens and also to mitigate crisis that might befall the citizens in this case youth unemployment.

Conclusion

Undoubtedly the individual citizens perceptions of the interventions highlighted that the government is reluctant in mitigation youth unemployment. The interventions are

there but rather the practicality of them in addressing youth unemployment comes as a serious question with little or no answer.

Recommendations

- There should be monitoring, review and evaluation of projects and intervention strategies implemented.
- Life skills must be made priority to equip the youth to income generating projects entrepreneurship.
- Pre-assessments should also be done prior to funds disbandment.
- The government should also take into consideration the needs and projects which are initiated by the people themselves.



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- **government interventions**

Individual participants and the focus group participants concur with the fact that there are government interventions strategies which had been set to curb youth unemployment.

this is supported by literature according to NIEEF special report 2013, Accounting circular 2012, MYDIE brochure which stipulates that there are projects which are applied science, mechanical engineering, business studies, education and agriculture. These intervention projects are administered through finance houses like CABS, CBZ, and AGRIBANK among others. Education for like skills is administered through BEAM, VTC AND various education facilities.

Conclusion

In summation both the individual's participants and the focus group have highlighted the role of the government in such interventions. However it can be noted that the projects are not sufficient for all the youth hence there is high unemployment. The projects are not researching the goal and mission of departments which therefore create redundancy. There are a number of grey areas that need to be addressed precisely curb youth unemployment in totality.

Recommendation

- people centered projects must be implemented
- Monitoring and evaluation must be taken into account.
- knowledge to the projects must be prioritized before money



- **unemployment mitigation**

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Unemployment mitigation has been the prime factor to be considered by the governments precisely to the fact that youth are the leaders of the future.

In the research it has been found out that almost everyone acknowledge that there are intervention strategies that have been set by the government so as to mitigate the high rates of youth unemployment CUVTC brochure, MYDIE, GPA 2008. These are education both from primary education and as well as tertiary education NIEEF special report 2010, UNICEF 2012.

Conclusion

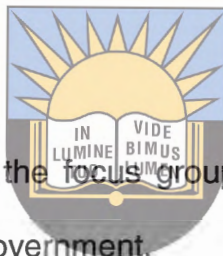
The study revealed that there are intervention strategies that have been set in place by the government so as curb youth unemployment such interventions include Kurera/Ukondla which is agro based, the BEAM for education as well as the

Government scholarships, and the projects done through the VTCs.

Recommendations

- The government should have expertise prior to the implementation of the projects so that they will iron out and educate the citizens about the projects that they are into.
- The government should find means to prioritize re-opening industries for sustainable and stable jobs than seasonal projects.

- **interventions**



Both the individual participants and the focus group participants would attest that there are interventions done by the government.

In support to the interventions (MYDIE, NIEEP 2013 special, Accounting Circular 2012) stipulates that there are initiatives done to intervene in youth unemployment this is done through projects like Kurera/Ukondla Youth Fund.

Conclusion

In summation regardless of the interventions by the government still there is high rate of unemployment and high prevalence of informal employment which therefore seeks to say the interventions are not sufficient for the youths.

Recommendations

- **strategies available**

Both the individual and the focus group attest to that there are agriculture programs set by the government to mitigate youth unemployment. There are also Vocational Training Centers which are set in place for life skills in carpentry, woodwork motor mechanics, building and various from of life skills.

In addition to that the issue of land redistribution also plays a pivotal role as the government at so went further to give loans for such projects.

According to the NIEEF 2010 there are projects such as crop husbandry animal husbandry, brick lying, poultry and piggery which has been set for the youths to mitigate youth unemployment. In addition to that according to MYDIE there are several vocational training skills which are for enterprise development.

Conclusion

Undoubtedly there are strategies set in place by the government to mitigate youth unemployment but the crisis has been growing time and again. The question thereof is the effectiveness and efficiency of such initiatives in addressing youth unemployment. Another issue is around the actual population of the youth who have been assisted as compared to the expected target.



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Recommendation

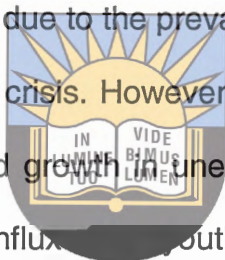
- A consolidated and amicable way to solve unemployment crisis must be formulated.
- A client centered approach should be used for community development and sustainability.
- Monitoring and evaluation on the current strategies must be considered to measure progress, effectiveness and efficiency of such initiatives.
- **curb youth unemployment**

Both the individuals noted the interventions to curb youth unemployment which has been set by the government. However one of the participants had no clue to such initiatives. It is undisputed that there is high prevalence of unemployment.

According to statistics it is estimated that 54% out of the 85% that has been mentioned by Zimstat 2009, of the unemployed are youth but they engage in informal sector Central Statistics Office (2009). This gives evidence of the role which informal employment plays in the provisions of ends to meet.

Conclusion

In conclusion one would note that due to the prevalence of the unemployment the government had tried to curb the crisis. However the extent and the intensity is questionable as there is still rapid growth in unemployment. The challenge that has been also noted is the rapid influx of youth to town which therefore keeps the unemployment rate high.



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Recommendation

- A harmonized way of curbing youth unemployment should be considered.
- More mitigating measures must be considered so that they will be no flooding on a certain market as compared to the other.
- Migration must be controlled; pertaining youth's mobility next of kin information should assist so that the funds allocated can be retained and cannot be used for any other things due to negligence.

- **eligible to the programs**

Both the focus group and the individual participants mentioned that by virtue of being a citizen one is eligible and between the age range one will be entitled to be eligible for the program. However there are also documents

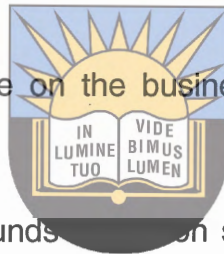
which are needed for administrative purposes and business plan as a guiding document to the project intended to be done

Conclusion

The eligibility for one to benefit from this can be undoubtedly agreed that it's not a challenge in as far as documentation is concerned. It has been proven by the assistance that is provided by the government precisely youth empowerment in writing proposals.

Recommendation

- Proper scrutiny must be done on the business proposal so as to see the practicality of it.
- Additional funding or rather funds disbursement should be done in segments to control and monitor the success of the project.
- Monitoring also on the addresses should be done as a follow up the repayment of the loans so that it will benefit others too.



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- **challenges faced to meet the eligibility**

Basically the challenges that had been mentioned by the youth's individual participants were that they are not aware of the actual procedures precisely to the registration with PBC. However the focus group had this to say awareness campaigns are done so as to advertise the projects and as well as to state the requirements that one needs to be eligible.

According to the Accounting circular 2012 the youths are supposed to register within 3 months from the date of receipt of the loan. Further to that the business proposal must be provided.

Conclusion

In conclusion one would note that there are few challenges in relation to eligibility but what is the problem is sufficiency of funding which therefore becomes a barrier to such initiatives. In addition to that one would also note that the government through various departments has been assisting the youths in the writing of the business proposals.

Recommendation

5.4 Theme Three: Informal Insight



From the statistics given about the youth solely depend on informal employment.

- **lack of market**

Participants from both individual and focus group mentioned that major risk such as lack of demand, and flooding the market for the products being produces. This will in the long run limit the sustainability of such form of employment.

Coenjaerts, et al, (2009) purports that; there is mismatch between the demand and the supply of skills possessed by young workers. Thus, due to lack of skills the youth may be unable to be absorbed in to the labour market. This may pose as a challenge for some of these youths and may deprive them some chances to get jobs due to low levels of education, skills mismatch, lack of advancement of modern technology and lack of experience and skills, (Blanchflower & Freeman, 1999).

Conclusion

Market demands are a crisis to the youth as they are unable to be absorbed into the labour market. This means that their skills are not marketable. the

flooding of the market with regards to production of one product which can be informed by lack of skills, expertise and business ethics must has been also noted form the research understudy.

Recommendations

- Consolidation of the market skills and education curriculum must be considered.
- Consideration must be made to sustain such initiatives precisely those which are personal driven.

- **lack of capital**



Lack of capital is a major barrier that had been mentioned by both the individual participants and also the focus group to solve the youth unemployment precisely in

advocating for entrepreneurship and indigenization.

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The issue of loans had been a challenge as Matarirano (2007) argues that loans are in most cases cratering for big companies with collateral security and this has led the youth not to start their own businesses. in addition to that he went on to say a common fatal mistake for many failures in business or entrepreneurship is lack of sufficient operating funds (resources) which is fundamental to the smooth running of the business Matarirano 2007.

Conclusion

In conclusion one would find out regardless of having brilliant project proposal or rather ideas which no capital there will be no implementation that can manifest. In addition to that regardless of how the government can try to implement certain projects if there is no capital all the plans will be in vain.

Recommendations

- The government should monitor the loans that had been given to people long back to that it can be beneficial for those to come.
- The government should make provisions so that it can be able to fund the projects to be sustainable and that profit will be reinvested.
- There is a need for collaboration with NGOs so that they will fund certain projects.

- **resources and facilities**

Both the individual and focus group have agreed to the fact that there is a need in resources and facilities. However, further to that the government or the responsible authority urges the youth in the charge of the available minimal resources and facilities to generate profits and further invest in that.



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Matarirano (2007) had this to say failures in business or entrepreneurship are lack of sufficient operating funds (resources) which is fundamental to the smooth running of the business. in addition to that Muruviwa (2011) also alluded that lack of funds affects growth and development which result in dependency.

Conclusion

In summation one would note that there is a scarcity of resources and facilities as those which are provided are not enough to cater for the age group in question. As mentioned by the focus group there is an

Recommendations

- Expertise's as well as advance tools so that they will be maximization of production which will enable growth and development.
- Refurbishment of facilities should be considered so as to enable job creation.

- Youths should take responsibility in the available resources and facilities so as to generate more income for future investments.

- **limitations and challenges**

There are challenges which sound not too favorable to the focus group for instance crime, revenue to the country among other issues still the government has not been able to absorb the youths into the formal sector. The issue with regard to the registration of the companies and the laws which come therefore makes it difficult for the youths to venture into the informal employment although it seeks to address unemployment.



As limitation and challenges Matarirano (2007) argued that the loans are in most cases cratering for big companies with cyber security and this has led the youth not to start their own businesses. According to ILO (2010) there its about 43.7 % youth unemployment globally and 60% is among the Sub Saharan Africa this therefore seeks to address that youth in Sub Saharan Africa is at a more disadvantageous position.

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Conclusion

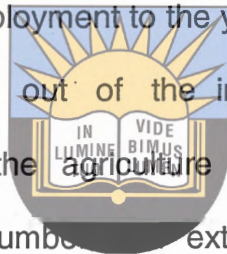
In summation of the research understudy one would note that these limitations and challenges impacts strongly of the future of the youths as they are unemployed. This as a result will lead to crime, and as well as the spread of HIV/AIDS through prostitution so that youths will earn a leading.

Recommendations

- Policies should be review and made to govern the sectors like mining, agriculture, industry as well as the market places to enhance economic growth and development to both individuals as well as the GDP at large.

- Strict monitoring must be done so as to control the illegal activities for instance associated to crime and drugs.
- Proper education or rather information should be made available pertaining informal practices which for the mean time will assist the youths with employment since the government cannot absorb the youths in to the formal employment.
- **benefits**

Both the individual participants and the focus group share common idea and sentiments of the role of informal employment to the youths. It has been found out that youths are earning a living out of the informal employment. Through various indigenization projects in the agriculture and mining sector the youth has benefited regardless of the number extend. However the question of revenue to the state remains unanswered if the informal sector will be put in place.



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Conclusion

in summation of can note that the benefits of Informal employment intel's a lot which has no proper documentation even the vending or selling of some produces that they obtain and product in those mines and farm lands is also informal but has never been a threat but rather as contributed positively to individual growth and development. This has in a manner curb crime and enhances youths to work for them. However although they shared this common view most of them are worried with the fact that they have been through the doors of schools with sleepless nights to acquire knowledge which will not impact in their lives.

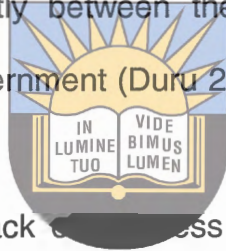
Recommendations

- Projects of such a manner must be monitored and be funded to ensure sustainability.

- Project must be knowledge based to enhance application of proper expertise to such projects.
- **impacts**

Although the youths thus individual participants applaud informal employment 100% as they credit it to be the only way for them to earn a living. The focus group partially concurs with them but with reservations pertaining to its impacts to the national economy at large.

Informal sector have a negative contribution also to the government revenues since their business is done directly between the employee and the employer without legal regulation from the government (Duru 2012).



Conclusion

In conclusion crime, lawlessness, lack of business ethics, lack of security and a threat to economic growth and development has been associated with informal employment. the life span of the informal is not long and it's unpredictable, unstable among other facts which has also lead other youths now to be more poor than before.

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Recommendation

- The government should at least make a provision to guide such processes as to control crime.
- The government can also formalize such initiatives with less paper work so that the youths can afford.
- The youth should collectively come together and start a more sustainable project which benefits all or a number of them as a cooperative.

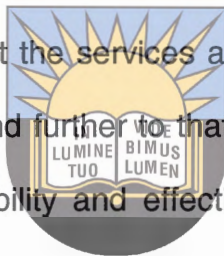
5.5 Theme Four: Services

- **economic services**

Both the individual participants and the focus group attest to that there are economic services that are provided by the government so as to mitigate youth unemployment. This has been evident through youths that had benefited from the services.

This had been advocated through the facility called *Kurera/Ukondla* Youth Fund enable any aspiring entrepreneur to start a business as well as the VTC Ministry of Youth Development, Indigenization and Empowerment (MYDIE, 2012).

Conclusion



In summation one would find out that the services are there but their reality of the matter is that they are not enough and further to that one would also argue that the challenges with regards to sustainability and effectiveness of such initiatives had been overclouded by the rapid growth in youth's unemployment. The other fact that such initiatives are only beneficial to a few due to various reasons has also silenced the purpose of the services.

Recommendation

- The government should mobilize funding to meet the needs.
- Youth should also claim ownership of such initiatives and strive to see progress and success in those businesses.

• services needed

A number of services are provided however they are not sufficient for the youth hence the individual participants request a serious review of their needs and to be addressed. The focus group also concurs to that however request the youth to be responsible and make use of the available recourses to curb unemployment.

Services rendered vary from one institute to another it is therefore important to note that the Ministry of Youth has therefore been mandated to create employment as it has been called, “ the ministry of youth gender and employment creation of late its now called the Ministry of Youth Development Indigenization and Empowerment” VCT broacher 2009.

Conclusion

There are loans for various agricultural projects, and various entrepreneurship projects from the vocational training centers. This was a common view shared by both the individuals as well as the focus groups which happen to be the service providers. However the needy for more funding is required to address the unemployment challenges in totality.



Recommendations

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- The government should have people centered services and projects initiated by the youth themselves.
- Community development should be implemented so as to address the actual services needed in certain and particular community.
- The government should outsource funds to support such initiatives which will ultimately contribute to economic growth.

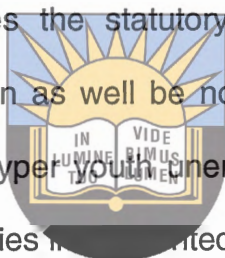
- **corruption**

Issues around corruption have been alluded by the participants from both the individual participants and the focus group. The youths point fingers to the government while the officials point fingers to the finance houses as well as the youths.

Undoubtedly corruption has negative impact on growth and development. Guseh and Oritsejafor (2007; 140) assert that the attainment of political freedom does not seem to have transformed the economic status because the indigenous elites that replaced the colonial rule could not manage to implement policies, that ensures political and economic development.

Conclusion

It is problematic to conclude on the matter for there is legal proceeding on such implications which therefore requires the statutory to prove guilty or innocent. However the reality of the matter can as well be noted that as the provisions are made they are not addressing the hyper youth unemployment notwithstanding the fact that there are intervention strategies implemented to curb such crisis.



Recommendation University of Fort Hare *Together in Excellence*

- A severe audit should be often done to manage irregularities between the intended projects and strategies to see if it's curbing unemployment to greater extent or not.
- Monitoring and evaluation should be considered priority.
- Before disbursement of funds to the youth assessment should be done with regards to the intended projects and other agriculture inputs.
- Strict measures must be enforced in corruption and fraud convicts.
- Audit should be a time and again process not one or rare activity.
- **Exploitation and embezzlement of funds**

The individual's participants vehemently accuse the government of exploitation and embezzlement of funds. However the focus group however accuse youths for

misusing the funds and at the same time raising a concern with regards to the finance houses which are responsible for such funding.

- **Conclusion**

in conclusion one can note that an effective monetary policy is need precisely to address the flow of money at the same time considering issues like inflation which can be caused by printing of more money as well as the circulation in that regards.

Recommendations

- accountability and transparency should be prioritized by the government
- Monitoring of projects by external auditors.
- Consideration on monitory policy should be noted in the flow and circulation of money.
- The youth at some point needs to be innovative to reduce dependency syndrome.



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5.6 Conclusion about methodology

The used by the methodology researcher play an essential role as in data gathering. Undoubtedly qualitative research method is known for its richness in data gathering, precisely on the individual and as well as the focus group. Individual interview which was a sample size of 20 gave the researcher a platform to intensively explore into the objectives. From the fact that face to face interview are rich in information or data gathered the size was key so that the researcher will explore deeply widely and broadly in to each and every matter arising concerning the objectives.

The site was also relevant as it is the central to the district and the province at large and also responsible for the implementation of strategies as well as the distribution of resources to the stake holders. The site also is paramount to the fact that all the

interventions in various sectors are implemented hence there is diverse information regarding different initiatives.

In addition to that so as to cover the gaps and avoid biasness of the individual participants focus group discussions were also undertaken. Among the panel there were five different departments within the Ministry of Youth Development Indigenization and Empowerment each represented by two members. This plays a pivotal role in comparing and contrasting about the strategic interventions that have been said that they are set in place. The discussion served a great purpose in the research in the sense that these various departments work hand in glove and take mandates from the higher office of the Ministry.



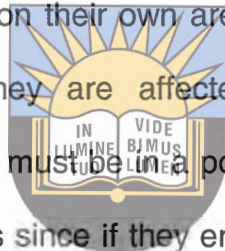
5.7 Suggestions for future research

- Finance institutes must also do research to further the effective implementation of such initiatives.
- NGOs must also be part of the research so that the actual number of unemployment will be noted and employment creation needed.
- Issues of gender should be noted with caution as in general population females are more than males.
- Quantitative research paradigm must also be done so see the effectiveness and the impacts of governmental interventions strategies.
- The scope must be made broader as unemployment is a cut across crisis to all age groups.

5.8 Conclusion

There is a clear distinct line between the perceptions of the citizens towards intervention strategies set by the government. In a much as the strategies are visible

but the question of effectiveness and efficiency lies with the end users which tend to be skeptical to credit these strategies. It has been proven in the research that there are many grey areas that need to be addressed so as to harmoniously curb youth unemployment and poverty at large. The two can be considered to be two faces of the same coin as unemployment led to poverty and likewise poverty leads to unemployment resulting in to a poverty chain. This will come up with sustainable growth and development for the smallest unit of family to the national as well as international standards of life.



On the other hand the communities on their own are reluctant to effect growth and development for themselves as they are affected. This will also encourage dependency syndrome. So the youth must be in a position to work and find ways to curb unemployment in the legal ways since if they engage in illegal it will also come back hard on them. This must be in cognizance of HIV/AIDS pandemic which is devastating to communities, nations and the globe at large.

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Lastly drawn from the discussions and the gathered data many factors are to be considered so as to effectively mitigate youth unemployment as well as underemployment the following recommendations are to be considered as well as reconsidered.

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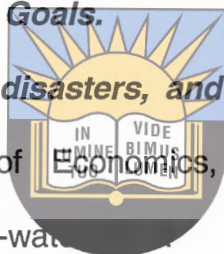
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Appendix one

Individual informed consent from

I hereby agree to participate in the study regarding, the perceptions on governmental intervention strategies towards youth unemployment in Zimbabwe. I understand that I am freely without being forced in any way to do so. I also understand that I can withdraw my participation on this research at any time should I not want to continue and that this decision will not in any way affect me negatively.

I also understand that this research project is not supposed to necessarily benefit me personally.

I understood that information pertaining to my answers will be treated with confidentiality.



I have also understood that if all is possible feedback will be given.



I understand that feedback can also be given to my organisation upon request if it's possible.

I hereby agree to the tape recording of my participation in the study.

.....

.....

Participant signature

Date.

Focus group informed consent

I hereby agree to participate in the study regarding, the perceptions on governmental intervention strategies towards youth unemployment in Zimbabwe. I understand that I am freely without being forced in any way to do so. I also understand that I can withdraw my participation on this research at any time should I not want to continue if the information will be out of my jurisdiction pertaining to my organisation. This decision will not in any way affect me negatively and my organisation.

I also understand that this research project is not supposed to necessarily benefit me personally or my organisation per say.



I understood that information pertaining to my answers will be treated with confidentiality and anonymity.

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I understand that feedback can also be given to my organisation upon request if it's possible.

I hereby agree to the tape recording of my participation in the study.

.....

.....

Signature

date

Appendix two

Annexure 1

Interview schedule

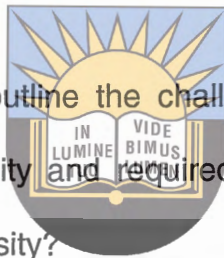
- Greetings, appreciations and introduction.
- Explain about confidentiality and anonymity.
- Use for academic purpose only.
- Ask for permission of switch audio recorder.



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Themes	Question	Probing questions
Biographical or Personal information.	-Can you tell me about yourself?	Name and surname, age marital status, number of children, nationality, educational qualifications, employment status.

<p>Intervention strategies.</p>	<p>-Please tell me what are citizen's perceptions to government strategies to mitigate youth unemployment?</p> <p>Can you please inform me on what interventions and strategies available to curb youth unemployment?</p> <p>Please can you shade more light on what does a person require to be eligible to the programs?</p> <p>Can you also outline the challenges faced to meet the eligibility and required documents or any other necessity?</p>	<p>-General understanding of youth unemployment.</p> <p>-Government interventions and strategies.</p> <p>-Strategies implemented.</p> <p>-Eligibility and requirements.</p> <p>-challenges</p>
<p>Informal employment.</p>	<p>In your own opinion what do you think is the youth perceptions about informal employment?</p> <p>Can you please tell me the limitations and challenges within the informal employment?</p> <p>In your own view can you tell me how beneficial is the informal employment to individuals, community and the nation at large?</p> <p>From your own understanding what are the negative impacts of informal employment to the individual, community as well as the nation?</p>	<p>-limitations and challenges with informal employment.</p> <p>-Benefits of informal employment.</p> <p>-negative impacts of the informal employment.</p>



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<p>Social services.</p>	<ul style="list-style-type: none"> -What are social services that are offered by practitioners? -Who are the service providers or rather the stakeholders? - what do you think will be best services needed? -in what way do you think these best services will increase youth employment? - Lastly is there any comment, contribution or question that you would like to say? 	<ul style="list-style-type: none"> -Link to service providers -stakeholders. -education, skills, social welfare support. - increase youth employment.
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Thank you very much for your participation in this study and you will be duly informed about the results.

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Annexure 2

Focus group discussion

- Greetings, appreciations and introduction.
- Explain about confidentiality and anonymity.
- Use for academic purpose only.
- Ask for permission of switch audio recorder.

Themes	Question	Probing questions
Biographical or personal information and employment profile.	 <p>University of Fort Hare <i>Together in Excellence</i></p> <ul style="list-style-type: none"> • Can you tell me about yourself? 	<ul style="list-style-type: none"> • Name surname, • age • Nationality, • educational qualifications • occupation • Name of the organization.
Intervention strategies.	<p>-Please tell me what are citizen's perceptions to government strategies to mitigate youth unemployment?</p> <p>Can you please inform me on what interventions and strategies available to curb youth unemployment within your department?</p> <ul style="list-style-type: none"> • Please can you shade more light on what 	<p>General understanding of youth unemployment.</p> <p>Government interventions and strategies.</p> <p>Strategies</p>

	<p>does a person require to be eligible to the programs?</p> <p>- Can you also outline the challenges faced to meet the eligibility and required documents or any other necessity?</p>	<p>implemented.</p> <p>-Eligibility and requirements.</p> <p>-challenges</p>
<p>Informal employment</p>	<p>In your own opinion what do you think is the perceptions of the youth about informal employment?</p> <p>Can you please tell me the limitations and challenges within the informal employment?</p> <p>In your own view can you tell me how beneficial is the informal employment to individuals, your organization, community and the nation at large?</p> <p>From your own understanding what are the negative impacts of informal employment to the individual, community as well as the nation including your organization?</p>	<p>-limitations and challenges with informal employment.</p> <p>-Benefits of informal employment.</p> <p>-negative impacts of the informal employment.</p>



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<p>Social services.</p>	<p>-What are social services that are offer by your department?</p> <p>-Can you please tell me what challenges you face as organization in the provision of services to the citizens?</p> <p>What do you think will be best services needed to be met within your department so as to fully function in meeting the needs of the youth?</p> <p>What challenges do you face as the responsible authority in addressing the needs of the unemployed youth?</p> <p>-In what way do you think these best services will increase youth employment?</p> <p>-is there any advice of information what you would like to give to your respective clients as an assurance on the process. in mitigating youth unemployment?</p> <p>Lastly is there any comment, contribution or question that you would like to say?</p>	<p>-Link to service providers.</p> <p>-stakeholders.</p> <p>-education, skills, social welfare support.</p> <p>- increase youth employment.</p>
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Thank you very much for your participation and contribution in this study, you will be duly informed about the results



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ETHICAL CLEARANCE CERTIFICATE

Certificate Reference Number: MES031SMAF01

Project title:

**The evaluation on the perceptions on
governmental intervention strategies towards
youth unemployment in Zimbabwe**

Nature of Project:

University of Fort Hare
Together in Excellence

Principal Researcher:

Dennyford Mafa

Supervisor:

Dr NJ Mesatywa

Co-supervisor:

On behalf of the University of Fort Hare's Research Ethics Committee (UREC) I hereby give ethical approval in respect of the undertakings contained in the above-mentioned project and research instrument(s). Should any other instruments be used, these require separate authorization. The Researcher may therefore commence with the research as from the date of this certificate, using the reference number indicated above.

Please note that the UREC must be informed immediately of

- Any material change in the conditions or undertakings mentioned in the document
- Any material breaches of ethical undertakings or events that impact upon the ethical conduct of the research

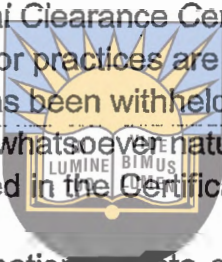
The Principal Researcher must report to the UREC in the prescribed format, where applicable, annually, and at the end of the project, in respect of ethical compliance.

Special conditions: Research that includes children as per the official regulations of the act must take the following into account:

Note: The UREC is aware of the provisions of s71 of the National Health Act 61 of 2003 and that matters pertaining to obtaining the Minister's consent are under discussion and remain unresolved. Nonetheless, as was decided at a meeting between the National Health Research Ethics Committee and stakeholders on 6 June 2013, university ethics committees may continue to grant ethical clearance for research involving children without the Minister's consent, provided that the prescripts of the previous rules have been met. This certificate is granted in terms of this agreement.

The UREC retains the right to

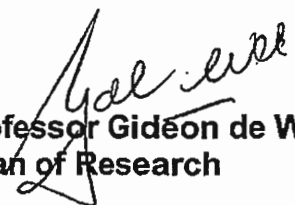
- Withdraw or amend this Ethical Clearance Certificate if
 - Any unethical principal or practices are revealed or suspected
 - Relevant information has been withheld or misrepresented
 - Regulatory changes of whatsoever nature so require
 - The conditions contained in the Certificate have not been adhered to
- Request access to any information or data at any time during the course or after completion of the project.
- In addition to the need to comply with the highest level of ethical conduct principle investigators must report back annually as an evaluation and monitoring mechanism on the progress being made by the research. Such a report must be sent to the Dean of Research's office



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The Ethics Committee wished you well in your research.

Yours sincerely


Professor Gideon de Wet
Dean of Research

12 December 2013

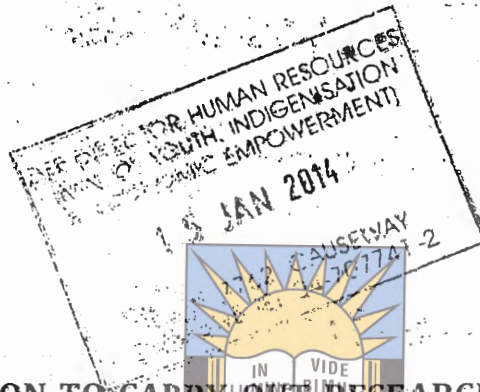
All communications should be addressed to " The Secretary for Youth Development Indigenisation and Empowerment"
Telephone: 707741/2 701983
E-mail: mydie@zarnet.ac.zw



Ministry of Youth Development
Indigenisation And Empowerment
P. Bag 7762
Causeway
Zimbabwe

14 November 2013

Mr D.Mafa
University of Fort Hare
P.O. Box X1314
5700
Alice Town
South Africa




REQUEST FOR PERMISSION TO CARRY OUT RESEARCH IN THE MINISTRY OF YOUTH, INDIGENISATION AND ECONOMIC EMPOWERMENT: MAFA, DENNYFORD: STUDENT NUMBER: 200090513: UNIVERSITY OF FORT HARE

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Reference is made to your minute dated 08 January 2014.

Please be advised that the Head of Ministry hereby authorizes you to carry out your research on **The evaluating of the perceptions on governmental intervention strategies towards youth unemployment in Zimbabwe-Case: Makonde District.** You are therefore requested to liaise with the Provincial Youth Development Officer, Mashonaland West Province and the District Youth Development Officer, Makonde District pertaining to your request.


J. Mandizadza

**ACTING DIRECTOR HUMAN RESOURCES
FOR: SECRETARY FOR YOUTH, INDIGENISATION
AND ECONOMIC EMPOWERMENT**

Cc: Provincial Youth Development Officer-Mashonaland West Province
District Youth Development Officer-Makonde District