

**PRIVATIZATION POLICY AND YOUTH EMPLOYMENT
IN ENTEBBE MUNICIPALITY**

BY

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2015/FEB/MDES/M20474/WKD

**A DISSERTATION SUBMITTED TO THE SCHOOL OF SOCIAL SCIENCES IN
PARTIAL FULFILMENT OF THE REQUIREMENTS OF THE AWARD OF
MASTER OF ARTS DEGREE IN DEVELOPMENT STUDIES
OF NKUMBA UNIVERSITY**

OCTOBER 2018

DECLARATION

I, Abio Anna Gloria hereby declare that this dissertation is my original work and has never been submitted to any university for the award of any degree of Master of Arts in Development Studies.

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APPROVAL

This dissertation on “Privatization Policy and Youth Employment in Entebbe municipality” has been submitted for examination with the approval of my supervisor from the School of Social Sciences (SOSS) OF Nkumba University.

Signature Date.....

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SUPERVISOR

DEDICATION

This dissertation is dedicated to all the activists who are involved in the struggle to uphold the wellbeing of youths.

ACKNOWLEDGEMENT

I thank the almighty God who has given me good health, wisdom and determination to complete this dissertation.

I am greatly indebted to my supervisor Dr. Edaku Charles for the exceptional guidance provided throughout the production of this work, and I also appreciate the academic knowledge imparted in me by all my lecturers during the entire course of my studies at Nkumba University.

I also acknowledge the guidance voluntarily offered by my friend Mr. Guma William in the production of this work.

I wish to acknowledge the financial and material support from all my family members most especially my beloved mother.

Last but not least i wish to express my sincere gratitude to my research assistants and all the respondents who made it possible for me to execute this dissertation.

MAY GOD BLESS YOU ALL

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LIST OF ACRONYMS/ABBREVIATIONS

AEO:	African Economic Outlook
BRAC:	Building Resources Across Communities
BTVET:	Business, technical, vocational education and training
CIS :	Commonwealth of Independent States
CDD:	Community Driven Programme
ILO :	International Labour Organization
QNHS:	Quarterly national household survey
UBOS:	Uganda Bureau of Statistics
UNCDF:	UN Capital Development Fund
UWEP:	Uganda Women Entrepreneurship Programme
UYONET:	Uganda Youth Network
WAP:	Working-age population
WESO :	World Employment and Social Outlook
WESO :	World Employment and Social Outlook
YEF:	Youth Livelihoods Programme
YES:	Youth Entrepreneurial Scheme
YLP:	Youth Livelihood Programme

OPERATIONAL DEFINITIONS OF KEY TERMS

Privatization policy: is one of the major policies to the world for improving the ill-health of national economy. Its primary goal is to reduce the financial burden of government through privatization of all loss makers' public enterprises. Besides this, it also helps to increase the competition among all privatized enterprises to promote productivity and profitability.

Youth employment: the English oxford dictionary defines youth employment as a state of a youth having paid work.

ABSTRACT

The study assessed the influence of privatization policy on youth employment in Entebbe Municipality. The study focused on establishing the state of youth employment in Entebbe municipality, assessing the effectiveness of privatization policy in supporting youth employment in the Entebbe municipality, and assessing the contribution of other factors in influencing youth employment in Entebbe municipality.

The study employed a descriptive research design. Cluster sampling and purposive sampling, and convenience sampling approaches were used to select the respondents of the study. A sample size of 300 respondents selected. Questionnaires, focus group discussion guides, interview guides and observation check list were the main tools used for collection of primary data. Counts from the collected data were made and translated into percentages which were majorly presented in tables.

Basing on objective one; the study revealed that 61% of the respondents said they were employed, and 57.6% of the employed respondents worked in the informal sector. 58.8% of the respondents said they had part time job contracts, and 61% said they earned 300.000 UG Shs and below per month.

According to the second objective, the study indicated that; 65.3% of the employed respondents said they worked in a private organization; 23.6% of them said they owned private businesses, and majority of them owned micro and small scale businesses which were predominantly in the service and manufacturing sectors.

Basing on the third objective, the study indicated that 48.2% of the respondents said family background had greatest influence on youth employment; and 22.5% said they mainly relied on media to have access to job opportunities.

The study recommends that; employers should be more flexible when recruiting fresh graduates. Their capabilities should not merely be judged basing on job experience, minimum wage policy can be adopted in the private sector to reduce the rate of exploitation, the government should revise its mode of levying taxes on newly established youth entrepreneurship projects, and policies for strengthening youth employment should be closely monitored to ensure effective implementation.

CHAPTER ONE

GENERAL INTRODUCTION

1.0 Introduction

This chapter presents the background of the study, problem statement, purpose of the study, objectives of the study, research questions, scope of the study, significance of the study and arrangement of the study.

1.1 Background of the study

The study assessed the influence of privatization policy on youth employment in Entebbe municipality.

Youth are the world's greatest asset for the present and future, but they also represent a group with serious vulnerabilities. (Abera .A. 2011) There are startling soars in youth unemployment rates that seem to be raising a great concern across the entire globe. Report from the ILO 2016 World Employment and Social Outlook (WESO) indicates that the worldwide unemployment rate among 15 to 24-year-olds currently stands at 13.1 percent, or 71 million youths. ILO reports indicate that globally estimates on the number of unemployed youth is on the rise again since 2011, after declining somewhat from the peak it reached at the height of the global financial crisis. The estimates show that the global youth unemployment rate rose from 11.5 percent in 2007 to 12.7 percent in 2009 as a result of the world financial crisis, after declining sharply from 2005 to 2007. The youth unemployment rate declined slightly to 12.3 percent in 2011 but resumed its rise in 2012 and 2013, when it reached 12.6 percent, just below its peak at the height of the financial crisis. This rate reached 13.1 per cent in 2016 and is expected to remain at that level through to 2017, up from 12.9 per cent in 2015. This happens to be the first such increase in 3 years.

The ILO 2016 report stressed that the youth job crisis was actually worse than the data suggested because long-term unemployment was growing, along with part-time, temporary and insecure jobs. Of greater concern was the share and number of young people, often in emerging and developing countries, who live in extreme or moderate poverty despite having a job. Young


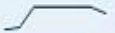





people were almost three times as likely as their older peers to be out of work, and many were giving up on the search for employment.

Gender differentials in youth unemployment rates were reported to be small at the global level and in most regions, however; young women, continued to be disproportionately affected by unemployment across all regions of the world.

From 2012 to 2018, the youth employment-to-population ratio is projected to decrease in all regions except in the Developed Economies and European Union. The rise in youth unemployment rates is particularly marked in emerging countries, where the unemployment rate is predicted to rise from 13.3 per cent in 2015 to 13.7 per cent in 2017 (a figure which corresponds to 53.5 million unemployed in 2017 compared to 52.9 million in 2015).

The developing regions of Asia, Africa and Latin America are the regions of the world where the great majority of youth in the world currently reside. These are also the regions where youth employment challenges are most likely to be associated with the demographic challenges posed by growing youth populations in recent decades. Thus for many youths in developing countries remaining out of work to actively search for employment is often either fruitless or unaffordable if there are few wage and salary jobs to be had.

Table 1: Global Youth unemployment and working poverty trends and projections to 2017

	Youth unemployment rate, 2007–17 (percentages)				Unemployed youth, 2015–17 (millions)		
	2007–14	2015	2016	2017	2015	2016	2017
World		12.9	13.1	13.1	70.5	71.0	71.0
Developed countries		15.0	14.5	14.3	10.2	9.8	9.6
Emerging countries		13.3	13.6	13.7	52.9	53.5	53.5
Developing countries		9.4	9.5	9.4	7.4	7.7	7.9
	Youth working poverty rate, 2007–17 (percentages)				Youth working poverty, 2015–17 (millions)		
	2007–14	2015	2016	2017	2015	2016	2017
Total emerging and developing		38.4	37.7	36.9	159.9	156.0	152.2
Emerging countries		31.2	30.2	29.3	107.3	102.7	98.4
Developing countries		73.3	72.2	71.0	52.6	53.3	53.8

Source: World Employment and Social Outlook 2016: Trends for Youth

At regional level, data from the Global Employment Trends for Youth 2013 indicates that there are large variations in youth unemployment rates. In 2012, youth unemployment rates were highest in the Middle East and North Africa, at 28.3 per cent and 23.7 per cent, respectively, and lowest in East Asia (9.5 per cent) and South Asia (9.3 per cent). Between 2011 and 2012, regional youth unemployment rates increased in all regions except in Central and South-Eastern Europe (non-EU) and Commonwealth of Independent States (CIS), Latin America and the Caribbean, and South-East Asia and the Pacific. The largest decrease is projected in the Asian regions, ranging from 1.1 percentage points in South Asia to 2.5 percentage points in East Asia.

Between 2014 and 2019, youth unemployment would rise by up to eight percent in parts of Europe, South America and Africa. In Latin America and the Caribbean, the unemployment rate is expected to increase from 15.7 per cent in 2015 to 17.1 per cent in 2017; in Central and Western Asia, from 16.6 to 17.5 per cent; in South Eastern Asia and the Pacific, from 12.4 to 13.6 per cent (table 2). Predictions according to The ILO's World Employment and Social Outlook 2015 and 2016, for youth also indicate that the youth unemployment rate exceeded 20 per cent in two-thirds of the European countries in 2014. In the European Union

(28 countries), more than one in three (35.5 per cent) unemployed youth had been looking for work for longer than one year in 2014, an increase from 32.6 per cent in 2012.

Eurostat data indicates that in 2015, the average unemployment rate for young people aged between 15 and 24 in the EU-28 was 20.4 %. In June 2016, it indicated that 4.194 million young persons (under 25) were unemployed in the EU-28, of who 2.915 million were in the euro area. Among the Member States, the lowest unemployment rates in June 2016 were recorded in Malta (4.0 %), the Czech Republic (4.1 %), and Germany (4.2 %). The highest rates have been observed in Greece (23.3 % in April 2016) and Spain (19.9 %). The unemployment rate in the United States in June 2016 was 4.9 %, up from 4.7 % in May 2016, and down from 5.3 % in June 2015.

Abidjan - ILO News report reveals that Africa, the world's youngest region, continues to be confronted with high levels of unemployment, vulnerable employment and working poverty with little signs of potential recovery in 2017.

With a youth population that is expected to double, to over 830 million, by 2050 in the whole continent, the incidence of unemployment among youth in Northern Africa remains elevated at 29.3 per cent in 2016, representing the second highest rate across all regions.

The report discloses that the youth unemployment rate in sub-Saharan Africa is expected to continue on its downward trajectory, which began in 2012, reaching 10.9 per cent in 2016 and decreasing slightly to 10.8 in the following year.(table 2)However, the unemployment outlook for youth in major countries of the region remains quite mixed.

Table 2: Youth unemployment trends and projections to 2017, by region

Region	Unemployment rate, 2007–17 (percentages)				Unemployed youth, 2015–17 (millions)		
	2007–14	2015	2016	2017	2015	2016	2017
World		12.9	13.1	13.1	70.5	71.0	71.0
Africa							
Northern Africa		29.4	29.3	29.2	3.7	3.7	3.7
Sub-Saharan Africa		10.9	10.9	10.8	11.1	11.3	11.6
Americas							
Latin America and the Caribbean		15.7	16.8	17.1	8.5	9.2	9.3
Northern America		11.8	11.5	11.7	3.0	2.9	2.9
Arab States		30.6	30.6	29.7	2.6	2.7	2.6
Asia							
Eastern Asia		10.6	10.7	10.9	11.9	11.4	11.0
South-Eastern Asia and the Pacific		12.4	13.0	13.6	7.4	7.7	8.0
Southern Asia		10.9	10.9	10.9	13.7	13.8	13.9
Europe and Central Asia							
Central and Western Asia		16.6	17.1	17.5	2.1	2.1	2.2
Eastern Europe		17.1	16.6	16.2	2.0	1.8	1.7
Northern, Southern and Western Europe		20.6	19.7	18.9	4.5	4.3	4.1

Source: World Employment and Social Outlook 2016: Trends for Youth

Uganda is the world's second youngest population after Niger with 78% of its population under the age of 30years yet they are faced with numerous challenges which have hampered their participation in and contribution to development.

The challenges highlighted included youth unemployment standing at 83%, limited access to youth friendly health services, low access to quality education, low participation in decision making and high susceptibility to drug abuse among others(Wandawa, 2016).

Youth unemployment remains a serious policy challenge in many sub-Saharan African countries, including Uganda. In 2013, youth (aged 15 to 24) in sub-Saharan Africa were twice likely to be unemployed compared to any other age cohort. For Uganda, in 2012, the Uganda Bureau of Statistics revealed that the share of unemployed youth (national definition, 18-30 years) among the total unemployed persons in the country was 64 percent. Given the rapid growth of the Ugandan population, three-quarters of the population are below the age of 30 years coupled with the fact that the youth are getting better educated through higher access to primary and secondary education, a stronger focus on job creation for this cohort of people cannot be over emphasized (Ahaibwe and Mbowe, 2014).

The School to Work Transition Survey results for 2015 further indicated that the unemployment rate among young people was 6.5 percent. This rate notably increased with each additional level of education attainment with the tertiary level unemployment rate being 11.8 percent and that with no education being 3.6 percent.

In addition, young women had a higher unemployment rate (7.4 percent) compared to the males (5.5 percent). With regard to age, 41 percent of the young people were teenagers aged 15 to 19 years followed by young persons aged 20-24 years who were 33 percent and the 25 to 29 year-olds who constituted 26 percent. Among the teenagers, the males (45 percent) were more than their female counterparts (38 percent) contrary to the 20-24 and 25-29 age groupings where the females were more than males. Data from the quarterly national household survey (QNHS) further reveal that the seasonally adjusted rate for persons aged 15-24 years (unemployed youth) was 14% in February 2017, a decrease from 15.1% in January 2017.

In Wakiso district, according to the 2012 survey by Uganda Bureau of Statistics, the rate of unemployment among the youths stood at 28 per cent, while the Entebbe Municipal Council Statistical Abstract 2012 indicates that; 78% of the population in the Municipality are aged less than 30 years, and 23% of these are unemployed. These rates in addition to; the global, regional and national rates raise a major concern for the need to study the issue of youth unemployment

1.2 Statement of the problem

Uganda's privatisation policy explicitly states that the country's privatisation strategy is designed to ensure optimal economic benefits to Uganda. This has directly affected the privatization strategies and created more opportunities for the country and in turn the youth and availed greater competitive advantage and in turn Government has privatized virtually all public enterprises which in turn has brought down the youth employment percentages (Angurian, 2016). Efforts to promote foreign direct private investment under Uganda Investment Authority have focused on generating new investments and creation of employment through foreign, joint venture and local projects. However; the growth of education seems to have surpassed the growth of the economy, so that the supply of jobs cannot meet the demand for them. More than 400.000 youth enter Uganda's job market annually yet only 80.000 to 90.000 are absorbed in the labour market (Angurian, 2016). The age category 20 to 24 has 65% of its 'members' unemployed. This means that 11.8m youths, most of them straight from University and other Tertiary Institutions have a problem getting employment. For those above 25 years, the situation is worse, with over 90% of them unemployed (Walubiri, 2016).

Many youths have recently channeled their energies into 'sports betting' and other forms of gambling, and such youths are in most cases also readily available for anti-social criminal activities like riots, and drug abuse that undermine the development and stability of society. In addition to the job seeking graduates, large numbers of lowly educated and uneducated youths have migrated from rural areas into urban areas for reasons many of them believe to be an easier life and better jobs with high incomes. Despite government's efforts at creating employment through promoting industrialization and gainful agriculture through operation wealth creation, the country is still struggling with a high unemployment rate. Experts have raised apprehensions about Uganda's youth bulge warning that failure to channel its energy into productive ventures through gainful employment can turn out to be a poisoned chalice (Walubiri, 2016).

This study is thus designed to assess the effectiveness of privatization policy on youth employment in Entebbe municipality. The study will include the youths, business community members, community members and municipal council officials.

1.3 Main objective of the study

The purpose of the study was to assess the influence of privatization policy on youth employment in Entebbe municipality.

1.4 Specific objectives of the study

1. To establish the state of youth employment in Entebbe municipality.
2. To assess the effectiveness of privatization policy in supporting youth employment in Entebbe municipality.
3. To evaluate the contribution of other factors in influencing youth employment in Entebbe Municipality.

1.5 Research questions

From the objectives, the following research questions were derived:

1. What is the state of youth employment in Entebbe municipality?
2. How effective is the privatization policy in supporting youth employment in Entebbe municipality?
3. What is the contribution of other factors towards influencing youth employment in Entebbe Municipality?

1.6 Scope of the study

The scope of the study comprised three sections; Content scope, Geographical scope and time scope.

1.6.1 Content scope

The study assessed privatization policy and youth employment in Entebbe Municipality. It focused on establishing the state of employment among youths in Entebbe municipality, assessing the effectiveness of privatization policy in addressing youth unemployment in the Entebbe municipality, and assessing the contribution of other factors in influencing youth employment in Entebbe municipality.

1.6.2 Geographical scope

The study was carried out in Entebbe municipality which is situated in Wakiso District, Central Region; Uganda. The municipality is located on a peninsula into Lake Victoria, covering a total area of 56.2 square kilometers (21.7sq.mi), out of which 20 km² (7.7 sq. mi) is water. (Google.Retrieved 2 July 2015).

1.6.3 Time scope

The study covered the existence of private enterprises that offered employment to the youths for a period of three years (2014 to 2017). This time frame was adequate enough to get required information for about the growth and existence of private sector companies and organizations that employed youths within the Entebbe municipality.

1.7 Significance of the study

The study findings will be relevant to different stakeholders as follows.

The study will help the researcher acquire skills of conducting further research in other related areas. This will further be of importance to other researchers while carrying out research in related or different fields

Through this research, the government, youth activists and private stakeholders can strengthen the empowerment of young women and men, and devise means of addressing the challenge of youth unemployment.

This will further enable youths to participate fully in the development of their societies, reduce crime rates escalating from redundancy, and further eradicate poverty and inequality.

The study findings will help to build on the body of existing literature about the study variables, which will be of use to upcoming students and researchers. The study will be a source of secondary data for other researchers and authors as well as organizations.

1.8 Arrangement of the report

The research report contains five chapters. Chapter one contains the introduction and background of the study, problem statement, purpose of the study, objectives of the study, research questions, scope of study, significance of the study and arrangement of the study.

Chapter two contains the theoretical framework, existing literature review related to the objectives of the study, and the conceptual framework.

Chapter three covered the research methodology which comprised the research design, study population, sampling method, data collection method, data processing methods, data analysis, limitations to the study, and ethical considerations.

Chapter four focused on data analysis, presentation, interpretation and discussion of findings.

Chapter five gave a summary of the findings, conclusions and recommendations based on the research objectives, and areas for further research.

The list of references and appendices comprising a sample of questionnaire, interview guides and focus group discussion guides form the last section of the report.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter brings into context the theoretical framework, the existing literature review related to the objectives of the study, and the conceptual framework. The literature review focused on what other scholars have covered in relation to the relevance and contributions of the study. The conceptual framework includes variables used for the operation of this research in order to achieve the set objectives. It further provides justification for the study.

2.1 Theoretical framework

Two theories related to unemployment were adopted in this study; these included: The theory of human capital and unemployment in the theory of innovations.

The theory of human capital (Schultz, 1961, Becker, 1964, Mincer, 1974) differentiates the individuals by their schooling and training investment and accounts for some of the differences in productivities between young people and more generally between cohorts. Young people with low education and experience will go through more difficulties to find employment (Giret, 2001). In this study, youth employment cannot be determined by privatization as the only influence but other factors like the, level of education, skills attained, work experience, among others have to be taken into consideration.

According to unemployment in the theory of innovations, Schumpeter (1934) does not provide explicitly a theory of unemployment but his theory of the business cycle does demonstrate clearly how unemployment can be reduced. Innovation (see also Vecchi, 1995) which creates more jobs relative to job destruction is the basic force beyond the increases in employment and the decreases in unemployment. When entrepreneurs innovate something new such as the production of a new product, the finding of a new market, the finding of a new method of production, and the introduction of new technologies and a new organization they increase investments to materialize those innovations. Domestic investment expenditures will increase demand on economic resources and will increase their prices. Other entrepreneurs will imitate the leaders by adopting the new innovations. Labor and materials will be employed to produce

the new items. Consequently, wages will be increasing and unemployment will be declining, assuming that employment creation will outweigh employment destruction due to the new innovations (see also Mortensen and Pissarides, 1998 and Manuelli, 2000). In this study, the impact of privatization can be viewed from a positive angle in reducing youth unemployment through creation of jobs and entrepreneurship schemes.

2.3 Literature review

The chapter also attempted to review some related literature under the following themes related to the objectives:

2.3.1 Concept of unemployment

There are three main types of unemployment: structural, frictional and cyclical. The first two make up the natural unemployment rate. The third rises when demand falls, usually during a recession. Some economists define as many as five additional types of unemployment, such as seasonal and classical (Amadeo, 2017)

Frictional unemployment is when workers leave their old jobs but haven't yet found new ones. Most of the time workers leave voluntarily, either because they need to move, or they've saved up enough money to allow them to look for a better job. Frictional unemployment also occurs when students are looking for that first job, or when mothers are returning to the work force. It also happens when workers are fired or, in some cases, laid off due to business-specific reasons, such as a plant closure (Amadeo, 2017).

Structural unemployment occurs due to occupational or geographical immobility. Often occurs after structural change in the economy (Pettinger,2008). Shifts occur in the economy that creates a mismatch between the skills workers have and the skills needed by employers. If workers stay unemployed for too long, their skills have likely become outdated (Amadeo,2017).

Cyclical unemployment is not part of the natural unemployment rate. It's caused by the contraction phase of the business cycle.

That's when demand for goods and services fall dramatically, forcing businesses to lay off large numbers of workers to cut costs. Cyclical unemployment tends to create more unemployment.

This is because the laid-off workers have less money to buy the things they need, further lowering demand (Amadeo, 2017).

Seasonal unemployment which according to Dictionary.com is the periodic unemployment created by seasonal variations in particular industries especially industries such as construction that are affected by weather. It is also a kind of structural unemployment since it is a type of unemployment that is linked to certain kinds of jobs.

Classical unemployment is also known as “real wage unemployment” or “induced unemployment.” It’s when wages are higher than the laws of supply and demand would normally dictate (Amadeo 2017).

2.3.1 State of youth employment

Youth employment continues to be one of the greatest challenges that the world faces. The weakening of the global recovery in 2012 and 2013 has exacerbated the problem resulting in a global youth unemployment rate of 12.6 per cent and 73 million young people estimated to be unemployed in 2013.

Severe youth unemployment affects countries at all stages of development, including advanced economies such as the United States and many countries of the European Union. As many as 73 million young people were out of work worldwide in 2013, and while economic growth is creating jobs, average youth unemployment remains alarmingly high. In Europe, for example, it tops 23 percent; in the United States, it hovers above 15 percent (Exhibit 1).Malte Bedürftig, Solveigh Hieronimus, and Julia Klier 2015).

Even though, the youth unemployment rates have been low in Sub-Saharan Africa, this has been linked to high levels of poverty suggesting that working is a necessity for most young people. Many are forced to work in low paying jobs, long hours and with few or no benefits and protection. Governments and development partners recognize the need for concerted action to avoid events associated with the Arab Spring in 2011. (Phororo, 2013).

According to Youth Stats: Employment; various compiled statistics show that globally almost one in 7 youth are looking for work.

The youth unemployment rate is 13.1% which is 3 times the adult unemployment rate and between 2012 and 2020 almost 1.1 billion young jobseekers are expected to enter the job market, many of them in South Asia and Sub-Saharan Africa (UNDP Human Development Report ILO, 2015) Reports further indicate that the amount of entrepreneurs increases following the rate of youth unemployment (ILO, 2015). About one in 3 youth aged 15 to 24 suffer from a deficit of decent work opportunities. (Millennium Development Goals, Goal 1, target 1.B -FAO and YUNGA) Almost 43 per cent of the global youth labor force is still either unemployed or working yet living in poverty (International Labour Organization, 2015), 225 million youth, or 20% of all youth in the developing world, are not in education, employment, or training. (UNESCO UNDESA, 2011,) Working poverty affects as many as 169 million youth in the world. The number increases to 286 million if the near poor are included (living below US\$4 per day). [ILO, Global Employment Trends for Youth 2015, p.47].

Much as worldwide statistics illustrate that youth are generally affected by high unemployment, the extent tends to vary depending on factors like gender, disability, race/tribe and religion.

There are still wide gaps in gender disparities which tend to be in favour of men, the disabled in many cases have had less privilege in the labor market, while nepotism also remains a challenge when recruiting new employees. This has been noted in some researches and reports like the ILO, 2016 report.

ILO, 2016 report reveals that unemployment is affecting young women more than young men in almost all regions of the world. In Northern Africa and the Arab States, the female youth unemployment rate is almost double that of young men, reaching as high as 44.3 and 44.1 per cent, respectively.

The female youth unemployment rate has risen to 44.3 per cent in Northern Africa and 44.1 per cent in the Arab States: almost double that for young men, which has remained at 24.0 per cent. Overall, in both developed and developing countries young women face obstacles in entering the labor market which are significantly higher than those for young men (ILO, 2016).

Labor markets are most likely to fail youth who fall into particular categories of disadvantage. Categories are to some extent culturally-specific, but there are some categories where

disadvantage is global. In particular, youth who are physically and/or mentally disabled face substantial labor market disadvantage. If disabled youth have been unable to access education, then illiteracy may compound their other disadvantages. In many societies, female youth face many labor market disadvantages, compared to males. To the extent that sexuality is disclosed, non-heterosexual youth not only face labor market discrimination but also, sometimes, violence. Youth having darker skin tones are more greatly disadvantaged in most parts of the world. Which ethnic groups – or castes, or tribes – are disadvantaged depends on the region. (Freedman 2008, p.16), (Assaad and Levison 2015).

In some regions, indigenous groups face substantial discrimination. Closely related to ethnicity/caste/tribe is religious affiliation, with region again determining whether Jews or Muslims, Christians or atheists (for example) are outside mainstream society and facing labor market discrimination. Migrants often fall into multiple disadvantaged groups, particularly if they are refugees from regions of war or civil conflict. Demobilized child soldiers are said to be among the worst off with respect to labor market opportunities (Freedman 2008, p.16). (Assaad and Levison 2015).

Victor Ahiuma-Young (2016), in his article quoted that “The alarming rise in youth unemployment and the equally disturbing high levels of young people who work but still live in poverty show how difficult it will be to reach the global goal to end poverty by 2030 unless we redouble our efforts to achieve sustainable economic growth and decent work. This research also highlights wide disparities between young women and men in the labor market that need to be addressed by ILO member States and the social partners urgently,” (Greenfield, ILO Deputy Director-General for Policy.).

Severe youth unemployment affects countries at all stages of development, including advanced economies, such as the United States and many countries of the European Union. As many as 73 million young people were out of work worldwide in 2013, and while economic growth is creating jobs, average youth unemployment remains alarmingly high.

In Europe, for example, it tops 23 percent; in the United States, it hovers above 15 percent (Bedürftig, Hieronimus, and Klier).

While youth unemployment rates in more developed economies and Central and Eastern Europe were strongly affected by the world financial crisis, peaking in either 2009 or 2010, the developing regions of the world were less affected. Still, several regions have continued to experience secular increases in youth unemployment rates. In East Asia, the Middle East and North Africa, the ILO's projected unemployment rates in 2013 are significantly higher than rates at the peak of the crisis. Nearly all of the world's developing regions are projected to continue on an upward unemployment trend until 2018, except for Sub-Saharan Africa, where youth unemployment is projected to remain flat.

The regions with the fastest projected increases from 2013 to 2018 are Southeast Asia and the Pacific and East Asia. However, by far the highest rates of youth unemployment will continue to be found in the Middle East, where they are projected to reach 30 percent, followed by North Africa, where they are projected to reach 24 percent by 2018 (Assaad and Levison 2015).

Youth unemployment rates in African countries did not rise dramatically during the global financial crisis. However, in some parts of Africa (e.g., Southern Africa) they were already alarmingly high before 2008. North African countries had, on average, the highest youth unemployment rates over this period. Gallup World Poll data shows that in the wake of the financial crisis, jobs in the formal sectors of African economies declined.

While employment fell in services (which is the second largest employer of youth in Africa after agriculture), it rose in agriculture and in the informal sector (AfDB et al, 2012).

North African countries tend to be characterized by 'educated unemployment'. LICs in West, Central, and East Africa have low official unemployment but a high share of youth in the informal sector, in part due to the lack of social safety nets (AfDB et al, 2012), (Chapter 5 Africa's youth in the labor market pg 120).

Subsequently, unlike other regions with aging populations, sub-Saharan Africa faces a rise in the share of its working-age population (WAP). Population data indicates that the WAP in the sub-Saharan African region will increase by 70 percent from 466 million in 2013 to 793 million in 2030 (Lam and Leibbrandt, 2013). However, high levels of youth unemployment and/or

underemployment coupled with low-wage income will significantly constrain the continent's ability to reap the benefits of the demographic dividend.

Youth unemployment across sub-Saharan Africa is four times higher than the region's aggregate unemployment level. In Nigeria, 45 percent of the youth are unemployed and in Ghana the rate is twice as high as the national rate. Youth wages in South Africa are observed to be 40 percent less than the calculated peak labor income (Bhorat and Tarp, 2016).

"If young people are a gift to both their communities and the world, as Maathai suggested on receiving the Nobel peace prize in 2004, then Africa is a continent rich in gifts". Nearly 300 million people in sub-Saharan Africa are aged between 10 and 24, and that number is expected to climb to about 561 million by the middle of this century. Africa has the highest concentration of young people anywhere on the planet.

How many would see themselves as part of some vast global bounty is a moot point, however, of the 1.2 billion 15- to 24-year-olds in the world – 200 million, of whom are in Africa – about 75 million are looking for work. In the poorest regions, many of those who are employed work in low paid, insecure jobs with little hope of advancement, faced by economic uncertainty and lack of opportunity- cast as possible agents of social unrest and seen as a potentially lost generation. If young people are gifts, many must feel like unwanted ones (Les Roopnarine, 2013).

Research has shown that the youth are less likely than older cohorts to find employment, and, when they do, are disproportionately more likely to be self-employed or employed in the informal sector (Goldin, Hobson et al, 2015). Young Africans have tried to seek better opportunities in urban areas, but too often find themselves stuck in slums with little or no way to earn a survival salary. Many of them end up being paid as thugs by political parties or joining militias – not because of an ideological compatibility, but because they need to eat.

Criminal enterprises also recruit from this pool of unemployed, hopeless youth. This large, desperate and restive population poses a great danger for many African countries.

Youth are three times more likely to be unemployed than their elders, so there are veritable armies of unemployed youth eager to make a living doing whatever they have to do to survive. An increasing number of unemployed youth are college graduates. While some do leave for the

developed world, many are stuck without the funds to go abroad. They are dissatisfied with what their governments have not done for them and connect with others to channel their discontent into action. It is also important to note that migration patterns also put further strain on urban areas and labor opportunities. Young people are more likely to migrate from rural to urban areas than other age groups. Studies show that rural youth migrate to urban areas to seek better educational and work opportunities and a way out of poverty. Unemployment and underemployment in urban areas are associated with rural-urban migration. Young migrants often earn less than their counterparts in urban areas, but more than those in rural areas. (Youth and Unemployment in sub-Saharan Africa AERC Senior Policy Seminar XV Kigali, Rwanda March 21–22, 2013 Seminar Report).

Uganda happens to be one of the countries with the youngest and most rapidly growing populations in the world and preparing them for productive jobs is a social and political priority for the government. Like many other developing countries, Uganda is currently faced with the burden of youth unemployment and underemployment.

The Arab spring, the current situation in Syria and Iraq, the Kasese confrontations, Boko Haram uprising in Nigeria, Alshabab problem in Somalia are, result of youth hopelessness and inaction. In other words, youth unemployment is the current greatest danger to national and international security (Lukwago, New Vision 2017).

The cohort of Ugandans aged between 12 and 30 years is the largest in history and is growing (MoFPED, 2011 Uganda's Population Stabilisation Report. Population Secretariat). The potential for this demographic trend to bolster or undermine national objectives in the areas of governance, economic and social development is real.

Societies with rapidly growing young populations often end up with rampant unemployment and large pools of disaffected youths who are more susceptible to recruitment into Violence (De Bboeck & Honwana, 2005), (AAU, DRT, UNNGOF.(2012). Lost Opportunity? Gaps in Youth Policy and Programming in Uganda).

The IYF (international youth foundation) newsletter article 'Turning Challenges into Opportunities for Uganda's Youth', revealed that with over 78 percent of our population below

the age of 30, Uganda has the world's youngest population. Unfortunately this young population suffers from one of the highest unemployment rates in Sub-Saharan Africa, low school completion rates, and feelings of being marginalized and manipulated by our leaders. (Karuhanga, 2013).

According to the Advocates Coalition for Development and Environment (ACODE) Report of Proceedings of the 49th Session of the State of the Nation Platform, it was noted that unemployed youths migrate from rural to urban areas for work, which negatively impacts on the social services sector in urban centers. Ugandan youths shun the agricultural sector, one of the biggest employers in rural areas, preferring to work in service sector jobs like riding motorcycle taxis (boda-bodas), or as low-wage laborers in industries (Magelah and Ntambirweki-Karugonjo).

In the region of Entebbe youth unemployment has led to social vices like prostitution as reported by Kawesa. "Prostitution is rampant in Entebbe with UN personnel providing much of the demand and young girls being the supply.

But the root cause remains youth unemployment. A large number of the girls caught up in the sex trade attended school; some are even university graduates. Like so many educated people who dreamed of the good life as a reward for all their hard school work, they ended up disappointed. Entebbe has one of the highest rates of youth unemployment in Uganda" (Kawesa, 2014).

2.4 Concept of privatization

The term Privatization is often loosely used to mean a number of related activities, including any expansion of the scope of private sector activity in an economy and the adoption by the public sector of efficiency enhancing techniques commonly employed by the private sector. (Fundanga and Mwaba, RESEARCH PAPERS NO 35).

Privatization has been linked to a range of techniques which include: asset sales, in which government sells all or part of state-owned enterprises or property; contracting-out services, in which public officials act as service arrangers; internal market arrangements, in which the purchasing of services is separated from their provision; user fees, in which government levies

charges for services that are still provided by the public sector; public private partnerships, in which government finances, manages and risk shares with the private sector on a joint project; and liberalization, which involves the relaxation or removal of statutory provisions which prevent private sector firms entering public sector markets. (Bach, 2000).

Privatization was introduced with a change in objectives; to lower wages and employment levels in order to increase profits for the enterprises; to reduce the government's role and empower the private sector and to shift focus on welfare to profit maximization. This in part explains why privatization of public enterprises has generated anxiety, suspicion and resistance in many developing countries. Employment is affected because the objectives are commercialized and the wages fall because there are more people in search of employment. The retrenchment of employees leads to unemployment (Musoke, 2008).

It is often assumed that employment will fall when privatization occurs, since the new private owners will be willing to maintain the surplus labor associated with the public ownership of the enterprise. The loss of employment will have an immediate adverse impact of social protection status of the labor.

Opposition to privatization on the grounds that it will weaken the position of labor, is therefore expressed (Cook & Kirkpatrick, 1994a, 1994b; Cook, Kirkpatrick, & Nixon, 1998), (Cheng, 2008).

2.4.1 Privatization and employment

With the enactment of the structural adjustment policies championed by the World Bank and IMF in 1990s, privatization and divestiture of former public enterprises were promoted as the “best” tools for economic reform and development particularly in developing countries. This was on argument that with privatization, governments concentrate on policy making and regulation, while private sectors focus on business and project implementation, in this way, privatization theorists and experts argued that the policy would accrue greater efficiency and effectiveness in service delivery. (Bos 1997)

The experience of privatization in transition economies highlights a number of contradictions, particularly in the relationship between privatization, social welfare and employment. The creation of a market economy opens up opportunities of expansion through entrepreneurial activity which, in turn can generate employment and tax revenue to fund social services.

However the ending of central planning and subsidies, causes reductions in employment and loss of income for many people, as well as a decline of social and welfare services formerly attached to enterprises.

How privatization affects employment is the most widely recognised concern of governments pursuing privatization, particularly in the developing countries. This stems from the fear that privatization will cause substantial unemployment as new owners of privatized firms had excess labor to improve efficiency and as divesting governments cut the work force to prepare for privatization. (Cheng, 2008).

In the public utilities it has been suggested that contracting out and wholesale privatization of state assets have reduced the workforce by 30 to 50 per cent in some instances (de Luca, 1998: xii). Within Europe, for example, job losses of this scale have been reported in the United Kingdom (UK), although such extensive job losses are unusual, reflecting the scope and intensity of UK privatization (Hall, 1998: 134).

In addition, reductions in employment in former public enterprises may disguise opportunities for re-employment on a contract basis, which do not appear in the public sector employment data and other increases in employment through new entrants to the market. Within developing countries, programmes of structural adjustment have invariably targeted reductions in the number of public sector workers because of the perception that the public sector has been “bloated”. In the health sector, there has been a retrenchment of 50 per cent in public health staff over the last five years in Uganda (Corkery, 2000: 99) (Bach, 2000)

However; “Workers often gain from privatization as new investments and dynamic expansion result in the creation of new jobs at both the firm and sectorial levels, and as productivity leads to better terms and conditions of service. Also, workers remaining with privatized firms have often benefited by obtaining better paying jobs, company share and improved training and career

development prospects. These trends are also evident even in low-income African countries. In Ghana, privatized firms in a wide range of sectors increased employment: the Golden Tulip Hotel increased employment from 116 employees before privatization to 360 after (White & Bhatia, 1996). In Chile, the new owners of the electricity companies (Chilgener and Enersis) increased wages and introduced profit-sharing scheme (Galal et al., 1994; Kikeri, 1998). Also, in exchange for higher wages, rigid labor contracts often have been revised” (Cheng, 2008).

In Africa, many governments have embraced the idea of privatization, brought to the fore mainly as a part of the adjustment and stabilization programs of the mid-eighties and the nineties.

Privatization now frequently features in government policy statements and in conditionality from donors. The past decade has also seen the World Bank and other donors get increasingly involved in lending operations towards parastatal sector reforms that included privatization components.

African countries share a number of common features in relation to the drive towards privatization. For most of these countries, the first twenty years of independence were characterized by rapid growth, driven by favorable terms of trade and high levels of public investments in infrastructure and services. The development of import substituting industries brought in the dramatic rise of parastatal corporations, which were also used as vehicles for increased local participation in the economies. Many governments moved to nationalize existing foreign interests in their countries and also to create new state enterprises to carry out the various production and trading functions. Parastatal corporations rapidly dominated the extractive industries, manufacturing and financial sectors of their economies, and acquired important economic and political status, becoming major sources of employment. The moderate growth experienced in the seventies, however, was quickly reversed by the financial crisis of the early eighties, and associated inefficiencies made parastatal sector reform a major element in the reform efforts implemented by the countries (Fundanga and Mwaba, RESEARCH PAPERS NO 35).

A considerable number of countries in Africa have embraced privatization and private sector development in general, as means of accelerating investment and growth in their economies.

Indeed for many, the issue is no longer whether to privatize but when and how best to. The private sector in Kenya is vibrant, well developed and hosts one of the largest business communities in sub-Saharan Africa.

The private sector is split into two parts: a formal, large business sector which is relatively healthy and productive and a massive informal sector made up of small and medium-sized businesses, which is poorly supported in terms of working conditions, financing and skills development programmes. The informal sector employs almost nine out of 10 workers (Gachugu, 2015).

Uganda's privatisation policy explicitly states that the country's privatisation strategy is designed to ensure optimal economic benefits to Uganda. This is in direct consonance with the characteristic that an effective privatisation strategy must create more opportunities for the country and avail it greater competitive advantage.

Uganda's privatisation strategy has two basic objectives which are fundamentally internal to the country. These are:

- To reduce the direct role of government in the economy; and
- To develop a correspondingly greater role for the private sector.

These objectives were considered imperative because:

The Government wanted to reduce the financial and administrative burden upon it on account of:

- (i) The large number of PEs within its portfolio – there are 156 PEs of which 133 are 2 commercial, 20 of these are lying dormant and others are incapacitated due to the widespread destruction of building, equipment and records as a result of previous political conflicts, and the unresolved nature of ownership issues;
- (ii) The financial losses and poor performance of the PEs in general – many are characterized by large operating losses, low capacity utilization, low productivity and increasing illiquidity.

The Government wanted to increase private sector participation in the economy on account of:

(i)The presently large informal sector;

(ii)The need to get the private sector to participate in future purchase of the privatized PEs;

(iii) The need to improve entrepreneurship in the country and ensure uninterrupted performance of the privatized PEs.

These objectives are esoteric to Uganda and form the basis of the aspirations of the Ugandan people in the privatisation undertaking.

Uganda has implemented a number of programs aimed at creating employment specifically for youth. These policies consist of those aimed at providing an enabling environment for the private sector to create jobs and those targeted at building the skills and requisite knowledge to make youth more employable. While the Ugandan public sector was the major employer before the 1990s, the civil service reform that started in 1992 led to a large reduction in the number of public servants in Uganda. This reduction was achieved through retrenchment, voluntary retirement schemes, divestiture and privatization of public enterprises. The private sector was envisioned to be the driver of economic growth and employment creation. Macroeconomic stability—low inflation and stable foreign exchange rates—was looked at as a sufficient prerequisite for investment, economic growth, structural transformation and jobs creation. While these policies have generated much-needed economic growth, they have not created enough decent and productive jobs for the Ugandan youth. Analysts have blamed this poor performance on the failure of the policies to consider the structural nature of the economy, which is largely agrarian. Investment in agriculture is still low and subsequently the sector has been experiencing

low average growth rates of about 2 percent for the 1990-2012 period, and offering quantity but low productivity jobs. (Ahaibwe and Mbowa, 2014)

In Uganda, “the pursuit of better livelihoods is concentrated in the informal sector. The major informal sector areas that attract youth are motorcycle, taxis, welding, carpentry, agriculture or fishing and hair dressing salons. Other informal jobs youth engage in include construction, market vending and managing road side restaurants popular for chapatti” (AAU, DRT, UNNGOF(2012).

2.5 Contribution of other factors influencing youth employment.

Young people face more pressure and unique challenges as they attempt to make the transition into the labor market. In many cultural contexts, getting a job is an important step in the transition to adulthood (UN, 2004). For this reason, unemployment may be particularly detrimental for the youth:

2.5.1 Work experience

Lack of work experience tends to be one of the greatest obstacles facing the youth entering the labour market (in particular, the formal sector labour market) (Levinsohn et al., 2014). As education is often a weaker indicator of productivity, employers tend to prefer individuals who already have a reference from a previous employer who will vouch for their productivity. Indeed, a survey of South African firms found that 61 percent of firms identified referrals as the best mechanism for job matching (Schöer and Rankin, 2011). There is, therefore, greater risk in employing an inexperienced youth over an experienced adult, as well as the additional cost of training a young employee. While firms will have a long-run incentive to recruit and train young employees, an employer may be hesitant to invest in training if they are uncertain about a young person’s long-run commitment to their firm. Furthermore, youth tend to lack the social capital and professional networks needed to find job vacancies. The cost of job search and high levels of unemployment can dis-incentivize job search efforts. The long-term effect of this is ‘scarring’ as the human capital that young workers acquire during their schooling, training or prior work experience rapidly depreciates (Bell and Blanch flower, 2011; Strandh et al., 2014). This can form an unemployment trap, where youth who have been unemployed for a long period of time

become somewhat ‘unemployable’. It is therefore imperative that youth are able to successfully make the transition to the labour market as they end a period of education or training.

2.4.2 Youth financial inclusion and job creation

Young people who want to make their own jobs by starting businesses often struggle to find access to affordable loans, or loans in general. This is partially due to a lack of collateral. High interest rates also make it difficult for young people to repay their loans on time.

With youth demographic bulges, existing high levels of youth underutilization and limited job creation occurring in many developing countries, governments and development actors are actively exploring new approaches to enabling youth to obtain sustainable livelihoods. There is a growing consensus that increasing the ability of youth to access financial services and strengthening their ability to use these services for their future life needs can play a direct role in supporting the transition to employment and better livelihoods. Appropriately designed financial services can play a direct role in supporting young people’s transition into employment, particularly for youth who are starting their own income-generating activities for which they require enterprise finance, insurance, leasing and payment services, such as money transfers, in order to start, sustain and grow their businesses. Credit constraints were found to be a significant barrier for young people who wanted to start their own income-generating activities in a meta-regression analysis of the effectiveness of entrepreneurship programmes in developing countries, covering 37 impact evaluation studies undertaken by Cho and Honorati (2013). For young people, the largest effects on employment and earnings were seen from access to finance interventions, particularly those focusing on enterprise finance. Sykes, Elder, et al; 2016)

Both the International Labour Organization (ILO) on an international level and the Uganda Youth Network (UYONET) on a national level recognize that the lack of capital is an important explanation for youth unemployment (ILO, 2012, p. 27; Uganda Youth Network [UYONET], 2010, p. 5). According to the UN Capital Development Fund (UNCDF), the youth is mainly facing three barriers when trying to access and use formal financial services in developing countries: Restrictions in the legal and regulatory environment, inappropriate and inaccessible financial products offered by financial service providers (FSPs) and poor financial capabilities of the youth (UN Capital Development Fund [UNCDF], 2012, p. 9).

It is critical to provide young people in employment programs with the appropriate resources to encourage financial capability. Youth employment programs can support this mission by incorporating financial education and access to safe and appropriate financial products.

When these components are presented together, they result in even more effective financial capability outcomes for youth than if either component is presented alone. Efforts are most effective when both the education and access are customized to participants' needs. In order to create these successful programs, a partnership with a financial institution is essential.

Partnerships between youth employment programs and financial institutions can be rewarding to both parties. Finding the right partnerships can help youth employment providers better serve their youth and financial institutions to further their business and civic goals.

Youth employment programs have used different practices to help participants build financial capability. Some programs match young workers with mentors or coaches, to help them identify savings goals and develop budgeting skills to work toward these goals. Young workers also work with mentors and coaches to learn about building credit and how to repair a credit history. Some programs offer incentives to develop good financial habits. A recent study documented that a combination of these approaches has measurable impact on the participants' financial knowledge, and resulted in positive financial outcomes, including increased banking and savings rates and better money management skills. Financial institutions have found that working with youth employment programs can connect them to a new, young set of customers or members and future employees. Youth in these programs are encouraged, and in some cases incentivized to participate in financial education workshops, seminars or games; sign up for direct deposit; save regularly; or reach a specific financial goal. Young people save more when given the opportunity to open accounts that come with youth-friendly account features.(Vernon Loke, et al.)

When financial institutions create products using safe youth account standards¹⁶ (such as those based on the Bank On National Account Standards¹⁷), it results in higher account enrollment rates. The most typical features for youth-friendly accounts include no minimum or starting balance, zero or low monthly and minimum balance fees, no overdraft capability, no dormancy or inactivity fees, free and unrestricted access to customer service, free online/mobile banking and bill pay, ability to add cash or other direct deposit sources to the account or debit card

without fees, and free and unrestricted use of in-network automated teller machines (ATMs). (FLEC; 2016.)

Ideally, Micro financing banks also need to come forward to facilitate young entrepreneurs' initiatives to set up new businesses by offering venture capital and also project incubating facility on partnership basis. In such cases after operation of a project starts and funds are generated, the financing bank/ micro financial institutions can transfer its share of ownership to the client by providing finance to the client equivalent to investment made by the bank for the project.

Studies have shown that access to credit facilities by low income population segments such as youth can improve their income and therefore their welfare and living standards. (Kurgat et al.2017)

2.5.3 Government policies to enhance youth employment

Venture schemes

Recognizing that micro-, small- and medium-sized enterprises have been a considerable source of employment in Uganda, the government has promoted the culture of “self-employment” through microfinance. This kind of intervention dates back to the late 1990s when the government introduced the Youth Entrepreneurial Scheme (YES).

The YES program was designed as a loan scheme for youth who wished to venture into business. The scheme did not perform as anticipated because it was largely perceived as a political tool. While it was meant to be a loan, it ended up being a handout with very low (if any) recoveries made. Despite the glaring poor performance of the credit program, the government has continued to use microfinance as a way of addressing constraints to starting and running businesses. It is hoped that the present lending model through financial intermediaries or commercial banks will circumvent the challenges faced with the YES scheme. For example, since 2011/12, three venture capital funds; the Youth Venture Capital Fund in 2011/12, Graduate Venture Fund, and the Youth Livelihood Programme, have been introduced to target youth who wish to venture into business. However, a recent evaluation study notes that these venture capital funds are based in urban settings, have stringent criteria attached to them (e.g., a requirement of collateral), are less

likely to be accessed by rural youth in agriculture, and are not very likely to solve the unemployment problem.

It is thus important that entrepreneurship be approached comprehensively beyond just credit provision. For example, although the enterprise scheme introduced in the 2011/12 budget had four broad components that have synergies and are complementary in nature, (the youth venture fund, entrepreneurship training, business development services—such as incubation—and workspace/infrastructure development) only the youth venture fund (credit) seems to have taken off. Yet for entrepreneurship to thrive, it is crucial that these components are not implemented piecemeal, lest they have less impact. The youth who access the four components are likely to acquire the requisite skills, attitude, knowledge and support services, which increases their chances of starting and sustaining businesses or being employable. (Ahaibwe and Mbowa, 2014)

Building skills and equipping labor with requisite knowledge

Many countries with rapidly growing youth populations are struggling already to educate their young people. The education systems of many countries are leaving behind a substantial proportion of the population. According to the most recent data available, in 32 countries, fewer than 80 per cent of 15-24 year olds are literate. Of these 32 countries, 18 are projected to see a more than 40 per cent increase in the number of youth between 2015 and 2030. In six of these low-literacy countries, all in sub-Saharan Africa, the growth of the youth population in this period is projected to exceed 60 per cent. In Niger, for example, where just 24 per cent of youth were literate in 2014, the youth population is projected to grow by 92 per cent within the next 15 years. Angola, Burkina Faso, Chad, Mali, Nigeria, the United Republic of Tanzania and Zambia, among others, are also anticipating rapid growth of the population aged 15-24 in a context of low youth literacy rates (POPFACTS, No. 2015/1 May 2015).

The economic contribution of young people will depend on the skills they possess, placing a premium on education. Unfortunately countries in Africa are struggling to educate their current youth, and projections in coming decades predict millions will be left behind. According to the latest UNESCO Global Education Monitoring report (2016), based on current trends, sub-Saharan Africa will not achieve universal secondary schooling completion, millions of young

people who do complete school still lack even basic literacy and numerical skills, and recent estimates from the Education Commission find that more than half the world's

Youth in 2030 will not meet even low levels of proficiency. (EMPLOYMENT OPPORTUNITIES: Navigating Africa's complex job market)

In Sub-Saharan Africa, young people without education are more likely to be unemployed than their better educated peers. Even in North African countries where people with advanced degrees face high unemployment, they are still more likely to eventually get a job than people with less education (AfDB et al., 2012). For example, in Tunisia, the 2007 unemployment rate for university graduates was 40 percent, almost twice the 24 percent rate for non-graduates. However, only 68 percent of non-graduates participate in the labour force, compared to 95 percent of graduates.

A higher percentage of graduates in the labour force are employed than non-graduates in the labour force (Stampini and Verdier-Chouchane, 2011). Further, an ILO survey on transition to work in eight SSA countries found that people with tertiary degrees earn three times the income of people without degrees (Elder and Koné, 2014), (Chapter 5 Youth in the Labour market African Development Report 2015)

Another major intervention undertaken by the government of Uganda relates to skills development for young people. Upon recognizing that youth lack employable skills or possess skills that are irrelevant in the current job market, since 1997 the government has focused on a phased curriculum review at all levels of education with a focus on business, technical, vocational education and training (BTVET). Entrepreneurship was further introduced as a subject in both lower levels of education and university levels with a view of imparting practical knowledge and skills to enable youth to become job creators.

Despite these measures, the levels of unemployment and underemployment have remained high. The BTVET programs continue to be plagued by various challenges. They have remained largely theoretical since most lack the infrastructure for undertaking practical lessons, most offer low-cost skills training that are mismatched with labor market demands, and most are largely privately owned with insufficient government funding. Poor community attitudes about

vocational education are still a challenge, leading to low enrollment rates. (Ahaibwe and Mbowa, 2014)

Education and training for young people and lifelong learning foster a virtuous circle of improved individual employability, higher productivity, employment of better quality, income growth and development. Their importance is now greater than ever in an era of accelerating technological progress and globalization, and in a world of work where soft skills matter as much as vocational qualifications to improve youth employability. Finding a niche in a global economy that is becoming increasingly skill-intensive requires countries continuously to upgrade the educational and skill levels of their labour force.

As educational attainment increases, the incidence of long-term unemployment decreases. However, in many countries education does not guarantee a job.(International Labour Conference, 101st Session, 2012)

Disadvantaged youth who lack basic education may experience the ‘scarring’ effects of long-term unemployment (ILO, 2010). This can depress human capital accumulation and impact future earnings (Scarpetta et al., 2010).

2.5.4 Information, networks and connections among youth

Many young people lack knowledge of what the world of work is actually like, and have not given careful thought to their own potential career choices. They have not used their time in school to prepare appropriately for realistic career paths. They lack informal networks and connections that are traditionally the major source of information about job opportunities.

And they do not know how to navigate the labor market to identify and pursue available jobs or to find and use the most relevant training resources (YOUTH UNEMPLOYMENT CHALLENGE AND SOLUTIONS What Business Can Do Now man power group).

Social theorists have established that better connected people do better in life, but an individual’s social networking is limited by many factors, living area, ethnic background, low income. They all represent barriers for social development and can lead to marginalization.

Over the past decades, we have witnessed technology reshape our lives, soon after online media and social networks drastically changed the way we network, communicate and find information.

The multidimensional impact that social networks have had over our lives has created new habits and introduced innovative ways to incorporate ICT as a tool in our activities. Thanks to their reactivity and wide reach out, people have been using social networks as a tool to promptly and effectively address community, business or individual needs. Spreading news about natural disasters, community engagement and initiating debates, are just a few examples of their versatility and usability.

The emerging of online social networks have also proven effective in helping individuals to get in touch with recruiters, gather information about the companies they want to work for, and build a network of influences before they even get the chance to gain work experience. Companies that have seen the importance of a good online presence for their business seem to be benefiting from the use of social networks, and in the meantime these networks have created jobs that long ago didn't exist. More and more companies are linking their social media strategy with finding new talent. Throughout the region we have witnessed an increased use of social networks in general, employers are beginning to take advantage of the audience they have built in social networks to advertise vacancies.

As social networks are shifting away from their initial concept of leisure, individuals are learning to take profit of this new channel of communication and information. Spreading news, building audiences, raising awareness and building communities of peers are just some of the examples of popular use. Businesses have been leveraging social media to target their market and amplify their brand, being a cost free and widely spread medium. Many companies now rely on social recruiting, and use social networks to target their ideal hire.

Social networks can help individuals overcome geographical barriers and level the playfield by providing youngsters equal access to job market information, as well as networking and employment opportunities. For a company, social networks are providing an effective communication platform at low costs.

The ways of searching for a job have been evolving quickly over the recent years; individuals no longer rely on job vacancy announcements in newspapers or published announcements in traditional media outlets. Recruitment services imply costs that are often unbearable for youth, in particular for marginalized groups. All over the world recruitment staff and services are embracing social media (“Recruiting with Social Media: Social Media's Impact on Recruitment and HR.” Raj Anand, 2010).A single resume is no longer near to being the only point of reference when we are looking for employment, whether as an employee or employer. Recruiters have adopted social networking platforms in the process making connections more efficient and cost free.

Social recruiting is now the norm, says Jobvite survey 2014, according to which 93% of recruiters use or plan to use social to support their recruiting efforts. The same report reveals that, much like marketers, recruiters showcase their employer brand and engage with candidates across many platforms(Influence of social media in youth employment November 2015)

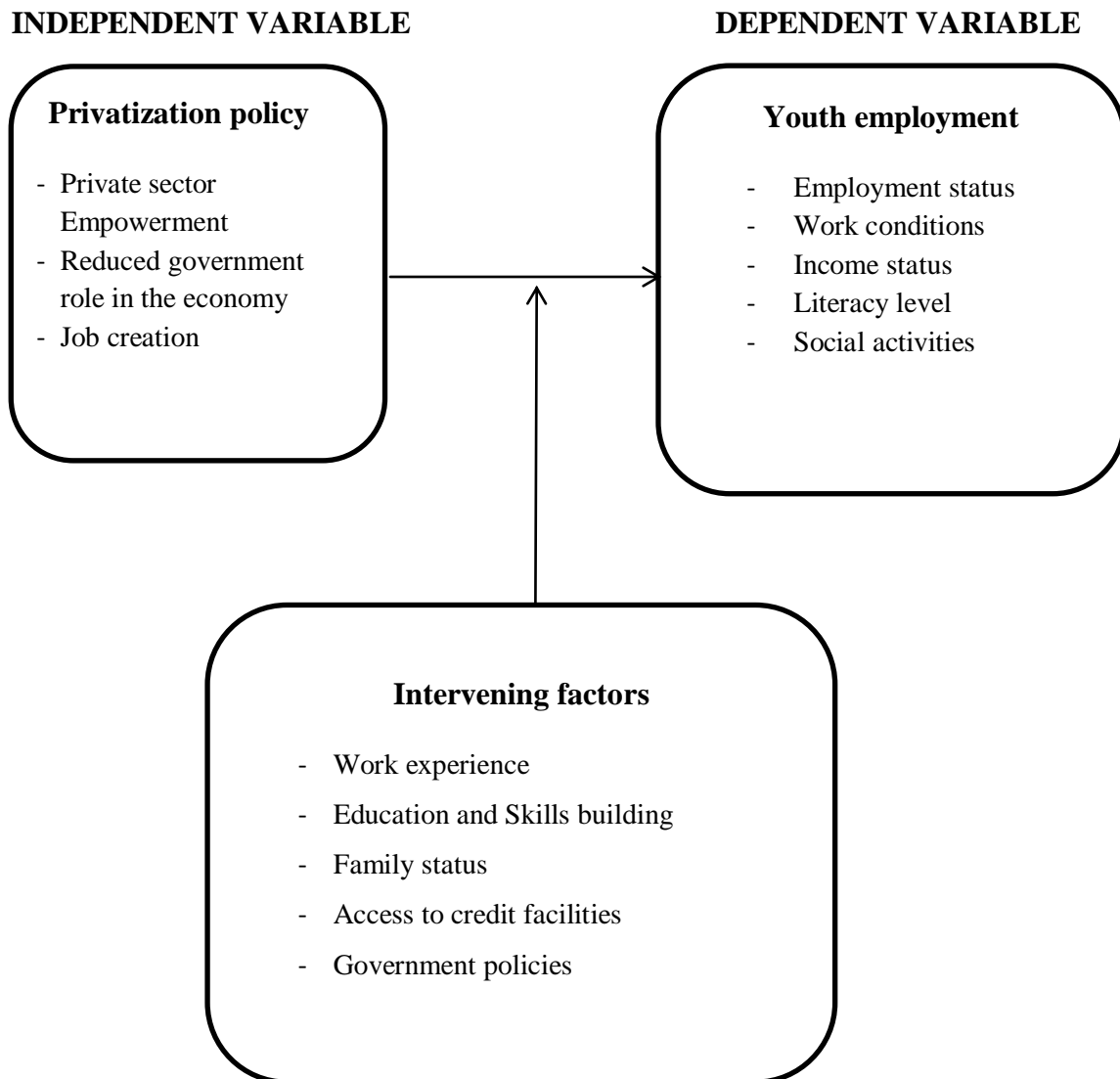
There is a case for the role of traditional media (TV, radio and print) in raising awareness on the issue of youth employability but the real impact is strictly related to the quality of the content and the audience reach and versatility of individual outlets.(Influence of social media in youth employment November 2015)

2.5.5 Family background

It should be noted that giving assistance in finding work is clearly not the only way in which family members can influence the employment prospects of young people. Much education takes place in the home so that youths who have well-educated parents and who have been exposed to books and to serious discussion while growing up may have advantages in finding and holding jobs over other youths with the same amount of formal schooling. Moreover, families have expectations about how their members should behave. Young people whose families expect them to go to work for whatever reason (cultural, religious, or economic) are more likely to be employed than young people whose families do not have this expectation. (Rees A. and Gray. W 1982)

2.6 Conceptual Framework

Figure 2.1 Conceptual framework



Source: Literature review, Researcher, 2018

The above conceptual framework defines the study and states the basic variables in it. It also shows how the variables inter relate.

The model indicates that the effectiveness of privatization policy focuses on the empowerment of the private sector, reduction in government role in the economy and job creation for youths.

Youth employment is determined by the following: employment status of youths, income status, work conditions, literacy level and their social activities.

The interviewing factors of privatisation policy and youth employment include the work experience of youth, education and skills building, family back ground, access to credit facilities, information network and government policies.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter represents the research design, study population, sampling method, data collection method, data processing methods, data analysis, limitations to the study, and ethical considerations.

3.1 Research design

The study used a descriptive research design in which both qualitative and quantitative methods were employed and this enabled the researcher to describe the characteristics of the study population. The design enabled the state of youth employment to be determined basing on the respondents' perceptions of how effective privatization policy was in addressing the challenge of youth unemployment, regarding to their observations and experiences.

3.2 Area of study

The study was carried out in Entebbe municipality which is situated in Wakiso District. Entebbe Municipality is a third-order administrative division and is located in Wakiso District, Central Region; Uganda. The municipality is located on a peninsula into Lake Victoria, covering a total area of 56.2 square kilometers (21.7 sq. mi), out of which 20 km² (7.7 sq. mi) is water. (*Google*.Retrieved 2 July 2015). It lies at 0°.04N, 32°.28E, which is 37 kilometers South of Kampala, the Capital City of Uganda.

The Municipality is divided into two Divisions, four wards and 24 villages/cells. Each Municipal Division has two wards (parishes): Central ward and Katabi ward in Division A, Kigungu ward, and Kiwafu ward in Division B (Entebbe Municipal Council Statistical Abstract, 2012).

3.3 Study population

The total population of the study comprised of 83,200 people in Entebbe Municipality which was the total of people from the two Divisions; that is Division A which consisted of 48,400

people and Division B with 34,800 people. One ward was selected from each Division to determine the target population of 59,400 people.

These wards included: Central ward from Division A which comprised 31,400 people, and Kiwafu ward from Division B with 28,000 people (Source: UBOS population projections 2010)

A sample size of 300 respondents was then selected from the various sub wards within these two selected wards.

3.4 Sample size determination

The sample was chosen based on the fact that “there is no fixed and inviolate rule regarding sampling size, no fixed percentage is ideal but the circumstances of the study situation dictate what number or percentage of the population to be studied” (Owalabi, 2003).

In this study, the sample size was determined based on the percentage of unemployed youths in Entebbe Municipality which stood at an estimate of 23%, cited from Statistical Abstract 2012.

The formula $n = \frac{Z_a^2 pq}{I^2}$ was used to determine the number of respondents to be sampled

Where:

n = number of respondents to be sampled

Z_a = level of significance (5%)

P = expected proportion of unemployed youths in Entebbe Municipality = 23%

q = expected proportion of employed youths in Entebbe = 77%, where $p + q = 100\%$

I = Desired absolute precision (error of estimate) = 5%

$$n = \frac{1.96^2 \times 0.23 \times 0.77}{(0.05)^2}$$

$$n = \frac{3.84 \times 0.23 \times 0.77}{0.0025}$$

$$n = \frac{3.84 \times 0.1771}{0.0025}$$

$$n = \frac{0.68004}{0.0025}$$

$$n = 272.04$$

$$n = 272 \approx 300 \text{ respondents}$$

Out of the 300 respondents; there was a total number of 215 youths, 66 respondents were from the business community, and 18 were elderly members from the community and 01 official from the municipal council. Selecting this category of respondents helped the researcher to obtain information about the objectives of the study thus giving a general view about the problem being investigated.

Table 3.1: Category of respondents

Category	Number
Youths in Entebbe municipality	215
Business community	66
Elderly community members	18
Entebbe municipal council official	01
Total	300

Source: primary data 2018

3.5 Sampling

The researcher mainly used cluster sampling and purposive sampling approaches to select the sample study.

Cluster sampling

Since the geographical area of study was fairly large, multi-stage cluster sampling was used to select smaller geographical clusters from the total population of Entebbe Municipality. Within the Municipality, two clusters comprising the two divisions (Division A and Division B) were

selected, two wards were selected from the two divisions; these included: Central ward from Division A and Kiwafu from Division B. The two wards were further divided into eight sub-ward clusters; five from central ward, namely: Bugonga, Kakeeka, Lunyo Central, Post Office and virus. The three sub-wards from Kiwafu ward included: Kitooro, Kiwafu central and Lugonjo-Nakiwogo. The respondents were then selected from these sub-wards.

Cluster sampling was also used to select the business community by first grouping them according to their category of businesses, that is; micro enterprises, small enterprises and medium enterprises. The respondents were then selected purposively from these clusters. This enabled the researcher to get diverse views from people working in different business environments.

Purposive sampling

Purposive sampling was employed to select the following subjects: members of the focus group discussions, the key informant among the business community members who owned at least a large or medium size private business company, and one municipal council official. This approach of sampling was more appropriate since it involved selecting respondents regarded to be well informed about the problem being studied, and they were thus able to provide comprehensive data.

Convenience sampling

The youths and members of the business community were selected using convenience sampling since it was difficult to obtain records pertaining to their particulars, and their population was also fairly large. The respondents selected included a collection of those who were accessible and those who voluntarily accepted to participate.

3.6 Data collection methods and instruments

In data collection, various methods were used to collect data because no single method of data collection would guarantee 100% accurate data. The method involved the use of survey to obtain the primary source of data while review of related literature was used to obtain secondary data.

Primary data was obtained using self-administered questionnaires, interview guides, focus group discussion guides and observation guide. This enabled the use of descriptive statistics during analysis of the findings. Secondary data was obtained from review of related literature from documents to supplement on the validity of the primary data collected.

3.6.1 Primary data collection instruments

Primary data was obtained using questionnaires, interview guides, and focus group discussion guides.

Self-administered questionnaires (SAQ)

Questionnaires were administered to 280 respondents who all filled and returned them.

The questionnaires comprised various types of questions that suited the qualifications and age differences of the respondents. These included closed-ended questions, with multiple choices intended to guide respondents by giving them a clue on what the researcher was trying to investigate, and some open-ended questions that enabled the respondents to give their personal opinions.

The method was chosen because majority of the subjects of the study were expected to be able to read and write, and were thus expected to give appropriate responses without requiring interpreters.

It also enabled the researcher to gather diverse information from a fairly large group of respondents within the various selected sub wards.

The method was able to capture the background information of the respondents, and their responses related to the objectives of the study

Interview

An interview guide consisting of mainly structured and open ended questions was administered to get the information from two keyinformants using face to face interview sessions. This was

recorded by the researcher since the respondents gave quick but elaborate responses since they had limited time allocated for taking part in the research study.

The two key informants included: one municipal council official (woman councilor- Division A), and one private business owner from one of the selected medium size hotels in Kitooro sub ward (Seven seasons Hotel).

This method enabled the researcher to obtain in-depth information that supplemented the responses from the questionnaires about the problem being studied. The respondents were able to give a general overview of the objectives of the study based on their knowledge and information obtained from administrative records.

Focus group discussions

The researcher conducted three focus group discussions which comprised 18 participants out of the total sample size of 300. The participants involved in these discussions included: a group of 06 youths employed in the private sector, and two groups of community members comprising 06 participants for each group.

The researcher moderated and guided the discussions for the employed youths, and one group for community members; these were both conducted in English, however; the third group discussion was moderated by the researcher's assistant since some of the participants could not fluently express themselves in English and had to use Luganda. All the discussions were guided by focus group discussion guides basing on the objectives of the study.

Focus group discussion guides consisting of both structured and open ended questions were administered to get diverse views from these participants using face to face interaction. Their views were guided by questions based on the objectives of the study.

The focus group discussions were used because they enabled the researcher to obtain various views based on the knowledge, experience and personal opinions of the respondents about the same issues discussed. The participants were also able to agree and supplement on the views given by a particular participant.

Observation

The researcher used an observation guide to observe the private sector organizations and businesses that existed within the municipality, and the common social activities that youths engaged in. This method favored the researcher's ability to observe the business and social activities at any time convenient.

3.6.2 Secondary data analysis

Documentation was used to obtain secondary information through, academic dissertations, journals, reports, News-papers, and the internet. These supplemented on the authenticity and reliability of the primary data collected.

3.7 Data processing and analysis

3.7.1 Data processing

This involved cross checking and editing the collected data in accordance to the questionnaires in case of any errors that might have been committed. The responses to the self-administered questionnaires were coded, summarized and compiled in frequency tables. Information gathered during interviews and focus group discussions were recorded and notes were also taken. This information was carefully listened to and read before compiling.

3.7.2 Data analysis

After processing the data, the researcher analyzed it. The quantitative data was analyzed using descriptive statistics. This involved entering the data into the computer and presenting it in form of frequency tables. Qualitative data analysis was analyzed in line with the research questions.

3.8 Data measurement and quality assurance mechanisms

Data collection tools were tested for validity using the content validity index (CVI). Validity means 'Degree of approximation of 'reality' -- Johnston and Pennypacker (1980, pp. 190-191)

Table 3.2 Validity Computation

Raters	Number of relevant items	Number of irrelevant items	Total Items
Rater 1	38	07	45
Rater 2	38	0	38
Total	76	07	83

$$CVI = \frac{\text{sum of agreement of every relevant item}}{\text{Total number of items}}$$

$$CVI = \frac{76}{83} = 0.915 = 0.92$$

A content validity index (CVI) was determined at 0.60. Since the CVI was greater than 0.92, this implied that the items on the questionnaire were relevant to the study variables.

3.9 Ethical considerations

The purpose of this research was to promote the aims of research, such as expansion of knowledge, truth, and avoidance of error, therefore the research data was not fabricated, falsified or misrepresented. The study was abided by; the principles of honesty, confidentiality, objectivity and integrity in the collection of data, and reporting of the research findings. The researcher obtained an introductory letter from Nkumba University; office of the Head of Department- School of Social Sciences. This was used to seek permission to conduct the research. The consent of the respondents was also sought before administering the questioning and interviewing them.

3.10 Limitations of the study

Some respondents most especially those who were not employed, requested for money in order to take part in the study while those who were operating businesses felt their time was being wasted since the researcher had nothing to purchase from them.

It was difficult to convince many respondents to take part in the focus group discussions because they claimed to be busy.

In order for the researcher to interview the key respondents, she also had to go through connections with friends who knew the respondents and were thus able to request them on her behalf to take part in the study.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION, INTERPRETATION AND DISCUSSION OF FINDINGS

4.0 Introduction

This chapter presents the data analysis, presentation, interpretation and discussion of the findings of the study. The chapter has four sections that is; section one which covered the findings on the background information of the respondents, section two covered the state of employment among youths in Entebbe municipality, section three presented the effectiveness of privatization policy and section four covered the contribution of other factors to youth employment.

The responses were obtained from a total number of 280 out of 300 respondents, representing 93.3% percent response rate, which was considered adequate for the study. Out of the 300 respondents, 02 respondents were also interviewed and they included: a member from the municipal council (the woman councilor for division A) and one owner of a medium size private business. 18 respondents participated in three focus group discussions comprising 06 participants in each group.

The findings were presented in tables and analyzed using frequency counts and percentages, the interpretation was then presented in narrative form.

4.1: Background information of respondents

Table 4.1: Place of birth

Place	Number of respondents	Percentage %
Entebbe	56	20
Iganga	08	2.9
Mukono	08	2.9
Mpigi	10	3.6
Masaka	12	4.3
Rakai	08	2.7
Kampala	25	8.92
Amolatar	05	1.8
Apac	09	3.21
Kasese	09	3.21
Moyo	10	3.6
Lira	06	2.14
Kigali	02	0.71
Gulu	12	4.3
Mbarara	17	6.1
Oyam	04	1.42
Jinja	16	5.71
Atapara	04	1.42
Kumi	08	2.9
Soroti	13	4.64
Mbale	15	5.4
Rukungiri	05	1.8
Nebbi	08	2.9
Arua	10	3.6
Total	280	100

Source: Primary Data (2018)

Table 4.1 indicated that generally the respondents were born in a total number of 24 various districts but were currently residing in Entebbe. This could be due to rural - urban migration

which happens to be a common phenomenon as far as the search for better jobs and business opportunities is concerned. However, majority (20%) of the respondents were born in Entebbe, this is because the study was carried out in Entebbe Municipality. Kampala also registered a high number of respondents (8.92%) because there were individuals who commuted from Kampala to work in Entebbe on a daily basis. The least percentage was 0.71% which represented two respondents who were foreigners from Kigali but were employed in the private business sector within the study.

Table 4.2: Gender

Category	Number of respondents	Percentage %
Male	135	48.2
Female	145	51.7
Total	280	100

Source: Primary Data (2018)

Table 4.2 shows that majority (51.7) of the respondents were females. This could be because the general population of females in Entebbe Municipality is more than that of the males. This finding can be supported by the data presented in the Entebbe Municipal Council Statistical Abstract 2012 pg 9). In addition to this; the female respondents were also more willing to voluntarily participate in the research compared to the male respondents. However the number of male respondents was also well represented with a percentage of 48.2%.

Table 4.3: Age group

Age group	Number of respondents	Percentage %
15-23 years	92	32.9
24-32 years	123	43.9
33 years and above	65	23.2
Total	280	100

Source: Primary Data (2018)

According to table 4.3, 32.9% of the respondents were aged between 24 years and 32 years; this is because the researcher was able to easily access the youths within this age bracket who also happened to be individuals who had completed their tertiary level and were either working or

still searching for jobs. The least number of the respondents were those aged 33 years and above which constituted 23.2%. This is because majority of them had busy work schedules; however their views were still well represented and this greatly contributed to the findings of the research study.

Table 4.4: Marital status

Marital status	Number of respondents	Percentage %
Single	92	32.9
Married	65	23.2
Widowed	14	5.0
Cohabiting	84	30
Separated	25	8.9
Divorced	00	00
Total	280	100

Source: Primary Data (2018)

According to table 4.4, majority (32.9%) of the respondents were single; this was in some way expected because most of them were still youths and perhaps they were not ready to take up the responsibilities of marriage life in addition to the problem of being unemployed.

Surprisingly no respondent was reported to have been divorced; perhaps they felt uncomfortable disclosing their status to the researcher.

Table 4.5: Religion

Religion	Number of respondents	Percentage %
Christian	135	48.2
Muslim	40	14.3
Other (specify) - Jehovah's Witness	08	2.9
- Pentecostal Born again	97	34.6
Total	280	100

Source: Primary Data (2018)

Table 4.5 shows that the respondents belonged to four various religious sects however majority (48.2%) of the respondents were christians because the area of study generally comprises that of

a christian community. Jehovah’s witness registered the least percentage of respondents(2.9%) because this particular religion generally had few followers within the Entebbe municipality.

Table 4.6: Level of Education

Level	Number of respondents	Percentage %
No formal education	28	10
Primary Level	41	15
Secondary Level	93	33
Tertiary Level	118	42
Total	280	100

Source: Primary Data (2018)

Table 4.6 shows that majority (42%) of the respondents had completed tertiary level. This could be because majority of the youths within the Entebbe municipality come from financially stable families that are able to cater for the education of their children up to this level. Only 10% of the respondents had no formal education. This could be because most families had embraced education and at least there was also free UPE and USE which had reduced the number of those not educated. *However from a negative perspective, according to the response from one of the key informants (woman councilor Division A) this illiteracy level was also because of rural urban migration, in that; many residents of the Municipality had rendered support to their relatives from villages by living with them and securing them informal jobs that did not require formal education so as to help them earn a living. Most of them however had poor education backgrounds.*

Table 4.7: Qualification of respondents

Qualification	Number of respondents	Percentage %
Tourism	08	2.9
Plumbing	11	4.0
Catering and Hotel management	20	7.14
Survey and land management	17	6.1
Business administration and Accounting	24	8.6
Agriculture	13	5.0
Medicine	14	4.3

Law	06	2.14
Education	20	7.14
Information technology	16	5.71
Fisheries Management	12	4.28
Marketing	19	6.8
Forestry	08	2.9
Carpentry and joinery	15	5.4
No course	69	24.64
Pharmacy	01	0.36
Environmental Management	07	2.5
Total	280	100

Source: Primary Data (2018)

According to table 4.7, results indicated that 24.64% of the respondents did not do any course; this is because they had either not obtained formal education or they studied up to primary level.

The table also shows that the rest of the respondents did a total number of 14 different courses that comprised both theoretical courses and practical vocational courses. The majority (8.6%) did Business administration and Accounting.

Catering and Hotel management and Education also registered 40% of respondents.

This could have been because there were many mushrooming hotels, restaurants and schools within the Entebbe municipality where these respondents could have been employed.

Only one respondent (0.36%) did Pharmacy, this could possibly be because the course usually had high cut-off points for admission; therefore those who qualified for it were few in number.

4.2 State of youth employment

Table 4.8: Are you employed?

Response	Number of respondents	Percentage %
Yes	170	61
No	110	39
Total	280	100

Source: Primary Data (2018)

Table 4.8 shows that majority (61%) of the respondents said they were employed. This can be supported by the response of the woman councilor- Division A, who told the researcher that; *much as the issue of youth unemployment was still a major concern not only in Entebbe Municipality but the country at large, according to her knowledge, the rate was slightly on the decline in the Municipality because there was some progress noted in terms of the youths who had been absorbed into the labor market. She said this was evident in the statistics of 2016 that indicated that in Division A, the general poverty rate had dropped to about 8.5%.*

However, some of the participants in the focus group discussions also informed the researcher that many youths had ended up taking any job they were offered that could help them to just survive, simply because they had failed to get the jobs related to the courses they studied. *“You just take anything you come across, of which you do but may not have interest in”.*(FGD- Employed youths) This implied that even those who were employed were actually under employed.

The table also indicated that the figure of respondents who were not employed was high (39%). This could be majorly attributed to the high population rate of especially the youths in the municipality as reflected in the 2014 census report which indicated that the number of those aged 15 years and above was 61.9 % (National Population and Housing Census Entebbe Municipality Constituency – Wakiso District. Pg 38) therefore, the inadequate number of jobs out-weighed the population.

Table 4.9: If you are unemployed please give reasons why.

Reason	Number of respondents	Percentage %
I lack the experience for the available jobs	33	30.0
Due to lack of formal education	07	6.4
I lack the appropriate skills for the available jobs	18	16.4
There are few available jobs related to the course I did.	25	22.7
My job contract expired so I am still searching for another job	15	13.6
My previous job had very low pay and harsh working conditions	12	10.9

so I am searching for another job		
Total	110	100

Source: Primary Data (2018)

Table 4.9 shows that majority (30%) of the respondents said they lacked experience for the available jobs; this was attributed to the recommendations made by employers who always required applicants to have a particular minimum level of experience for the jobs that they advertised, which apparently most graduates lacked.

The table also indicated that 22.7% of the respondents said there were few available jobs related to the courses they did.

“Some of the courses like social work that used to be on high demand because of the uprising NGOs, are no longer that marketable.” (FGD-Employed youths)

Some of the participants also stated that this was partly attributed to the theoretical courses done by students that produced mainly job seekers other than job creators.

13.6% of the respondents also said they were not employed because their job contracts had expired; this implied that they were seasonally unemployed.

Only 7% of the respondents said they were unemployed because they lacked formal education. This figure happens to be low possibly because there were generally few residents in the municipality who had not attained formal education.

According to the woman councilor – Division A, the existing problem of youth unemployment in the municipality was partly due to gender inequality and the illiteracy levels; unemployment affected the female youths more than the male youths. *“Do you know that up to date there are men who live within the remote areas of the municipality who still keep their women at home for fear that they will be taken over by other men? Some girls also still drop out of school because they are induced into marriage at an early age and they never get employed because they become housewives.”*

In addition to the above views, the participants in the focus group discussion comprising the community members further had this to say concerning the reasons why some youths in the Entebbe municipality were not employed:

There has been an exodus of unemployed youths from Entebbe to other cities especially Kampala in search for jobs, apparently there seemed to be more employed adults in Entebbe Municipality.

Majority of the educated youths who are unemployed do not seem flexible to take on technical jobs or jobs in the informal sector as they are low paying and portray an image of being uneducated.

Some youths who live in the village areas of the municipality come from poor families that still lived in poverty and therefore had attained poor quality education from UPE schools. This made it difficult for them to get the jobs that could match with the quality and level of education they attained.

There is nepotism in the job market. Many employers give priority to relatives and friends when recruiting.

Table 4.10: For how long have you been unemployed and looking for work?

Period	Number of respondents	Percentage %
Less than 1 month	12	11.0
1 month to 6 months	18	16.4
7 months to 11 months	26	23.6
1 year and above	54	49.0
Total	110	100

Source: Primary Data (2018)

According to table 4.10, majority (49.0%) of the respondents said they had been unemployed and looking for work for a period of 1 year and above. This finding can be supported by the reasons given by the respondents to as why they were not employed as indicated in table 12.

These were mainly: their lack of experience for the available jobs and the few available jobs related to the courses they did.

Table 4.11: What mechanisms are you devising in order to get employment?

Mechanisms	Number of respondents	Percentage %
Looking for money to start my own private business	50	45.5
Seeking help from family and friends who can connect me to employers with job vacancies	27	24.5
Searching and applying for jobs advertised on media	33	30
Total	110	100

Source: Primary Data (2018)

According to table 4.11 most (45.5%) of the unemployed respondents said they were looking for money to start their own businesses. This could be because they either did practical courses that required self-employment or they no longer saw any hope in getting paid employment and therefore had opted to do any kind of business regardless of the courses they did.

The table also indicated that 24.5% of the respondents were also seeking assistance from family and friends who could connect them to employers with job vacancies so as to get employment. This happens to be a quite common phenomenon of late, where by it was easier to get a job if one had connections with the employers. This can be supported by the views of some of the respondents especially in the focus group discussions who said that their current job titles or positions were not directly related to their professional courses studied and levels of qualifications because they were related to the employer. *“I did a bachelors’ degree in Economics but accepted to work as a receptionist because i needed a job which the employer was willing to offer me.”*

Table 4.12: If you are employed, for how long did you stay unemployed before getting this job?

Period	Number of respondents	Percentage %
Less than a month	27	15.9
1 month - 6months	42	24.7

7months-1year	50	29.4
above 1year	51	30.0
Total	170	100

Source: Primary Data (2018)

According to table 4.12, 30% of the respondents said they had stayed unemployed for over 1 year before getting a job, and 29.4 % said they had stayed unemployed for a period of 7 months to 1 year before getting a job and 24.7% said they had stayed unemployed for a period of 1 month to 6 months before getting a job. The reasons behind this could possibly be similar to those discussed in table 13 where by majority of the unemployed respondents said they had been unemployed for a period of over 1 year mainly because they lacked the experience for the available jobs and also because there were few available jobs related to the courses they did. According to some respondents in the focus group discussions, the lack of required skills also contributed to unemployment, this could also be one of the reasons why many employed respondents had also taken long to get employment.

The table also indicates that few (15.9%) of the respondents had spent less than a month before getting a job; this could be because; they had the means to be self-employed, or did courses that were on demand in the labour market or they possibly had connections with people already employed who easily helped them to get employment.

Table 13: What is your nature of employment?

Nature	Number of respondents	Percentage %
Formal	72	42.4
Informal	98	57.6
Total	170	100

Source: Primary Data (2018)

According to table 4.13, the nature of employment that majority (57.6%) of the respondents were employed in was informal. This could be that they were employed by the private sector where most micro and small scale enterprises were informal in nature. Some could be casual laborers However many (42.4 %) of the respondents were also employed in the formal sector; this could

be that they were most likely engaged in office work in the public sector or worked in medium and large scale private companies.

Table 4.14: What type of contract is your job?

Type of contract	Number of respondents	Percentage %
Part time	100	58.8
Fixed term	70	41.1
Total	170	100

Source: Primary Data (2018)

Table 4.14 indicated that 58.8% of the respondents were employed in part time job contracts. This could be because they were employed in the private sector where such contracts existed. This can be supported by the owner of one of the hotels who told the researcher that the employees mainly have part time contracts although there were a few on fixed term contracts.

In addition to this, some respondents already had fixed term jobs in another organization and the part time job contract was an additional job or investment to top up their income. 41.1% of the respondents said they had fixed term contracts; these were either employed in the public sector or were only self-employed.

Table 4.15: If it is a part time contract, how long is this contract?

Period	Number of respondents	Percentage %
5 months and below	33	30.0
6months to 11 months	36	32.7
1year and above	41	37.2
Total	100	100

Source: Primary Data (2018)

Table 4.15 indicated that majority (37.2%) of the respondents had part time contracts of 1 year and above and 32.7% had part time contracts of a period between 6 months and 11 months. These could possibly have been employed in medium and large scale companies or non-governmental organizations which had contracts that were a bit longer and renewable.

However many (30%) of the respondents also had contracts that were below 5 months. These were mainly engaged in seasonal job contracts such as road and house/estate constructions as stated by some participants in the focus group discussions as well as the woman councilor. According to the participants in the focus group discussions, super markets and petrol stations also employed a good number of youths.

The findings generally imply that these respondents are seasonally employed and this can be supported by the results in table 12 which indicated that 13.6% of the unemployed respondents said they were not employed because their job contracts had expired.

Table 4.16: How much do you earn per month?

Earnings	Number of respondents	Percentage %
300.000 UG Shs and below	61	35.9
400.000 UG Shs- 6000.000 UG Shs	45	26.5
700.000 UG Shs-1.000.000 UG Shs	36	21.2
Above 1.000.000 UG Shs	28	16.3
Total	170	100

Source: Primary Data (2018)

Table 4.16 indicates that majority of the respondents comprising 61% said they earned 300.000 UG Shs and below per month. This is an indicator that they were lowly paid, and this finding can be supported by the response from the key informant; *“much as the private sector companies had employed majority of youths within the municipality, these private companies were exploitative since they paid meager salaries to the employees which was not worth the amount of work that they did. She gave an example of an employee being paid only 5.000 Ugandan shillings per day yet the individual had to cater for transport, meals and accommodation. (woman councilor-Division A)*

However, many of the respondents (26.5%) also said that they earned between 400.000 UG Shs-600.000UG Shs which basing on the cost of living is an average salary enough for one to just survive without having much investment.

Only 16.3% of the respondents said they earned above 1.000.000 UG Shs; these could possibly be employed in well-established non-governmental organizations like the UN that has employed a good number of the youths within the municipality, or these respondents had high positions in the public sector.

Table 4.17: What is the salary/wage for a similar job in any other organization known to you?

Comparisons	Number of respondents	Percentage %
Higher than rate earned by the respondent	70	41.2
Less than rate earned by the respondent	57	33.5
Same amount	43	25.3
Total	170	100

Source: Primary Data (2018)

According to table 4.17, majority (41.2%) of the respondents said that the salary/wage earned by other employees for a similar job in other organizations they knew was higher than what they earned, and 33.5% said employees from other organizations with a similar job earned less than them. This mainly depended on the financial status of the organization that employed them and the positions and qualifications held by the employees, however there was also no minimum wage in the private sector organizations in the country this could be one of the reasons why such irregularities in payment occurred.

The table also indicated that 25.3% of the respondents said they earned the same amount of salary with other employees with similar jobs in other organizations known to them. It could be that they were employed by the public sector where the salary scales were fixed depending on the qualifications, job descriptions and positions.

Table 18: How favorable is your work environment?

Work environment	Number of respondents	Percentage %
Very good	20	11.8
Good	48	28.2
Satisfactory	61	35.9
Very poor	15	8.8

Poor	26	15.3
Total	170	100

Source: Primary Data (2018)

According to table 4.18, 61% of the respondents said their work environment was satisfactory. This could be because their work conditions were neither harsh nor very hospitable, but rather endurable.

Only 8.8% of the respondents said their work conditions were very poor; these possibly were working under harsh conditions but most likely could not quit the job because it was their only means of survival.

Table 4.19: How favorable are your living conditions?

Living conditions	Number of respondents	Percentage %
Very good	35	12.5
Good	69	24.6
Satisfactory	82	29.2
Very poor	30	10.7
Poor	64	22.9
Total	280	100

Source: Primary Data (2018)

Table 4.19 shows that majority (29.2%) of the respondents said their living conditions were satisfactory, it could be that they earned an average amount of salary that was enough to just cater for their basic needs. This can be supported by the views of some participants from the focus group discussion for the employed youths, who said that their salaries/wages were low compared to their work loads, therefore; they were not able to save and invest.

The table also shows that only 10.7% said their living conditions were very poor; it could be that they were not employed and even the people they depended on equally could not afford the basic needs. However, very few respondents (12.5%) also said their living conditions were very good implying that they earned high salaries and possibly had saved and invested.

Table 4.20: What is the most common activity that unemployed youths in your community engage in?

Common activities	Number of respondents	Percentage %
Sports betting	104	37.1
Prostitution	47	16.8
Theft/Burglary	45	16.1
Alcoholism	50	17.9
Drug abuse	34	12.1
Total	280	100

Source: Primary Data (2018)

According to table 4.20, majority (37.1%) of the respondents said the unemployed youths in their communities engaged in sports betting which happened to be more rampant among the male youths. This is because they wanted to earn quick money without toiling for it.

16.8% of the respondents said the unemployed youths engaged in prostitution which was a practice carried out by the female youths. *The female participants in the focus group discussions emphasized that prostitution was common in areas with recreation centers like hotels and bars where clients who were mainly foreigners could be easily accessed. However, according to the woman councilor for Division A, this social vice was not only among the female youths who resided in the municipality but it also included youths from other nearby towns within Entebbe as well as Kampala. Prostitution was due to the increased number of foreign investors and tourists within the municipality.*

The key informant and the participants in the focus group discussions further mentioned the following activities that the unemployed youths in their communities engaged in as presented below.

Basing on the observations of the woman councilor, she told the researcher that some youths had formed good peer groups in order to render support to one another. Such groups mainly comprised of three to four youths where by one or two of them were employed and offered accommodation to their unemployed friends as they tried to look for jobs. Many unemployed youths were also involved in sports activities that mainly comprised football, net ball and rugby.

She also told the researcher that since majority of the youths in the area loved sports therefore the council had mainly promoted sports in the area. She stated that these youths had earned a living from sports like football, net ball and rugby. Spectators had to pay an entrance fee of about 2.000 Ugandan shillings in order to watch these matches and as a result, part of this money accounted for the monthly allowances of the players. She mentioned the following teams as the most prominent youth football teams in the area: Entebbe Young, Mapeera F.C, Masavu F.C, Viva La vie, among others.

“There are less notorious unemployed youth gangs; if any, in Entebbe Municipality. There appears to be a better moral standard probably because of the small size of community and better community networks including the churches.” (Community member- FGD)

4.3 Effectiveness of privatization policy

Table 4.21: If you are employed, in what kind of organization do you work?

Type of organization	Number of respondents	Percentage %
Public organization	59	34.7
Private organization	111	65.3
Total	170	100

Source: Primary Data (2018)

According to table 4.21, 65.3% of the employed respondents said they worked in a private organization, while 34.7% of them said they were employed in the public sector. This could be because more private organizations existed within the municipality and thus had more available job vacancies as compared to the public organizations. This can be supported by the comment made by a participant from one of the focus group discussions who said that; *“Entebbe used to be the hub of government ministries including: Works, Health and Agriculture but this is not the case anymore. The only ministry remaining is Agriculture.” there are few public organizations in Entebbe to absorb the unemployed youths.(FGD-community member)*

This finding can further be supported by the following views of the participants:

Some participants from the focus group discussions for the community members stated that allowing foreign investors to freely operate in the Entebbe municipality created jobs for many

unemployed graduate youths. *“Agreeing to host the UN base has had a ripple effect and created several offices especially hospitality to meet the demands of the several employees. There has been a rise in the last five to ten years of hotels, tour companies, restaurants, recreation centers and grocery stores within Entebbe municipality. These have created quite a number of jobs for the youths.”(FGD- Community member)*

According to the observations of the woman councilor, the private organizations like the banks, water and electricity enterprises that had partnerships with the government were few in existence within the municipality, and therefore had employed few youths.

Table 4.22: In what way(s) have you benefited from working in a private organization?

Ways	Number of respondents	Percentage %
Through promotion	41	36.9
Through salary increment	23	20.7
Ability to save and invest	22	19.8
Through prompt payments	25	22.5
Total	111	100

Source: Primary Data (2018)

Table 4.22 shows that majority (36.9%) of the respondents employed in the private organizations said they mainly benefited through promotions. 20.7% said they had benefited through salary increment. This happened to be a common characteristic of most well established private organizations who give priority to the committed and effective workers because the organizations’ goals were result and profit oriented. Therefore any extraordinary job done that increased profits called for higher chances of promotion, or a salary increment.

However such organizations were also those that earned enough profits to sustain their organizations and pay their employees.

4.4 What challenges have you faced while working in a private organization?

The respondents were able to emphasize the following as the main challenges that they faced while working in a private organization:

There was limited time for recess due to the tight work schedules. Employers expected one to be on the job at all times.

One participant from the employed youths’ focus group discussion emphasized that since the decisions on how to run the private company were mainly determined by the owner of the company, as employees their views carried little weight even if they wanted some critical changes in specific areas to be made.

The participants said they were employed in the private organizations because there were no existing job opportunities in the public sector where they would have actually preferred to work. *“You look at which one fairly treats the worker; that is why everyone eyes to work in the public sector; there is something good there.”* (FGD-employed youth)

Majority of the respondents said that the salaries/wages that they earned were low compared to their work loads, therefore; they were not able to save and invest. One participant in the focusgroup discussion for employed youths stressed that this mainly resulted from the government’s failure to implement a minimum wage for workers in the private sector.

A few employed youth respondents said they faced the challenge of not being well acquainted with the nature of work duties they had been assigned since their job titles were not directly related to their areas of qualification.

Table 4.23: Do you own any private business?

Response	Number of respondents	Percentage %
Yes	66	23.6
No	214	76.4
Total	280	100

Source: Primary Data (2018)

According to table 4.23, majority (76.4%) of the respondents said they did not own any private business. This figure was high because it included the 39% of the respondents who were not employed at all as represented in table 11. Only 23.6% of the respondents said they owned a business, this implied that majority (37.4%) of the employed respondents also did not own any

business, however; some of them were being employed as either part time or full time workers by those who owned businesses.

Table 4.24: What was your source of capital for setting up the business?

Sources of capital	Number of respondents	Percentage %
Bank loan	06	9.1
Loan from a SACCO	18	27.2
Personal savings	27	40.9
Loan from youth venture scheme	15	22.7
Total	66	100

Source: Primary Data (2018)

According to table 4.24 majority (40.7%), of the self-employed respondents said their main source of capital for the business venture was their personal savings; this implied that they either already had other jobs or had saved enough from their previous jobs for setting up businesses. 27.2% said their source of capital was a loan from a SACCO, this could be because of late, such saving schemes had become dominant in both rural and urban areas and their loans had more affordable interests compared to bank loans. 22.7% said they acquired their capital from youth venture schemes. Only 9.1% of respondents said they acquired their capital from bank loans; this happened to be because they had high interest rates. This can be supported by the response from the key informant who told the researcher that; *“majority of the youths in the municipality still fear to borrow loans from banks for fear that they will fail to pay back the loans in case their private enterprises fail.”* (woman councilor)

Table 4.25: What is the size of the private business that you own?

Size	Number of respondents	Percentage %
Micro	27	40.9
Small scale	33	50.0
Medium	06	9.1
Large	00	00
Total	66	100

Source: Primary Data (2018)

Table 4.25 indicated that 50% of the respondents who owned businesses had small scale businesses. 40.9% of the respondents owned micro businesses. The small scale type of businesses registered the highest number of respondents because most of them were owned by individuals who already had other well-paid jobs and were thus able to save and invest in business.

They were further able to employ a few workers to run their businesses while they also concentrated on their formal jobs. Those who owned micro businesses were also many because these comprised of mainly youths who did not have other formal jobs besides the businesses they owned. Most of them did not employ other workers. The medium scale business owners comprised only 9.1% and the large scale business 0% because these were fewer within the municipality, however, the researcher also found it difficult to engage them in her study because of their busy work schedules but they were willing to allow some of their employees to participate in the research study.

This finding can further be supplemented by the views of the respondents in the focus group discussions as follows:

Majority of the community members in the focus group discussion stated that the private sector businesses had played a major role in curbing youth unemployment in the Entebbe municipality because many youths had embraced entrepreneurship and had set up their own micro and small scale private businesses. Some of the small, medium and large businesses had in turn created employment for many unemployed youths. The medium and large scale businesses within the area included mainly private schools, Victoria shopping mall, Hotels and companies dealing with the construction of estates/houses.

The woman councilor – Divison A also specifically mentioned Green fields (a fish processing company) as the large scale company that employed majority of the youths within the community, as well as the companies dealing with construction of estates.

Table 4.26: What type of private sector business do you own?

Type of private sector	Number of respondents	Percentage %
Manufacturing	15	22.7
Agriculture	09	13.6
Processing	04	6.1
Services	38	57.6
Total	66	100

Source: Primary Data (2018)

Table 4.26 shows that the ownership of businesses under the service sector registered the largest number of respondents at 57.6%. The dominant service sector businesses within the municipality included mainly retail trade like the craft shops, salons/barber shops, grocery shops, pharmacies, mobile money/airtime business, market stalls, chapatti/rolex and chicken frying. The transport sub sector under services mainly involved boda-boda cycling and airport taxis. These were micro scale businesses.

Stationery shops that also dealt in computer work were few. This could be because they had fewer customers since majority of the residents preferred to get such services from Kampala where it was cheaper. However very few respondents owned recreation centers like beach hotels, bars, eating joints and super markets much as many of them existed within the Entebbe municipality. This was because they required much starting capital.

The manufacturing sector also represented many respondents (22.7%) and the businesses owned by the respondents were mainly for manufacturing of furniture and metal fabrication, however; those who were involved in tailoring business were few. This could be because many people preferred to buy new ready-made clothes or second hand clothes.

13.6% were involved in Agriculture which mainly involved poultry keeping, farming and fishing. However majority of the respondents involved in Agriculture were adults.

This concurs with the research findings of Magelah P and Ntambirweki- Karugonjo .B, who stated that; “Ugandan youths shun the agricultural sector, one of the biggest employers in rural areas, preferring to work in service sector jobs like riding motorcycle taxis (boda-bodas), or as low-wage laborers in industries.”

Processing registered the least number of respondents at only 6.1%, and these were locally smoked and preserved fish on micro scale. Mainly female respondents who were also adults owned such businesses; this could also be because most youths despised it. From the researcher's observations and views from some of the respondents, it was noted that generally there were few businesses dealing in the processing of products in existence within the Entebbe municipality. This could be because Entebbe was generally not an industrial area.

4.5 Why did you choose the above mentioned sector?

The respondents who owned businesses gave various reasons to as why they chose particular sectors to invest in as presented below:

Those who owned service sector businesses on micro and small scales said it required little starting capital, there was ready market for their services which were also on high demand, it required less skilled man power, and limited working space which they were able to afford. However, some had also just inherited the businesses from their parents. Business owners of pharmacies and those dealing in computerized services said they invested in such businesses because it was within their areas of expertise. Pharmaceutical services were also on demand within the Entebbe municipality.

Owners of businesses in the manufacturing sector also said they chose such a sector because it was within their areas of expertise and there was market for their products. Some of them already possessed the materials and tools for setting up such a business.

Those who chose the agricultural business said they had available land, and it also required little starting capital as well as less skilled man power.

The respondents who were engaged in locally smoking and preserving fish resided near the lake shores so it was easy for them to carry out such business. Some of them were also supported by their husbands who were fishermen so it was a joint family business.

Table 4.27: How many people do you employ?

Number	Number of respondents	Percentage %
Less than 03 employees	24	36.4

04 to 06 employees	13	19.7
07 to 09 employees	09	13.6
10 and above employees	02	3.0
None	18	27.3
Total	66	100

Source: Primary Data (2018)

Table 4.27 shows that most (36.4%) of the respondents who owned businesses employed less than 03 individuals. 27.3 % also did not employ anyone. These respondents happened to be mainly those who owned the micro and small scale businesses as discussed in table 27. Only 3% said they employed 10 employees and above because they were the respondents who specifically owned medium sized hotels.

Table 4.28: What is the age category of the people you employ?

Age	Number of respondents	Percentage %
15-23 years	10	15.1
24-32 years	27	40.9
33 years and above	11	16.7
Employ none	18	27.3
Total	66	100

Source: Primary Data (2018)

Table 4.28 indicated that majority of the respondents (40.9%), said they employed people between the years of 24 to 32. 27.3% of the respondents did not employ people within any of the age categories mentioned because they were sole proprietors. One of the business owners of a hotel told the researcher that her company employed over 40 workers aged mainly between 20 years to 45 years.

Table 4.29: In what way(s) have you mainly benefited by owning a business?

Benefits	Number of respondents	Percentage %
I have established a good social network with clients and fellow business colleagues	15	22.7

I have been able to save and invest further	18	27.3
My assets have increased and my standard of living improved	20	30.3
I have gained more knowledge, skills and experience in my area of expertise	13	19.7
Total	66	100

Source: Primary Data (2018)

According to table 4.29, majority (30.3%) of the respondents who owned businesses said that they mainly benefited by having increased their assets and had thus improved their standards of living. This was expected of any business that yielded profits. Few respondents (19.7%) said they benefited by gaining more knowledge, skills and experience in their areas of expertise. This could be because majority of the businesses owners invested in businesses that were necessarily not related to the courses they did at higher levels of institutions. Their main goal was to just target any type of business that was marketable and could earn profits.

Table 4.30: What major challenges have you faced by owning a business?

Challenges	Number of respondents	Percentage %
Inadequate capital to sustain the business	17	25.8
Tight competition with already existing businesses	13	19.7
Difficulty in securing a strategic location	07	10.6
Heavy taxes	14	21.2
Insecurity in terms of burglary/ theft	09	13.6
Difficulty in permanently recruiting reliable workers	06	9.1
Total	66	100

Source: Primary Data (2018)

Table 4.30 shows that majority (25.8%) of the respondents owning businesses said their major challenge was having inadequate capital to sustain their businesses. This however seemed to be caused by the other challenges they also faced as indicated in the table. However few respondents (9.1%) said it was difficult for them to permanently recruit reliable workers. This was mainly because these employees felt they earned less than what they required and most of

them ended up stealing from part of the profits their employers who were not constantly available to monitor them.

4.6 In what way(s) have you benefited from working in a private sector business that you do not own?

Majority of the respondents who were employed by business owner said they mainly benefited through the following ways:

- Most of the student employees said they were able to pay their tuition and also acquire some pocket money.
- Many of them had gained experience in running a business and had also developed interest in setting up their own businesses in case they acquired enough capital.
- The businesses that employed them were their major sources of earning a living.
- A few of them had been able to save and invest.

4.7 What major challenges have you faced by working in a private sector business that you do not own?

The respondents who were employed in private business enterprises said they mainly faced the challenges of: having unsatisfactory payment, unfavorable work conditions characterized by harsh treatment by employers and work over loads.

Gachugu . E (2015) seems to concur with this finding as he stated that; “the private sector is split into two parts: a formal, large business sector which is relatively healthy and productive and a massive informal sector made up of small and medium - sized businesses, which is poorly supported in terms of working conditions, financing and skills development programmes.”

4.8 Contribution of other factors influencing youth employment

Table4.31: Factors influencing youth employment in Entebbe Municipality?

Contributions	Number of respondents	Percentage %
Youth venture schemes	20	7.1
Further Training	13	4.6
Financial institutions	49	17.5

Media	63	22.5
Family background	135	48.2
Total	280	100

Source: Primary Data (2018)

According to table 4.31, only 7.1% of the respondents said youth schemes, and 4.6% of the respondents said further training greatly influenced youth employment, 17.5% said financial institutions, 22.5% said the media while the majority (48.2%) said one's family background was the greatest contributor to youth employment.

4.8.1 Contribution of youth venture schemes

Youth venture schemes are one of the policies streamlined by the government to curb youth unemployment, however few (7.1%) of the respondents said they contributed to youth employment. This could be because there wasn't much awareness created about them. Majority of the participants in the focus group discussions said they had mainly read about such schemes in the newspapers but they were not aware of their implementation and had thus not benefited from them. According to the woman councilor, politicizing and bureaucracy were the main barriers to the progress of youth schemes and programmes that were meant to give loans to youths for self-employment projects. She stated that majority of the youths who benefited from the youth schemes mainly had youth leaders who were in the ruling party (NRM). She also added that cheques that were issued to some of the youths took the duration of almost a month in order to be cleared.

However; she informed the researcher that the Youth Livelihoods Programme (YLP) was one of the schemes that had mainly been successful within the municipality. *“YLP has at least given loans to many youth groups that have turned up and expressed their need to set up or improve on their businesses.”* She said that the youth groups engaged in boda-boda cycling, barbers, goat rearing and poultry keeping were some of the groups that had turned up and benefited from these loans. In addition to YLP, she also mentioned DEG which she said was a youth programme established in division A, that had replaced the Community Driven Programme (CDD) which had been halted about two years ago. *“Much as DEG has been in operation for a few years, it has so far supported around twenty youth groups with loans ranging from 800,000 Ugandan*

shillings to 2 million Ugandan shillings depending on the size and viability of the projects the youths intended to invest in. Such groups comprise of about ten to fifteen individuals.”(woman councilor)

4.8.3 Contribution of financial institutions to youth employment

17.5% said youths in our communities benefited from financial institutions to operate entrepreneurship projects. Mainly SACCOs offered quite a great assistance to some young entrepreneurs thus boosting job creation. This can be supplemented by the findings in table 4.24 that indicated that 27.2% of the respondents who owned businesses got their starting capital from SACCOs. Banks however had high interest rates that could mainly be afforded by those operating mainly medium and large scale businesses. Besides such financial institutions, some NGOs also offered financial support to community members for development projects. *According to the woman councilor, Brac was one of the outstanding non-governmental organizations that had greatly supported the females within the municipality by issuing loans for their projects.*

4.8.4 Contribution of media to youth employment

22.5% of the respondents said they relied on media to have access to job opportunities. According to the participants in the focus group discussions social media has played a bigger role in helping youths get employment since it is through connections with friends that one has more chances of getting exposed to people who can offer jobs to them. *This concurs with the study of Anand . R(2010) who pointed out that “ the ways of searching for a job have been evolving quickly over the recent years; individuals no longer rely on job vacancy announcements in newspapers or published announcements in traditional media outlets. Recruitment services imply costs that are often unbearable for youth, in particular for marginalized groups. All over the world recruitment staff and services are embracing social media.”*

However, many of the respondents also still relied on newspapers for job advertisements, although; it was often rare to be shortlisted for such jobs. Radios and televisions seem to be of minimal use for accessing job opportunities because most people in urban areas majorly use them for news and entertainment.

4.8.5 Contribution of family background to youth employment

Majority (48.2%) of the respondents said the family background of the youths had the greatest influence to youth employment. According to the employed youths in the focus group discussion, it was noted that mainly youths from wealthy families had easy means of getting jobs because it was easy to bribe the employers. Even the few jobs that existed could mainly be accessed by youths from already wealthy family backgrounds even when they lacked the required skills for those jobs. It was also easier for such youths to also be self-employed because they had easy access to capital through the help of their parents.

The participants also said that easy access to jobs required an unemployed youth to have connections with people who were already employed in high positions. This further required bribery which the individuals from wealthy families could definitely afford. However the influence of relatives who were employed also played a major role in youth employment. Most of the participants also told the researcher that they likewise managed to get their current jobs because they were related to the employer, otherwise they had failed to get jobs elsewhere.

The key informant who owned a medium size hotel also told the researcher that; majority of the employees were her relatives and friends. *“I know most of them personally and I know that they can work.”* According to her it was just a noble duty to offer assistance to relatives and friends who needed jobs.

Much as having a financially stable and educated family background enabled many of the unemployed youths to easily acquire jobs, to a large extent, it also encouraged nepotism and tribalism in the labour market.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter summarizes, concludes and draws recommendations based on the findings of the study. Areas for further research are also put forward.

5.1 Summary of findings

The study assessed influence of privatization policy on youth employment in Entebbe municipality and it focused on the following objectives: i) To establish the state of youth employment in Entebbe municipality ii) To assess the effectiveness of privatization policy in supporting youth employment in the Entebbe municipality and iii) To assess the contribution of other factors in influencing youth unemployment in Entebbe municipality.

5.1.1 State of employment among youths in Entebbe municipality

The study revealed that 61% of the respondents said they were employed. This was an indicator that the rate of youth employment was slightly on the increase in the Entebbe municipality; however many of them were also underemployed because they took up jobs that were below their levels of qualification just for survival due to the limited number of available jobs. This was also emphasized by the employed youths in the focus group discussions. 57.6% of the employed respondents were employed in the informal sector and 58.8% of them had part time job contracts, implying that at the end of the contract they would also be rendered unemployed until they either renewed their contracts or got other jobs.

Much as the majority of the respondents said they were employed, 61% said they earned 300.000 UG Shs and below per month, an indicator that they were low income earners.

37.1% of the respondents said the unemployed youths in their communities engaged in sports betting which was common among the male youths, while 16.8% of the respondents said the female youths engaged in prostitution. These were quick means of earning money yet anti-social.

However as emphasized by the woman councilor, many unemployed youths were also involved in sports activities that mainly comprised football, net ball and rugby. These at least had developmental attributes to society.

5.1.2 Effectiveness of privatization policy in supporting youth employment in the Entebbe municipality

65.3% of the employed respondents said they worked in a private organization; a clear indicator that the private sector is playing a major role in job creation for the youths since public companies are few in existence within the municipality. (36.9%) of the respondents employed in the private organizations said they mainly benefited through promotions, however majority of them said that the salaries/wages that they earned were low compared to their work loads, therefore; they were not able to save and invest.

23.6% of the respondents said they owned private businesses, and majority of them owned micro and small scale businesses represented by figures of; 49.0% (micro scale) and 50% (small scale) 57.6% of these businesses were under the service sector. 49.9% of the respondents employed youths in the age category of 24 years to 32 years.

5.1.3 Contribution of other factors in influencing youth employment in Entebbe municipality.

According to majority of the respondents, family background, and the media were the greatest factors that influenced youth employment; accounting for 48.2% and 22.5% respectively. It was much easier for youths from wealthy families to get employment because in the present situation it majorly required bribing the employers. In this case even those who lacked the required skills for those jobs were recruited. Having a wealthy family background also implied easy access to

capital for self-employment. Easy access to jobs also required one to have connections with people who were already employed in high positions.

According to respondents, mainly social media played a big role in offering opportunities for youths, however newspapers were also of use to many unemployed people searching for jobs.

5.2 Conclusion

The study assessed privatization policy and youth employment in Entebbe municipality and the results revealed that private organizations with no government partnerships had indeed played an immense role in the provision of employment for the youths in Entebbe municipality despite their exploitation in terms of low salaries/wages. Many respondents also owned private businesses comprising mainly the micro and small scale businesses which were dominantly in the service and manufacturing sectors. This was a great way of boosting self-employment, although inadequate capital also resulted from heavy taxes that affected the sustainability of these businesses.. The family background had the greatest influence in youth employment in terms of wealth status and having more social connections with employed people of high status; this was an advantage to widening avenues for employment for youths from such families although it negatively increased the income inequality gap.

5.3 Recommendations

Basing on the summary of the findings and conclusions drawn, the researcher recommends the following:

- Employers should be more flexible when recruiting fresh graduates. Their capabilities should not merely be judged basing on job experience
- In order to enhance welfare of employees in private sector organizations, employers should pay salaries/wages sufficient enough for employees to save and invest. Perhaps the minimum wage policy can further be adopted in the private sector to reduce the rate of exploitation.
- The government should revise its mode of levying taxes on newly established youth entrepreneurship projects if positive results are to be yielded in the bid to reinforce self-employment among youths.

- Policies for strengthening youth employment should be closely monitored to ensure effective implementation.

5.4 Areas for further research

Further research should be preferably conducted in the following areas:

- i. Tackling under employment in the private sector.
- ii. Evaluation of youth policies and programmes.
- iii. Influence of family background on youth employment.
- iv. Exploring the linkage between social media and youth employment.

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APPENDICES

APPENDIX I: QUESTIONNAIRE FOR YOUTHS, COMMUNITY MEMBERS AND MEMBERS OF THE BUSINESS COMMUNITY IN ENTEBBE MUNICIPALITY

Title: Privatization policy and youth employment in Entebbe municipality

This is an academic study. The findings will therefore be kept between the researcher and her examiners. Please give your best opinion depending on the nature of questions.

SECTION A: RESPONDENT'S BACKGROUND INFORMATION

(Write your answer in the space provided or Tick in the appropriate box)

1. Place of birth

2. Gender

Male Female

3. Age group

15 -23 years 23-32 years 33 and above

4. Marital status

Single Married Widowed Cohabiting

Separated Divorced

5. Religion

Christian Muslim None

Other (specify).....

6. Level of Education

No formal education Primary Level Secondary Level

Tertiary Level

7. Qualification of respondent

SECTION B: State of youth employment

In the following questions, you are required to tick your answer in the box from the alternatives given, and give your opinion in the blank spaces provided

1. Are you employed?

Yes No

2. If you are not employed please give reason(s) why?

a) I lack the experience for the available jobs

b) Due to lack of formal education

c) I lack the appropriate skills for the available jobs

d) There are few available jobs related to the course I did.

e) My previous job had very low pay and harsh working conditions so I am searching for another job

Other

3. For how long have you been unemployed and looking for work?

a) Less than 1 month b) 2months to 6 months

c) 7 months to 11months d) 1 year and above

4. What means are you devising in order to get employment?

a) Looking for money to start my own private business

b) Seeking help from family and friends who can connect me to employers with job vacancies

c) Searching and applying for jobs advertised on media

Other

5. If you are employed, for how long did you stay unemployed before getting this job?

Less than a month 1month - 6months

7months-1year above 1year

6. What is your nature of employment?

Formal Informal

7. What type of contract is your job?

Part time Fixed term

8. If it is a part time contract, how long is this contract?

a) 4 months and below b) 5 months to 8 months 9 months to 1 year

Other (specify)

9. How much do you earn per month?

a) 300.000UG Shs and below b) 400.000 UG Shs – 600.000UG Shs

c) 700.000shs - 1.000.000UG Shs d) Above 1.000.000 UG Shs

10. What is the salary/wage for a similar job in any other organization known to you?

.....

11. How favorable is your work environment?

a) Very good Good c) Satisfactory d) Very poor

e) Poor

12. How favorable are your living conditions?

a) Very good b) Good c) Satisfactory d) Very poor

e) Poor

13. What is the most common activity that unemployed youths in your community engage in?

- a) Sports betting
- b) Prostitution
- c) Burglary/theft
- d) Alcoholism
- e) Drug abuse

SECTION C: Effectiveness of privatization policy (Tick the most appropriate answers in the boxes and give reasons required in the empty spaces provided)

1. If you are employed in the formal sector, in what kind of organization do you work?

Public organization Private organization

2. In what way(s) have you mainly benefited from working in a private organization?

.....

3. What major challenge(s) have you faced while working in a private organization?

.....

4. Do you own any private business?

Yes No

5. What is the size of the private business that you own?

a) Micro b) Small scale c) Medium Large

6. What type of private sector business do you own?

- a) Manufacturing
- b) Agriculture

- c) Processing
- d) Service

7. Why did you choose the above mentioned sector?

.....

.....

.....

8. How many people do you employ?

- a) Less than 03
- b) 04 to 06
- c) 07 to 09
- d) 10 and above
- e) None

9. What is the age category of the people you employ?

- 15-23 years
- 24-32 years
- 33 years and above

10. In what way(s) have you mainly benefited from owning a business?

.....

.....

.....

11. What major challenge(s) have you faced by owning a business?

.....

.....

.....

12. In what way(s) have you benefited from working in a private sector business that you do not own?

.....

.....

.....

13. What major challenges have you faced by working in a private sector business that you do not own?

.....

.....

.....

SECTION D: Contribution of other factors to youth employment (Tick your answers in the boxes provided)

1. Have youth venture schemes contributed to youth employment in Entebbe municipality?
Yes No
2. Did you acquire further training to expand your employment opportunities?
Yes No
3. Do youths in your community benefit from financial institutions to operate entrepreneurship projects?
Yes No
4. Do you often rely on media to have access to job opportunities?
Yes No
5. Does family background have great influence on youth employment?
Yes No

THANK YOU VERY MUCH

**APPENDIX II: INTERVIEW GUIDE FOR THE WOMAN COUNCILOR FOR
DIVISION A - ENTEBBE MUNICIPALITY**

1. What comment can you generally make about the situation of youth employment in Entebbe Municipality?
2. What are the major reasons responsible for the problem of youth unemployment in Entebbe municipality?
3. In your opinion, how has unemployment affected the youths in Entebbe Municipality?
4. Can you mention some of the government policies or programmes that have ever been successfully implemented in order to curb youth unemployment?
5. How are the youth representatives often involved in decision making concerning these policies or programmes set by the government?
6. How effective have these policies or programmes been?
7. How effective has the private sector been in terms of youth employment?

8. What are some of the loopholes/areas of weakness you have noticed in the government's struggle to formulate and implement policies or programmes that can enable youths get jobs?
9. In addition to the government policies and programmes, can you mention some of the strategies you and your team have ever set and implemented as a way of creating jobs for the youths in Entebbe Municipality?
10. How effective have these strategies been?

THANK YOU VERY MUCH

APPENDIX III: INTERVIEW GUIDE FOR OWNER OF A MEDIUM SIZE BUSINESS

1. What made you come up with the idea of starting a new business venture (scheme), and specifically in this type of business? And where did your funding/capital come from?
2. Can you provide me with a brief description of your business?
3. How many employees do you have, and mainly what is their age category?
4. What criteria do you use when recruiting your employees, in relation to their qualifications?
5. What type of contract do these employees mainly have in this business?
6. What are some of the main benefits and challenges of this form of business ownership?
7. Can you give examples of any prominent businesses you know of in Entebbe Municipality that are owned by the youths?

THANK YOU

APPENDIX IV: FOCUS GROUP DISCUSSION GUIDE FOR YOUTHS EMPLOYED IN THE PRIVATE SECTOR

1. What are your levels of qualification?
2. Which courses did you offer at tertiary level of institution?
3. How long did it take for you to get your first job after completing your studies
4. What general comments can you make about youth employment in Entebbe municipality?
5. What makes it difficult for the unemployed youth graduates within Entebbe municipality to get employment?
6. What common activities do unemployed youths in your communities engage in?

Section B: Effectiveness of privatization policy

1. Why did you specifically join the private sector?
2. What major benefits have you attained while working in this private company?
3. What major challenges have you encountered while working in this private company?

4. Does the private sector have more attractive job opportunities for unemployed youths in Entebbe municipality?
5. Which private sector businesses employ majority of the youths in your communities?

Section C: Contribution of other factors

1. What are the major contributing factors towards youth employment in Entebbe municipality?
2. In what ways have the factors you have mentioned contributed to youth employment within Entebbe municipality?
3. What government youth schemes have supported young entrepreneurs within Entebbe municipality?

THANK YOU VERY MUCH

APPENDIX V: FOCUS GROUP DISCUSSION GUIDE FOR COMMUNITY MEMBERS

Section A: State of youth employment

1. What general comments can you make about the issue of youth employment in Entebbe municipality?
2. What makes it difficult for the unemployed youth graduates within Entebbe municipality to get employment?
3. What common activities do unemployed youths in your communities engage in?

Section B: Effectiveness of privatization policy

1. How has the private sector helped in creating jobs for the youths who reside in your communities?
2. Which private sector businesses employ majority of the youths in your community?

Section C: Contribution of other factors

1. What are the major contributing factors towards youth employment in Entebbe municipality?

2. How have these factors influenced youth employment in your community?
3. What has the government of Uganda successfully done to help create jobs for the youths in Entebbe municipality?
4. What are some of the areas of weakness you have noticed in the government's struggle to formulate policies and implement programmes that can enable youths get jobs?

THANK YOU VERY MUCH

APPENDIX VI: OBSERVATION GUIDE

TOPIC: Privatization policy and youth employment in Entebbe municipality

Name of sub ward observed

Activity observed	Findings
1. Types of private sector companies/ businesses	
2. Sizes of private businesses	
3. Youth activities	

