

FACTORS INFLUENCING YOUTH UNEMPLOYMENT IN PUNTLNAD STATE OF SOMALIA FOR THE CASE OF GAROWE DISTRICT

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Abstract

Since 1991 the break out of Somali civil war, the youth in Somalia met with numerous problems for their potential development for the last two decades, such as limited employment opportunities, shortage of recognized higher education attainment, and internal security concerns. Puntland youth have been faced like these challenges as well as the rest of Somalia youth, therefore to get a better life and passé these unhopeful consequences of live challenges, both Puntland and other Somali youth favor to cross Somalia borders illegally in search of a better life and improved economic prospects. The political and social exclusion of the youth from decision-making processing has taken root in Somalia's political culture. Those ambitious to leadership or political positions are challenged by discrimination based on age, including legal barriers. For example, in Somaliland constitution demands candidates running for the parliament (house of representatives) to be at least 35 years old and those running for the seats for the house of elders to be at least 45 (UNDP, 2012: 66). The Somali federal government recently adopted a constitutional amendment to reduce the minimum age limit for contesting local council elections from 35 to 25. Youth are also excluded in candidate selection processes through the clan system, which is biased against them. Furthermore this study focused on determining its objectives of factoring influencing youth employment in Puntland whereas Somalia country have been facing many challenges including the serious problems of common unemployment, interclan conflict, wrong perception towards Diaspora that they reach and they can't find descent work in their home country , also there is widespread human trafficking which forcing by couple of factors including those facilitating youth to migrate across Somalia border through unlawful methods of Emigration, inter-clan conflict also take parts youth migration in Puntland while clan based conflicts in Somalia putted youth future in to risk , whereas youth become hopelessness and preferred to go out of their country seeking variety human needs. The general aim of this research is to evaluate and measure the factors influencing youth employment in Puntland particularly in Garowe District, the objectives of the study is to discover education attainment, job Opportunity and Culture issues in relation to youth in Puntland. The research will be qualitative and quantitative in an approach. Questionnaire, interviews, direct research, and review of exiting records were used as research instruments.

1. INTRODUCTION

1.1 Background of the Study

The current global unemployment problems present a particularly difficult labor market experience for young workers. The ILO estimates no less than 40% of all unemployed population are youth. As available studies show, youth are disadvantaged in finding employment, especially in rigid labor markets. There are several factors, such as their relative lack of skills, unstable labor market experience and discrimination, which contribute to the difficulty usually faced by young people entering the labor market. Thus, unemployment among youth become a major policy challenge for governments and employers in the 21st century. The fact that during this period countries must deal with slow growth and economic activities has pressured public policy into creating opportunities for economic growth and employment. There is no shortage of ideas and policy initiatives for addressing the frightening challenge of youth employment, but the need for a comprehensive policy approach which combines dedicated strategy for youth employment must also include measures addressing systemic and institutional impediments to the sustainability of policies for the employment of young people. In addition to ensuring that young people stay in school longer, public policies must also create the enabling environment and avenues for skills acquisition and real work experience among young workers. Clearly, there is a strong case for governments and other stakeholders to put in place policies that encourage or motivate employers, particularly in the private sector, to recruit young workers, through various forms of public and private initiatives that are dedicated to the promotion of youth employment.

For national governments and international organizations worldwide, youth unemployment and joblessness remain major issues. Undoubtedly, the global economic crisis has further exposed the fragility of the youth in the labor market. Between 2008 and 2009, the number of unemployed youth increased by an unprecedented 4.5 million; at the end of 2010, there were an estimated 75.1 million young people in the world struggling to find work – 4.6 million more than in 2007. Moreover, the number of youth who are not in employment, education or training is on the rise in most countries. These alarming trends, alongside recent youth-led political unrest, the persistent lack of job opportunities and ineffective programs for school-to-work transitions, call for action on the part of political and social institutions at national and international levels. In an awareness of the seriousness of the foregoing questions and consequences that ensue, the present volume aims to provide some valuable insights into these issues, compiling contributions of academics

2. Statement of the Problem

According to a UN report, unemployment rate for young people in Somalia is one of the highest in the world at 67% among all 14 to 24-year-olds. The Somalia Human Development Report 2012, issued by the UN Development Program reflects 82% of Somalis to be deprived, with 73% living on less than \$2 a day. Unemployment among youths in Somalia has also encouraged many to flee their country. Majority of the youth moved to neighboring countries looking for better opportunities. Some youth crossed the Mediterranean Sea into Europe in searching for better live dSedue to worsening economic conditions of the country

The country has the largest percentage of unemployment in the populations, long period of Youth unemployment will lead to engaging antisocial behavior including piracy, drug and alcohol abuse, unsafe sex and other criminal activities like terrorism. Youth unemployment in Somalia is compounded by significant level of unemployment and poor-quality jobs in the formal and informal sector. There are rising concerns over poverty, Prostitution, substance abuse and

drug and involvement of extremist activities, youth are among youth groups in Somalia, youth are neglected and turned into political ponds by politicians and interest groups. this situation presents youth as disadvantaged, helpless, lack of representation and unprepared to make any contribution to national and regional development agenda. subsequently, they are sidelined at the national state policies and have little legal position (Abbink et al, 2005).

The unemployment rate for youth (aged 14–29) is projected at 67 per cent and is measured one of the highest in the world (UNDP, 2012: xix). Youth unemployment is particularly concerning given Somalia's demographic profile: 70 per cent of the population are below the age of 30. Their low of education and skills, coupled with inadequate livelihood opportunities, is seen as a driver of radicalization, migration and membership of extremist and other armed groups (Federal Republic of Somalia, 2014).

The problem of youth unemployment is a global phenomenon. According to a study from an International Labor Office in 2004, youth (15-24) become nearly half (47%) of the world's unemployed in the population, 88 million out of 186 million, even though youth are become only 25% of the world's working age group. Of the world's 550 million working poor who cannot lift themselves above US \$1 per day poverty measure, 150 million are youth. The ILO projected in 2004 that halving global youth unemployment would increase global GDP by US \$2.2 trillion, 4% of global GDP. These figures lend weight to the notion that youth unemployment is an alarming problem worthy of world's attention. In addition, one may argue that tackling unemployment in general would also lower poverty levels and add to GDP (World Bank 2006).

2.1 Objectives

2.1.1 General Objective:

General objective of the research was to examine the factors influencing youth employment in Puntland – Garowe district

2.1.2 Specific objectives: The specific objectives sought:

1. To examine the influence of education on youth employment in Garowe
2. To explain the influence of Job Opportunity on youth employment in Garowe
3. To determine the influence of Culture on youth employment in Garowe

2.2 Research Questions

The research answers the following questions

1. What is the influence of education on youth employment in Garowe?
2. What is the influence of job Opportunity on youth employment in Garowe?
3. What is the influence of Culture on youth employment in Garowe?

2.3 Justification

The research might be the first or one of rare studies that so far address the problem of the research. The beneficiaries of the research will thus be the decision-makers, particularly ministries of labor & youth, Ministry of Planning and International Cooperation, Private Business sectors and academic institutions and the researchers.

2.4 Scope

The scope of the study will focus on youth employment and the target population of the research is Garowe district.

3. RESEARCH METHODOLOGY

3.1 Introduction

This chapter primarily discusses the methodology of the study and related processes and protocols. It also describes the research design, study population, sampling frame and technique, data collection instruments and collection procedure, pilot-testing of the questionnaire and data processing, analysis and consolidation methods.

3.2 Research Design

Robust research designing facilitates the research operations, thus making the research process efficient, while also minimizing the possible risks and deviations that could derail the research process. According to Gall & Borg (2003) the research design plans and attempts to find answers to respondent's questions.

The study, however, use both qualitative and quantitate approaches to reach out relevant groups and collate the necessary data from their very sources. A qualitative approach was used to review the available literature and subsequently conduct focus groups discussions to substantiate research findings and deliberations. Equally important, quantitative approach around structured questionnaire with close ended questions and Likert scale used to come up with first-hand empirical and numerical analysis of trends and trajectories of Youth employment in Puntland.

3.3 Population

Population is the entire set of units for which the study data are to be used to make inferences (Kothari 2003), thus, this study specifically targeted Ministry of Labor, Youth & Sports along with other important stakeholders of youth employment including Civil Service Commission, PSU, Golis, MUDAN Youth umbrella and UNDP – (Youth employment Project staff).

Garowe, being the capital city of Puntland State of Somalia and the third largest district in Puntland with a population of 190,000 according to the District Development Framework (2014), Puntland Youth population is 39.6% which is 75,240 according to Puntland Youth Policy - Second edition (2017).

The United Nations defines youth as those persons between the ages 15-24 however, there is no universally accepted definition of the term, different countries/organizations use different upper and lower ranges while Puntland youth age bracket falls between 15 -35 according to Puntland National Youth Policy (2017) hence, my research will focus the age group falls 15-35.

3.4 Sample and Sampling Technique

A sampling frame is defined as a list containing units from which the sample drawn from (Kothari, 2004). The study comprises of (45) respondents who randomly selected from a sampling frame of 70. The researcher emphasized the issue of representativeness and as such people from different graduates of different education institutions has been selected. This made the sample more representative by having youth graduates and employees of various Departments forming separate strata. For each Department, the names of the employees were arranged in alphabetical order to form one list for each stratum. This made the list more accurate

for use and reduced bias in the selection of respondents. The number of respondents selected from each strata will be proportionate to the total number in that sampling strata.

Table 1 summary of sample size by category

Category	Male	Female	Total
Puntland State University (youth graduates)	8	2	10
East Africa University (youth graduates)	8	2	10
Vocational training school (Youth graduates)	8	2	10
Ministry of Labor, Youth & Support	5	2	7
UNDP -Youth Project staff	3	1	4
Mudan Youth Umbrella	3	1	4
FGDS (NEC, UNDP, MoE)	4	3	7
Total	39	13	52

Slovin’s formula used to calculate sample size for the respondents.

$$\begin{aligned}
 N & \\
 &= \frac{n}{1 + n(e)^2} = \frac{52}{1 + 52(0.05)^2} \\
 &= \frac{52}{1 + 52(0.0025)} \\
 &= \frac{52}{1 + 0.13} \\
 &= \frac{52}{1.13} \\
 &= 45
 \end{aligned}$$

Therefore, the sample size of the study is 45 respondents.

4. RESEARCH FINDINGS AND DISCUSSIONS

4.1 Introduction

This chapter depicts the main findings and analysis of both questionnaire respondents and focus group discussion participants. It also features the study objectives and corresponding findings as well as critical discussion and reflection on key deliberations from the study. It's also worth to note that SPSS and Excel applications were used to consolidate and subsequently analyses the data.

Interpretations are made based on analysis findings which are also aligned to the overall objective of exploring factors influencing Youth unemployment in Puntland with special focus on Garowe

district. this chapter starts with overview of respondents' general information followed by presentation of key findings and pertinent interpretations. In a nutshell, all responses and findings of the study will be centred on these three objectives:

1. To examine the influence of education on youth employment in Garowe.
2. To explain the influence of job Opportunity on youth employment in Garowe.
3. To determine the influence of job Opportunity on Youth employment in Garowe.
- 4.

4.2 Response Rate

Overall, the researcher was initially targeting 45 participants including 35 men, 10 women. However, the researcher distributed the questionnaire and chose a random sample of the youth living in Garowe district to achieve the desired objectives of the study.

The below table shows the results of the respondents in (Youth skills not tailored with market demands) where 17(37.8%) the majority of the respondents answered agree, while 13(28.9%) answered strongly agree, and 7(15.6%) answered neither agree nor disagree, and 7(15.6%) answered disagree, while the remaining respondents 1(2.1%) answered strongly disagree.

As the result of the respondent the youth skills are not tailored with market demand, so there is Lack of institutional linkage between training institutions and the labor market and this can be blamed for the Education Institutions and vocational training schools which has not been done a proper market research, youth requires marketable skills which can match the demand of the market both private and public sectors .

The second results of the respondents in (Low participation of youth in employment is because of age discrimination which they are not considered a responsible) that 14 (31.1%) of the respondents answered agree, while 10 (22.2%) of the respondents were neither agree nor disagree, 8(17.8%) of respondents answered disagree. And 6(13.3%) of respondents answered strongly agree.

As the result of the respondent the low participation of youth in employment is because of age discrimination which they are not considered a responsible, the respondents do not agree with this view.

Table 2. Youth skills not tailored with market demands * Low participation of youth in employment is because of age discrimination (Crosstabulation)

Low participation of youth in employment is because of age discrimination which they are not considered a responsible					Total	percent
Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree		

Youth skills not tailored with market demands	Strongly Agree	1	6	1	0	5	13	28.9%
	Agree	3	4	5	5	0	17	37.8%
	Neither agree nor disagree	2	1	2	2	0	7	15.6%
	Disagree	0	2	2	1	2	7	15.6%
	Strongly Disagree	0	1	0	0	0	1	2.1%
Total		6	14	10	8	7	45	100%
Percent		13.3%	31.1%	22.2%	17.8%	15.6%	100%	

The chart below shows that 24.4% of the respondents answered that the rate of the employing youth is 1-10%, 20% of the respondents answered that the rate of the employing youth is 10-20%, while 20% of the respondents answered 20-30%, 20% of respondents answered 30-40%, and 13.3% of respondents answered 40-50%, and 2.2% of respondents answered over 50%.

the study shows that the percentage of working youth does not exceed 1-10%, according to a UN Report unemployment rate for youths in Somalia is one of the highest in the world at 67 % among all 14-24 years old. Unemployment among youths in Garowe has also prompted many to leave the country. majority of this young people relocated to neighboring countries in search of better opportunities, some of them has taken risk to cross the Mediterranean sea into Europe due to deteriorating economic condition.

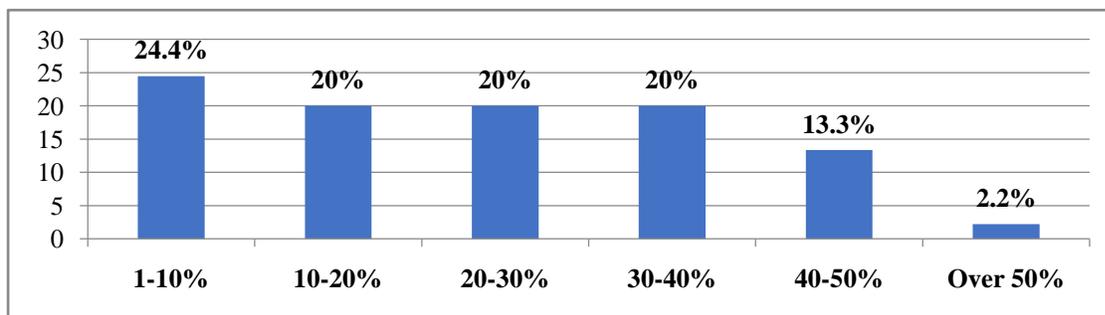


Figure 1. Percentage of youth are currently working in Puntland both in public and private sector

This pie chart shows the culture practices in community affect youth unemployment, where 71.1% of the respondents agreed the effect of culture in community for youth unemployment, 28.9% of respondents disagree the effect of culture in community for youth unemployment.

This result shows the impact of community culture for youth unemployment therefore, the government should discourage the cultural practices which hindering youth employment and to conduct youth awareness raising programs to reduce the bad stereotypes of culture. High percentage of youth are still depend on their families instead of promoting the idea of self-employment through skill based training.

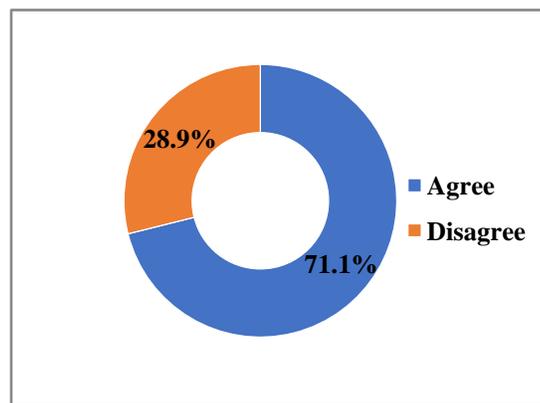


Figure 2. culture practices in community affect youth unemployment

The following table below shows the most common practices/perceptions that determine youth unemployment, 35.6% of respondents answered that youth prefer office work and this is the impact of youth unemployment, 31.1% of respondents answered that there is no political representation of youth and that affects their unemployment, while 24.4% of respondents answered the family dependency of youth affected their unemployment, and 8.9% of respondents answered the youth migration affected their unemployment.

according to FAO report 90% of Somali population are depend on agriculture which provides 60% of the GDP of the Country, however, youth are not interesting to acquire the knowledge of the agriculture such us farms, livestock rearing, fishing. There is no University faculty or agriculture TVET which provides teaching and skill training for the youth. Each youth is looking for a white-shirt job as you see 35.6 % of respondents answered youth prefer office works while essential skills relating to the production of the country have been ignored.

Table 3. most commonly held practices/perceptions

		Frequency	Percent
Valid	Family dependency	11	24.4
	Lack of political representation	14	31.1
	Youth preference of office works	16	35.6
	Youth migration	4	8.9
	Total	45	100.0

The chart below shows how much they agree statement (my culture limits to acquire skills and knowledge to get employment opportunities in the market), Where 31.1% of respondents answered agree, 24.4% of the respondents answered neither agree nor disagree, while 20% of respondents answered strongly agree, 15.6% of respondents answered disagree, and 8.9% of respondents answered strongly disagree.

The above result shows that girls agree that their culture is determined to acquire skills and knowledge to get jobs in the market.

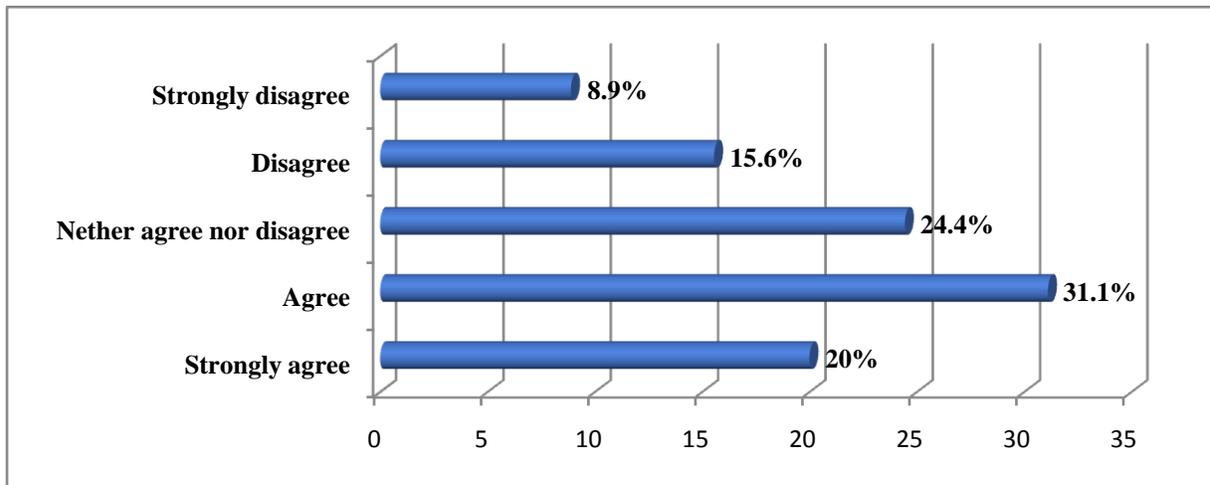


Figure 3. The culture limits to acquire skills on female opportunity in the market

The table below explains, female youth considered to work within unpaid works rather than looking for jobs in the market, where 33.3% of respondents answered strongly agree, 28.9% of respondents answered agree, 20% of respondents answered neither agree nor disagree, 11.1% of respondents answered disagree, and 6.7% of respondents answered strongly disagree. there is need to encourage female to reduce the cultural practice which women limits only the demotic works and they are required to take part the employment opportunity, the government and international partners should encourage female and also develop policies promote flexible working hours for female.

Table 4. Female youth considered to work with in demotic works rather than jobs in the market

		Frequency	Percent
Valid	Strongly Agree	15	33.3
	Agree	13	28.9
	Neither agree nor disagree	9	20.0
	Disagree	5	11.1
	Strongly Disagree	3	6.7
	Total	45	100.0

This pie chart shows youth female have little employment in the public and private sectors, where 48.9% of respondents answered agree, 20% of respondents answered strongly agree, 15.6% of respondents answered disagree, while 11.1% of respondents answered neither agree nor disagree, and 4.4% of respondents answered strongly disagree. The result above shows that the Female youth have little access of employment opportunity in the public and private sector. So it is best to encourage them to actively participate in jobs.

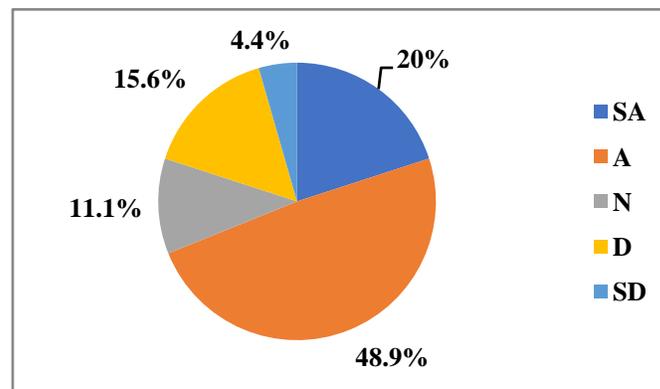


Figure 4. Female youth have little access of employment in the public and private sector

The figure below shows that youth are discriminated because of their age, 31.1% of respondents answered agree, 22.2% of respondents answered strongly agree, while 20% of respondents answered strongly disagree, and 15.6% of respondents answered neither agree nor disagree, 11.1% respondents answered disagree.

This study indicates that youth are discriminated against because of their young age and that they do not have sufficient responsibility.

The graph below also indicates youth do not have strong unions to represent their interest because of the clan political system, where 33.3% of respondents answered agree that youth don't have strong unions to represent their interest because of the clan system, 31.1% of respondents strongly agree that youth don't have strong unions to represent because of the clan system, 17.8% of respondents neither agree nor disagree, 8.9% of respondents disagree, and 8.9% of respondents also strongly disagree agree that youth don't have strong unions to represent because of the clan system.

This study indicates that youth are don't have strong unions to represent their interest because of the clan system.

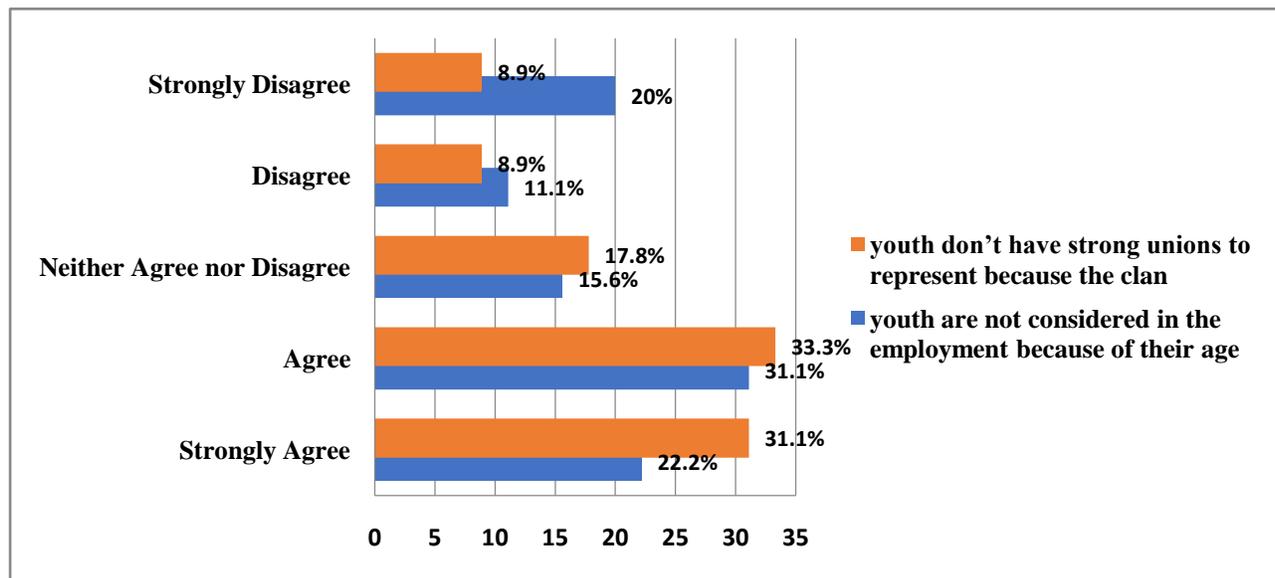


Figure 5. Youth don't have strong unions to represent because the

The table below shows the level of youth education that has an impact on employment opportunities, 69% of respondents answered agree that youth's education level has effect on their employment opportunities, while 31% of respondents disagree that Youth's education level has effect on their employment opportunities.

This finding confirms that the educational level of youth has a direct effect on their employment opportunity.

Table 5. Youth's education level has effect on their employment opportunities

		Frequency	Percent
Valid	Agree	31	69 %
	Disagree	14	31%
	Total	45	100.0

The graph below shows the main drivers of youth low education levels, where 33.3% of respondents suggested that low quality education institutions led to a youth's low education level, 20% of respondents suggested that lack of school fees by parents led to a youth's low education level, while 15.6% of respondents suggested that early marriage led to a youth's low education level, 13.3% of respondents suggested that inadequate vocational training schools and centers led to youth's low education level, 13.3% of respondents also suggested that limited qualified teachers led to youth's low education level, and 4.5% of respondents suggested that substance abuse/drugs led to youth's low education level.

This result confirms that low quality education institutions led to a youth's low education level. And that is a main driver for the low level of education of young people.

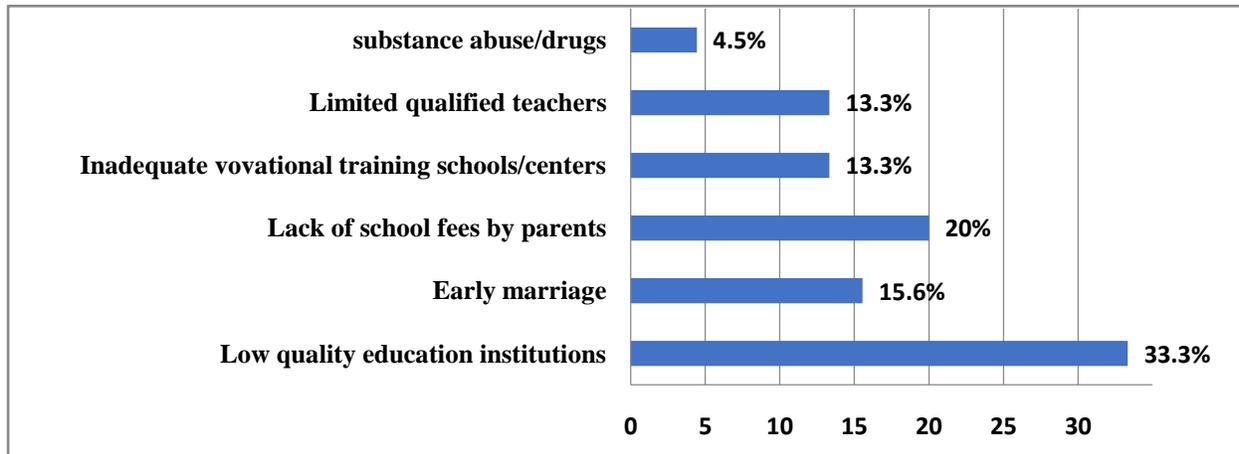


Figure 6. Main drivers of youth's low education levels

The pie chart below shows that due to their low-quality education, youth are disqualified in the selection of the recruitment/employment process, where 28.9% of respondents agree that due to their low quality education, youth are disqualified in the selection of the employment process, while 28.9% of respondents also disagree that due to their low quality education, youth are disqualified in the selection of the employment process, 24.4% of respondents strongly agree, 11.1% of respondents neither agree nor disagree, and 6.7% of respondents strongly disagree.

This result indicates that the reason for their low level of education the youth are not qualified to selection of the employment process.

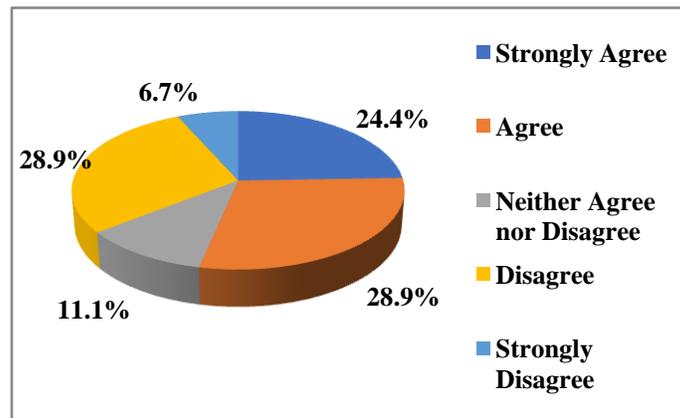


Figure 7. youth are disqualified in the selection of the employment process

The graph below shows that because of work experience required, youth don't possess the experience required for the job, where 53.3% of respondents agree that because of work experience required, youth don't possess the experience required for the job, while 17.8% of

respondents strongly agree, 11.1% of respondents disagree, 8.9% of respondents strongly disagree, and 8.9% of respondents also disagree.

This result indicates that the effect for their low level of education the because of work experience required, youth don't possess the experience required for the job.

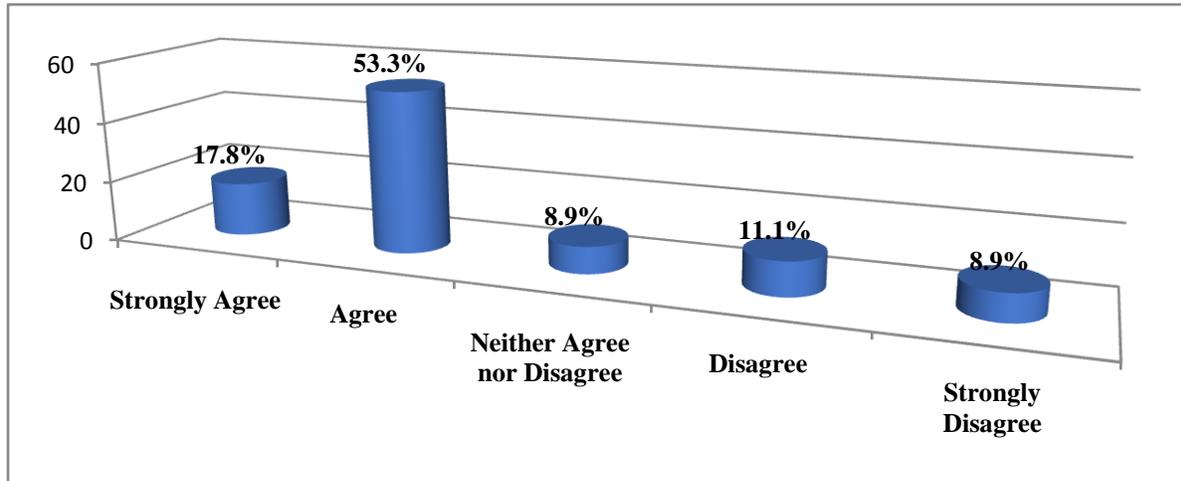


Figure 8. Youth don't have possess the experience required for the jobs

The pie chart below shows respondents opinion that there are no inadequate vocational training schools/centers which provides marketable skills to the youths, where 33.3% of respondents agree that there are no inadequate vocational training schools/centers which provides marketable skills to the youths, while 24.5% of respondents strongly agree, 17.8% of respondents neither agree nor disagree, 13.3% of respondents strongly disagree, and 11.1% of respondents disagree.

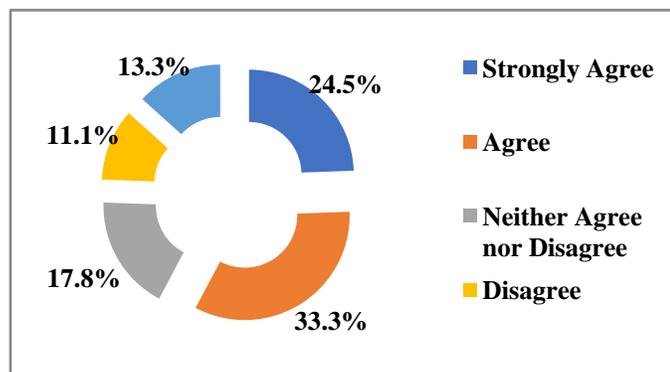


Figure 9. inadequate vocational training centres which provides marketable skills

This result indicates that the reason for their low level of education, There are no inadequate vocational training schools/centres which provides marketable skills to the Youths.

The graph below shows respondents opinion that Youth don't have job placement opportunity to give them access the resources and training to transition them in to the workforce, where 37.8% of respondents agree that Youth don't have job placement opportunity to give them access the resources and training to transition them in to the workforce , while 26.7% of respondents strongly agree, 15.6% of respondents neither agree nor disagree, 15.6% of respondents also disagree, and 4.4% of respondents answered strongly disagree.

This finding indicates that most respondents suggest that the reason for their low level of education is Youth don't have job placement opportunity to give them access the resources and training to transition them in to the workforce.

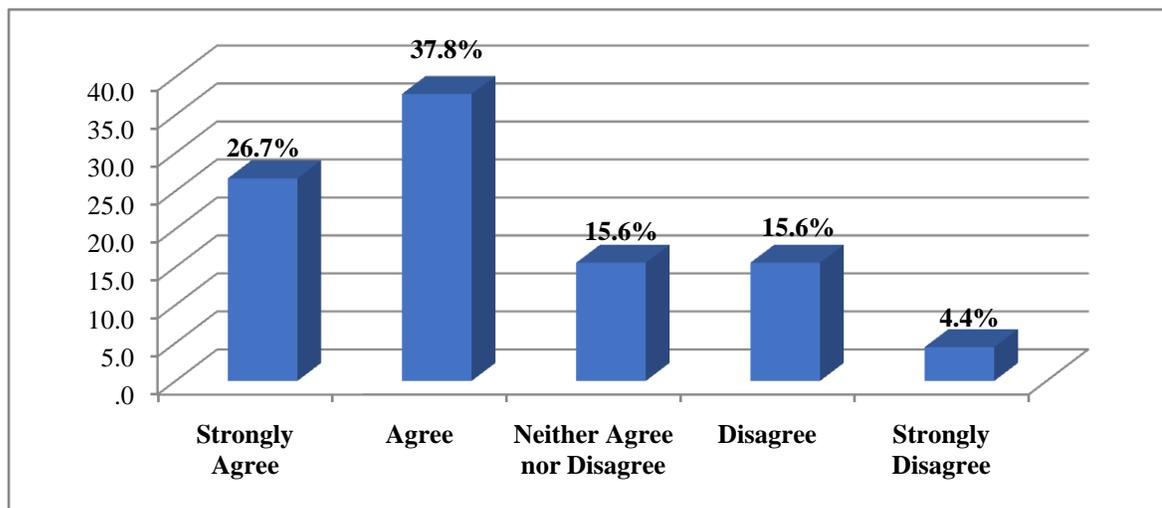


Figure 10. Youth do not have access to resources and training to transition to the workforce

The table below shows respondents opinion that education sector doesn't provide the required post-graduates programmes, where 28.9% of respondents agree that education sector doesn't provide the required post-graduates programmes, while 28.9% of respondents also disagree, 20% of respondents neither agree nor disagree, 13.3 % of respondents strongly agree, and 8.9% of respondents answered strongly disagree.

This finding indicates that the majority of respondents suggest that the reason for their low level of education is that education sector doesn't provide the required post-graduates programmes.

Table 6. Education sector doesn't provide the required post-graduates programmes

		Frequency	Percent
Valid	Strongly Agree	6	13.3
	Agree	13	28.9

	Neither Agree nor Disagree	9	20
	Disagree	13	28.9
	Strongly Agree	4	8.9
	Total	45	100.0

The pie chart below shows respondents opinion about the most appropriate solution to enhance youth education programmes and to promote them their career development, where 37.8% of the respondents suggested that the most solution to enhance youth education programs is (vocational training schools) , while 28.9% of respondents suggested that the most solution to enhance youth education programs is (Training and capacity building programmes), 20% of respondents suggested that the most solution to enhance youth education programs is (Job placement opportunity programmes), 13.3% of respondents suggested that the most solution to enhance youth education programs is (Free education programmes).

The graph below shows respondents opinion about that Youth unemployment is affected by job opportunity in the market, where 75.6% of respondents agree that Youth unemployment is affected by job opportunity in the market, while 24.4% of respondents disagree that Youth unemployment is affected by job opportunity in the market.

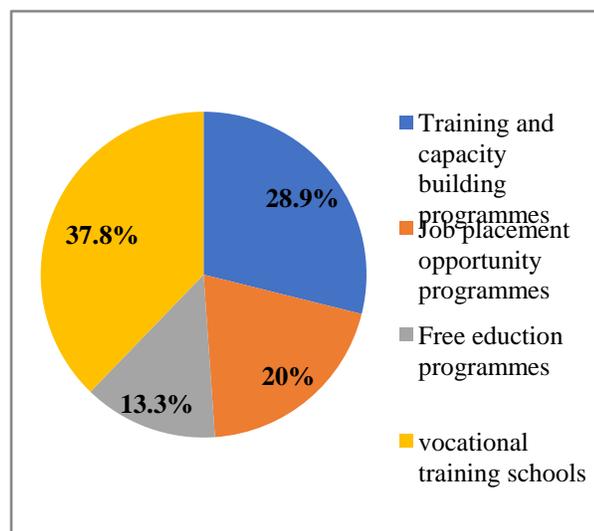


Figure 11. Most appropriate solution to enhance youth education programs of their career development

This result confirms that job opportunities are few in the market and this affects youth unemployment.

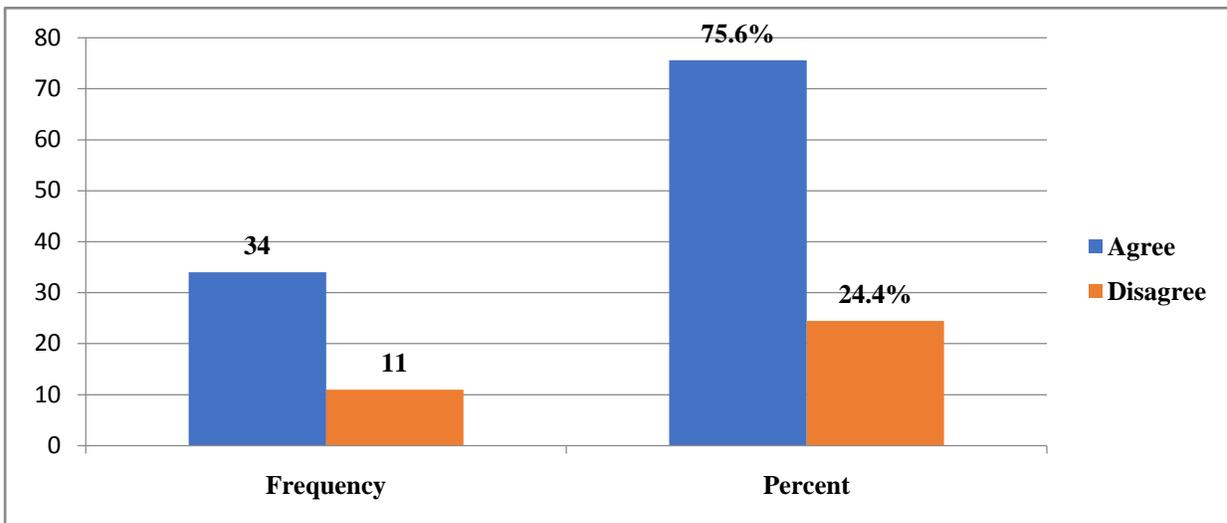


Figure 12. Youth unemployment is affected by job opportunity in the market

The table below shows respondents opinion about There is access of labour supply in the market over the labour demand in the market, where 33.3% of respondents answered agree There is access of labour supply in the market over the labour demand in the market, 24.4% of respondents strongly agree, 22.2% of respondents disagree, while 11.1% of respondents strongly disagree, and 8.9% of respondents neither agree nor disagree.

This study indicates that the majority of respondents strongly agree there is access of labour supply in the market over the labour demand in the market, This indicates a lack of parity between the number of employee available and market demand

Table 7. access of labour supply in the market over the labour demand

		Frequency	Percent
Valid	Strongly Agree	15	33.3
	Agree	11	24.4
	Neither agree nor disagree	4	8.9
	Disagree	10	22.2
	Strongly Disagree	5	11.1
	Total	45	100.0

The table below shows respondents opinion about that youth don't have skillset required for the jobs to demonstrate the competence required, where 35.6% of respondents answered agree that youth don't have skillset required for the jobs to demonstrate the competence required, 28.9% of

respondents disagree, 17.8% of respondents neither agree nor disagree, while 13.3% of respondents strongly agree

The above result indicates that the majority of respondents agree that youth don't have skillset required for the jobs to demonstrate the competence required.

Table 8. youth don't have skillset required for the jobs to demonstrate the competence required

Valid	Frequency	Percent
Strongly Agree	6	13.3
Agree	16	35.6
Neither agree nor disagree	8	17.8
Disagree	13	28.9
Strongly Disagree	2	4.4
Total	45	100.0

The graph below shows respondents opinion, There is linkage between Youth vocational training schools/university and the labour market, where 33.3% of respondents agree There is linkage between Youth vocational training schools/university and the labour market, while 24.4% of respondents neither agree nor disagree, 20% of respondents disagree, 15.6% of respondents strongly agree, and 6.7% of respondents answered strongly disagree.

This result confirms that the majority of respondents agree that there is linkage between Youth vocational training schools/university and the labour market.

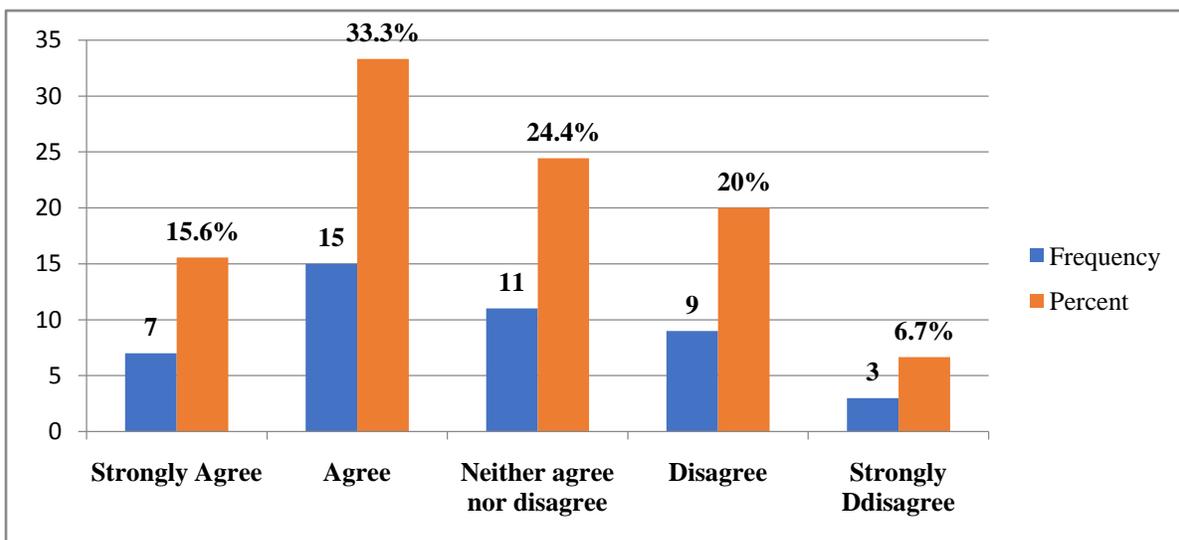


Figure 13. linkage between Youth vocational training schools/university and the labour market

Analysis from the data in the table below shows respondents opinion about ‘There is no equal employment opportunity in the market since most of the public and private sector job opportunity is considered clan-based system’, where 42.2% of respondents answered strongly agree that There is no equal employment opportunity in the market since most of the public and private sector job opportunity is considered clan-based system, 17.8% of respondents agree, while 15.6% of respondents neither agree nor disagree, 15.6% of respondents also strongly disagree, and 8.9% of respondents answered disagree.

This result confirms that the majority of respondents agree that. is no equal employment opportunity in the market since most of the public and private sector job opportunity is considered clan-based system.

Table 9. most of the public and private sector job opportunity is considered clan-based system

		Frequency	Percent
Valid	Strongly Agree	19	42.2
	Agree	8	17.8
	Neither agree nor disagree	7	15.6
	Disagree	4	8.9
	Strongly Disagree	7	15.6
	Total	45	100.0

The graph below shows respondents opinion about the most appropriate solution to enhance youth job opportunity in the market and to reduce their unemployment rates in Puntland, where 28.9% of respondents suggested that ‘Government should create Youth employment Programmes’ is a most appropriate solution to enhance youth job opportunity, 26.7% of respondents suggested that Skill Training and capacity development centres for youth, while 26.7% of respondents also suggested Promoting private Sector development, and 17.7% of respondents suggested that Establishment of internship/apprenticeship programme.

This result shows that majority of respondents believe that the Government should create Youth employment Programmes is most appropriate solution to enhance youth job opportunity in the market.

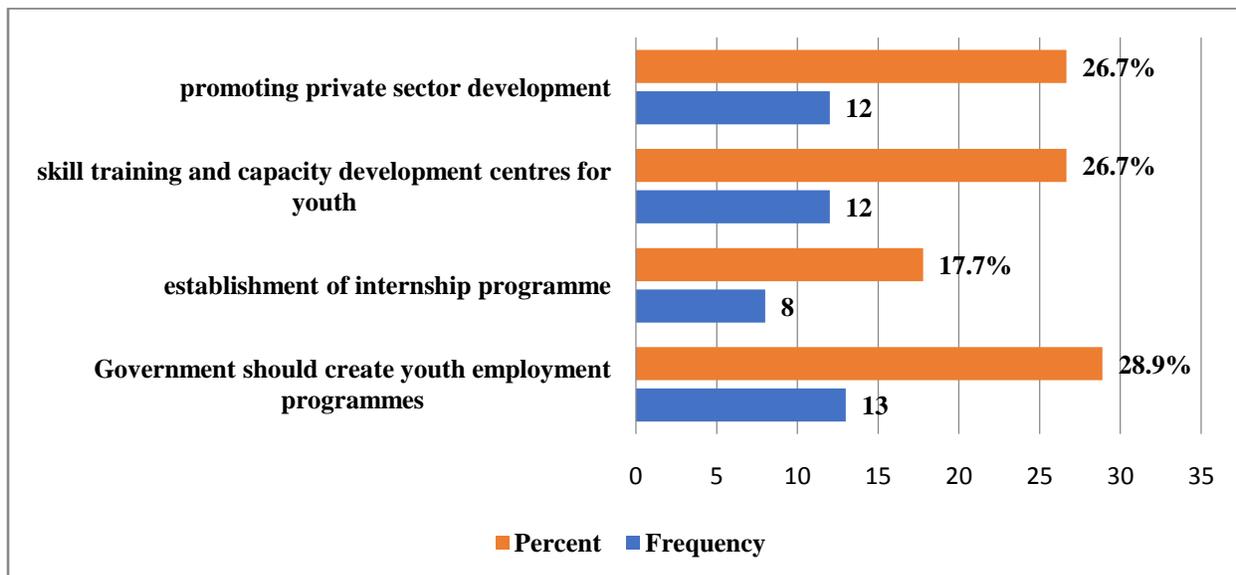


Figure 14. Most appropriate solution to enhance youth job opportunity in the market

However, the findings of this study shows that majority of respondents believe that the Government should create Youth employment Programmes is most appropriate solution to enhance youth job opportunity in the market.

5. SUMMARY CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter summarizes the main findings of the study. The summary is followed by conclusions drawn from the findings, and thereafter recommendations for purposes of giving directions to policy makers so that they may come up with policies to address the challenges of unemployment faced by the Youth in Puntland and particularly Garowe. According to Puntland Youth Policy 70% of the Puntland populations are youth who are under 40 years, they are the human resource of the nation and the government should put on top of their national agenda to achieve national development goals. Finally, the chapter suggests areas for further research envisaged to contribute towards finding long term solution for the Problem.

5.2 Conclusion

Considering the analysis of findings and subsequent deliberations outlined in chapter 4, this study primarily concludes that the envisaged variables of the study; culture, education, job opportunity directly affect youth employment.

There is a huge mismatch between the available number of jobs in the market and the number of unemployed youths who want to fill these posts. There are some projects addressing this issue of unemployment and skill creation, but they lack coordination and strategy, in addition, there is no one common policy or even youth policy for addressing this unemployment factor.

Influence of education on Youth unemployment

Based on the analysis of findings, this study concludes that an education has adverse knockdown effect youth unemployment. The study also reiterates the existence of education quality issues both affects formal and informal education, the studies shows that skills/competences required for the job mismatches the youth educational background , there is no adequate vocational training schools that produces skilled labor to the market as per the study , the illiteracy of Somali youth in rural areas is alarming according to a World Bank Report, this requires to promote universal access to basic education and the achievement of primary education by the world's children is one of the most important goals of the millennium Development Goals.

Influence of Culture on Youth unemployment

culture practices in community affect youth unemployment, where 71.1% of the respondents agreed the effect of culture in community, the government should discourage the cultural practices which hindering youth employment and to conduct youth awareness raising programs to reduce the bad stereotypes of culture. High percentage of youth are still depending on their families instead of promoting the idea of self-employment through skill-based training.

Influence of Job opportunity in Youth unemployment.

The influence of job opportunity in Youth employment is high, according to the respondent opinion about that Youth unemployment is affected by job opportunity in the market are 80 % of respondents agree that Youth unemployment is affected by job opportunity in the market, while 20% of respondents disagree that Youth unemployment is affected by job opportunity in the market.

This result confirms that job opportunities are few in the market and this affects youth unemployment therefore, the government should look in the possibilities of creating more jobs for the youth. If the youth are not targeted to engage them, then the extremist groups such Alshabab and ISAS will get pool of youth recruitment to radicalize and join their arms.

Majority of the youth confirmed that there is There is access of labour supply in the market over the labour demand hence this created the youth to migrate or join armed clan militia because they don't have hope of getting jobs. Frustrated youth are also involved daily petty crimes such as theft and trade of substance drugs

5.3 Recommendations

In view of the above findings, the study recommends the following to be adopted to address youth unemployment

a) Influence of education on Youth unemployment

- ✓ Government should promote universal access basic education to reduce the illiteracy of youths and develop high standard education curriculum which is in line with the developed countries, free education programs should be initiated by the government and the international organizations.
- ✓ Developing higher education policy and standards to ensure all higher education institutions to meet the required quality of education.

- ✓ Government and international partners enhance the informal education and to construct Vocational training schools for different sectors both urban and rural area.
- ✓ Increase in fund towards community colleges and youth programmes help pave a way towards quality education which enhances the rate of employment and upwards mobility for young workers. It is pivotal to realise that these investments are well-returned as youth employment serves to a higher economic growth

b) Influence of Culture on Youth unemployment

- ✓ First and foremost, it's imperative to unleash massive civic education, awareness raising and outreach to dispel the cultural misconception and negative stereotypes about some of the important jobs available locally, the government should promote the production of the agriculture such as farms, Fishing and livestock rearing.
- ✓ Promoting flexible working hours for female youth to encourage female to reduce the cultural practice which women limits only the domestic works as they are required to take part the employment opportunity.
- ✓ Promoting youth Political participations to have voices in the community and government bodies to get representations, establishing youth umbrella and unions to discuss their employment opportunity.

c) Influence of Job opportunity in the Market

- ✓ Government participation is highly necessary to be able to provide jobs both quality and quantity wise, there is more of a guarantee for better job opportunities, equal and revised wages, training subsidies and youth entrepreneurship interventions as long as the government gets involved and successfully supports it.
- ✓ The government should establish sourcing and connection to the employers, hence, it is important to build connections by developing partnerships between employers and the government or schools so that they are able to align the skills needed to be taught with the employer requirements. Such connections can really make a difference.
- ✓ Rather than sticking to one workplace environment or opportunity, youth should be able to experiment and engage themselves in a variety of industries across the world. this helps youth broaden their perspectives and choose their perfect career calling. This calls for an increase in works experience opportunities across industries.
- ✓ Government in partnership with education institutions and International organization (ILO, World Bank) should promote youth employment programs to build the capacity of the youths, it can be internship programmes, apprenticeship, skill training programs which is locally marketable.

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