

**AN ASSESSMENT OF THE EFFECTS OF THE GHANA YOUTH
EMPLOYMENT AND ENTREPRENEURIAL DEVELOPMENT AGENCY
PROGRAMME ON BENEFICIARIES IN THE DORMAA EAST DISTRICT
OF THE BRONG AHAFO REGION**

BY
SAKYIAMAH BOAHEN STEPHEN (BA Integrated Development Studies)

A Thesis Submitted to the School of Graduate Studies, Kwame Nkrumah University

of Science and Technology, Kumasi in Partial Fulfillment

of the Requirements for the Degree

of

MASTER OF SCIENCE

in

Development Policy and Planning

Department of Planning

College of Architecture and Planning

June, 2014

DECLARATION

I hereby declare that this submission is my own work towards the Master of Science in Development Policy and Planning and that to the best of my knowledge, it contains no material previously published by another person nor material which had been accepted for the award of any other degree by this or any other university, except where due acknowledgement has been made in the text.

KNUST

Sakyiamah Boahen Stephen
(PG5173510) Signature Date

Certified by
Dr. Eric Oduro Ofori
(Supervisor) Signature Date

Certified by
Prof. Imoro Braimah
(Head of Department) Signature Date

ABSTRACT

The Government of Ghana in an attempt to create employment and improve the welfare of the people launched the National Youth Employment Programme in 2006. The policy was designed to specifically tackle the youth unemployment problem in the country. Its goal is to empower the young people to contribute meaningfully to the socio-economic and sustainable development of the nation. Its principal objective is to support the youth to transit from a situation of unemployment to employment or to prepare school dropouts to continue their education. In this regard, all MMDAs in the country implemented some of the modules based on their local comparative advantage. Several researches conducted on the programme indicate an increasing level of employment, hence the study sought to assess the effects of the GYEEDA programme on beneficiaries in the Dormaa East District of the Brong Ahafo Region.

The study employed both probability and non-probability sampling techniques. In selection of the 338 respondents for the questionnaire administration, a random sampling technique was used, whilst purposive sampling technique was employed in the selection of the programme coordinator for self-administered questionnaire and interviews.

The study revealed that the standard of living of the beneficiaries has improved and this was measured by the income level, savings, place of residence, number of meals and quality of food and the job they do in the society. Findings from the study also indicated that the beneficiaries acquired number of skills during the programme which are sources of livelihood to the beneficiaries. However, the delay in the introduction of exit plan and payment of monthly allowance to the beneficiaries in the district

poses problems to some beneficiaries as they exit the programme under poor conditions. The beneficiaries on the other hand complained of low intake as well as recruitment procedures.

As matter of urgency, there is the need by government to address these challenges in a concerted manner through dialoguing with various stakeholders and also intensify public education on the programme. This will ensure the sustainability of the programme in Ghana.

KNUST



ACKNOWLEDGEMENT

Whilst conducting the research, I benefited immensely from the support of individuals and institutions in the study area. I am very grateful to the Almighty God for his inspiration, mercies, graces and guidance throughout my life and the strength to complete this study. I am particularly indebted to my supervisor Dr. Oduro Ofori Eric for always reading thoroughly through my work promptly and offering his constructive criticism, comments and advice towards the successful completion of this study, to the personnel at the Dormaa East District Assembly, GYEEDA Coordinator, Staff of Planning Unit of the Assembly, I am very appreciative for the nice reception and the information given to make the project a reality, to the Sakyiamah and Boaa families, I am very grateful for the encouragement, financial and moral support throughout my life and career development. To my data collection team; Robert Anning, Mahama Yakubu, Jonas Kannyiri Naaderi and Charity, I wish to say a very big thanks to you for the selfless and immense assistance given during the survey. Special thanks to my DCE (Hon. I.K Kyeremeh) and the entire DEPP students' body for your support in diverse ways, to Tiwaa my Dearest Wife, God bless you for the love, support and care. To all who contributed to making this work a success, I say God richly bless you.

DEDICATION

To my mother ex- queen mother of Techimantia, siblings, wife (Akosua Tiwaa) and children- Boahen Stephen, Nana Afia Boa Amponsem, Boahen Amankwaa and Boahen Osei Bonsu, I say God richly bless you and grant you your heart desires for being thoughtful and always available when the need arose.

KNUST



TABLE OF CONTENTS

DECLARATION	ii
ABSTRACT	iii
ACKNOWLEDGEMENT	iv
DEDICATION.....	vi
TABLE OF CONTENTS	vii
LIST OF ABBREVIATIONS/ACRONYMS.....	xviii
CHAPTER ONE	1
YOUTH EMPLOYMENT SITUATION, CHALLENGES AND	
PROBLEMS.....	1
1.1 Introduction	1
1.2 Problem Statement.....	6
1.4 Research Objectives	9
1.5 Justification.....	9
1.6 Limitation of the Study	10
1.7 Organization of the Report	10
1.8 Summary.....	11
CHAPTER TWO	13

THE CONCEPT OF YOUTH, WORK, EMPLOYMENT AND UNEMPLOYMENT.....	13
2.1 Introduction	13
2.2 The Meaning of Work in Modern Society.....	13
2.3 Definition of Terms	16
2.3.1 Youth	16
2.3.2 Employment.....	16
2.3.3 Unemployment	17
2.4 Types of Unemployment	18
2.5 The Emergence of Unemployment.....	19
2.5.1 Unemployment in History	20
2.5.2 Effects of Unemployment.....	23
2.5.3 The Causes of High Youth Unemployment	26
2.6 Youth Employment Policies.....	32
2.7 The Situation of Youth Unemployment in Ghana.....	35
2.7.1 Educational level of unemployed persons	39
2.7.2 Previous Occupation of Unemployed persons.....	40
2.7.3 Causes of the Youth Unemployment in Ghana	43
2.7.4 Profile of the Unemployed Youth	44
2.7.5 Recent Initiatives in Addressing Youth Unemployment.....	47
2.7.6 Challenges in addressing youth unemployment in Ghana.....	49

2.7.7 Opportunities for addressing the youth unemployment	53
2.8 The Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA)	57
2.8.1 Objective of the GYEEDA Programme	59
2.8.2 Functions of GYEEDA.....	59
2.8.3 Scope of services provided by GYEEDA.....	60
2.8.4 Funding of GYEEDA	60
2.8.5 Successes GYEEDA.....	62
2.8.6 Future of GYEEDA	66
2.9 Theories of unemployment.....	66
2.11 Summary.....	71
CHAPTER THREE.....	73
PROFILE OF THE STUDY AREA AND RESEARCH METHODOLOGY	73
3.1 Introduction	73
3.2 Brief profile of Dormaa East District	73
3.2.1 Physical Characteristics	73
3.2.2 Demographic Characteristics and Ethnicity in the Dormaa East District ...	73
3.2.2.1 Population Structure, Age and Sex.....	75
3.2.2.2 Spatial Distribution of Population	77

3.2.3 Poverty Situation in Dormaa East District	77
3.2.4 Employment and Unemployment Situation in the District	78
3.2.5 Occupational Distribution.....	78
3.2.6 Educational Level Attainment by Sex	79
3.2.7 Implementation of GYEEDA in Dormaa East District	81
3.2.8 Challenges and Prospects	81
3.3 Research Methodology.....	82
3.3.1 Research Approach.....	82
3.3.2 Type of Data, methods and source of data collection.....	83
3.3.3 Sample Size Determination	84
3.3.4 Sampling Technique	88
3.3.5 Data Analysis.....	88
3.3.6 Ethical consideration	88
3.4 Summary.....	89
CHAPTER FOUR	90
ANALYSIS AND DISCUSSION	90
4.1 Introduction	90
4.2 Characteristics of Respondents.....	91
4.2.1 Age and Sex structure of the beneficiaries	91
4.2.2 Educational Levels of Respondents.....	92

4.2.3 Ethnicity and Religion	93
4.2.4 Causes and Solution to Unemployment in the district	94
4.2.5 GYEEDA and Acquisition of Skills.....	97
4.3 Effects of GYEEDA on beneficiaries.....	99
4.3.1 Current Employment Status of beneficiaries	99
4.3.2 Income Levels of the Respondents	101
4.3.3 GYEEDA Beneficiaries and Saving.....	102
4.3.4 Patronage of Goods and Services Produce by GYEEDA Beneficiaries ...	102
4.3.5 Social Recognition and Psychological Relief.....	104
4.3.6 Location and Workplace.....	104
4.3.7 Number of Meals and Quality of food.....	105
4.3.8 Social Security and Protection.....	106
4.3.9 Contribution to Nation Building.....	107
4.3.10 Time for Leisure	108
4.4 Enabling Environment for effective implementation of GYEEDA	108
4.4.1 Effective Implementation of GYEEDA	108
4.5 Perception of GYEEDA	112
4.5.1 Beneficiaries Knowledge on GYEEDA	112
4.5.3 Sustainability of the Programme	114
4.5.4 Time for the Training and duration of the Programme	115
4.5 Challenges of GYEEDA.....	116

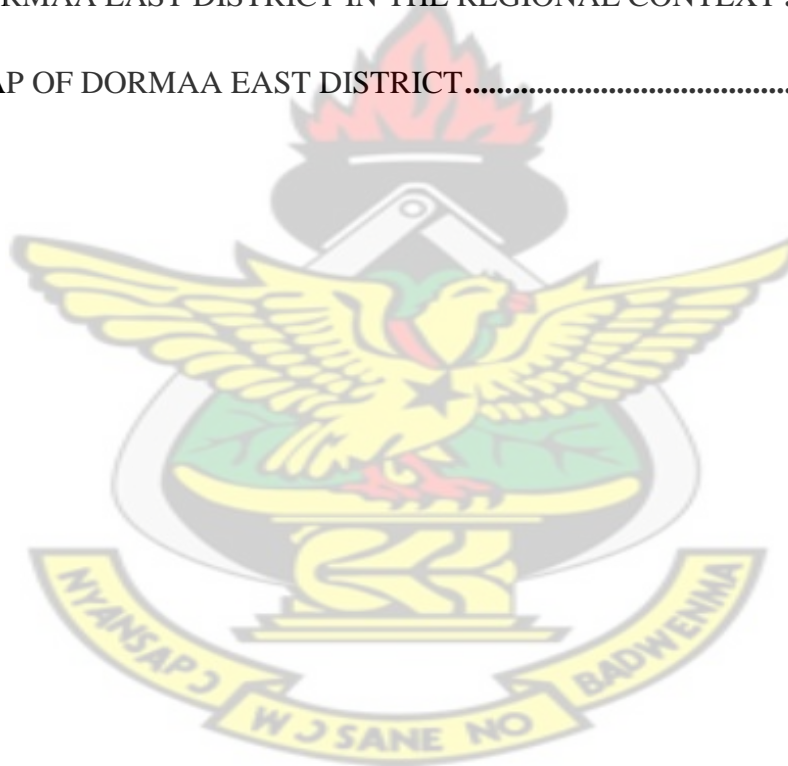
4.5.1 National Level	117
4.5.2 Regional Level.....	118
4.5.3 District/ Local Level.....	118
Summary.....	119

CHAPTER FIVE

SUMMARY OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1 Introduction	88
5.2 Summary of findings	120
5.2.1 Characteristics of Respondents.....	120
5.2.2 Skills acquired by beneficiaries.....	121
5.2.3 Employment Status of GYEEDA beneficiaries.....	121
5.2.4 Living Conditions of beneficiaries after GYEEDA	122
5.2.5 Challenges of GYEEDA.....	122
5.3 Recommendations	123
5.3.1 Educational Levels of Respondents.....	123
5.3.2 Exit Plan	123
5.3.3 Recruitment of Staff/ Beneficiaries	124
5.3.4 Neutrality of GYEEDA	124
5.3.5 District GYEEDA Office.....	124
5.3.6 Monitoring and Evaluation	125
5.3.7 Payment of Allowance.....	125

5.3.8 Duration of the Programme	125
5.3.9 Private sector Support.....	126
5.3.10 Provision of Social Amenities at Rural Areas	126
5.4 Conclusion.....	126
APPENDIX I.....	136
DORMAA EAST DISTRICT IN THE NATIONAL CONTEXT	141
DORMAA EAST DISTRICT IN THE REGIONAL CONTEXT	142
MAP OF DORMAA EAST DISTRICT.....	143



LIST OF FIGURES

Figure 2.1 Conceptual Framework of Youth Employment.....	51
Figure: 3.1 Sector Distribution of Employment in the District.....	57
Figure 3.2 Educational Enrolment	80
Figure 4.1: levels of educational attainment by respondents	
Figure 4.2 Ethnic and Religious background of respondents	94
Figure 4.3: Causes of Unemployment in the district	95
Figure 4.4: Forms of Security	107
Figure 4.5 Partisan Nature of GYEEDA.....	114



LIST OF TABLE

Table 2.1: Share of the Youth in the Economically Active Population of Ghana.....	36
Table 2.2: Percentage Distribution of Unemployed Population by Age and Sex in Ghana	38
Table 2.3: Youth Unemployment Rates by Sex, Locality of the Population.....	39
Table 2.4: Unemployment rates of persons aged 15 years and above by educational level and sex, 2000 and 200.....	40
Table 2.5: Percentage distribution of unemployed persons, previous employed aged 15 years and older by occupation, sex and locality of residence, 2010	42
Table 2.6: The Profile of Unemployed Youth in Ghana, 2001	45
Table 2.7: Hopes and aspirations of the unemployed youth in Ghana, 2001	45
Table 2.8: Skills Training and Employment Placement (STEP) Programme 2003 - 2005.....	48
Table 2.9: The Structure of the Ghanaian Labour Market.....	50
Table 2.10 Government's financial support to NYEP between 2009 and 2012.....	61
Table 3.1 Population Characteristics of Dormaa East in Regional Context.....	74
Table 3.2 Projected Populations by Age and Sex from 2010 to 2015 in Percentages.	76
Table 3.3 Employment and Unemployment Situation.....	78
Table: 3.4 Sample Size	87
Table 3.4 Enrolment of Students within the Levels of Education.....	57
Table 4.1 Age and Sex structure of the Beneficiaries.....	92
Table 4.2: Causes and Solution to Unemployment in the district.....	96
Table 4.3: Skills acquired during GYEEDA Programme	98
Table 4.4: Employment Status and Sectors of the Economy.....	100

Table 4.5 Patronage of goods and service produce by GYEEDA beneficiaries..... 103

Table 4.6: Meals and Calories consumed by beneficiaries..... 106

Table 4.8: Beneficiaries knowledge on GYEEDA 113

Table 4.9 Issues on Sustainability of the Programme by Respondents 115

Table 4.10: Time and duration of the Programme 116

KNUST



LIST OF PLATES

- Plate 4.2: Deputy Coordinator presenting a Sewing Machine to a beneficiary at Wamfie.....**110**
- Plate 4.3: LESDEP Coordinator presenting a Drier to a beneficiary at Wamfie.....**81**
- Plate 4.3: LESDEP Coordinator presenting a Drier to a beneficiary at Wamfie.....81

KNUST



LIST OF ABBREVIATIONS/ACRONYMS

ACCA	Associate Certified Chartered Accountant
AIDs	Acquired Immune Deficiency Syndrome
CA	Chartered Accountant
CAGD	Controller and Accountant General Department
CIM	Chartered Institute of Management
CIMA	Chartered Institute of Management Accountant
DEDA	Dormaa East District Assembly
DFID	Department for International Development
GDP	Gross Domestic Product
GLSS	Ghana Living Standard Survey
GPRSP	Growth Poverty Reduction Strategic Plan
GSS	Ghana Statistical Service
GYEEDA	Ghana Youth Employment Entrepreneur Development Agency
HIV	Human Immune Virus
ICT	Information Communication Technology
ILO	International Labour Organization
ITC	International Technical Center
JHS	Junior High School
MDGs	Millennium Development Goals
MoU	Memorandum of Understanding
NEPAD	New Partnership for Africa Development
NYEP	National Youth Employment Programme

SIF	Social Investment Fund
UN	United Nations
VIP	Village Infrastructure Programme
YESDP	Youth Employment Skill Development Project

KNUST



CHAPTER ONE

YOUTH EMPLOYMENT SITUATION, CHALLENGES AND PROBLEMS

1.1 Introduction

The global youth unemployment rate has proved sticky, and remained close to its crisis peak. At 12.6 percent in 2011 and 12.7 percent in 2012, the global youth unemployment rate remains at least a full percentage point above its level in 2007. Nearly 75 million youth are unemployed around the world, an increase of more than 4 million since 2007 (ILO, 2012). Scholars have categorized unemployment as Frictional, Structural and cyclical.

Despite the mitigating measures being put in place to address the problem, still persists in both the developed and developing economies. However, youth unemployment is more pronounced in Africa than in any other continent of the world (ILO, 2012).

According to the International Labour Organization report, percent of the world's unemployed youth live in developing economies and the proportion is not likely to change much in the near future given the demographic trends in these economies (ILO, 2010). Unfortunately, the youth in these countries are relatively disadvantaged in terms of employment. They are 3.8 times more likely to be unemployed than adults, as compared with 2.3 times in industrialized economies.

The report also says that, labour force participation rates for young people decreased in the world as a whole by almost four percentage points over the last decade, partly as a result of young people staying in education but also because many young people become so frustrated with the lack of employment opportunities that they simply drop out of the labour force. It is

also believed that young people represent some 130 million (24%) of the world's 550 million working poor who work but are unable to lift themselves and their families above the equivalent of US\$ 1 per day poverty line (ILO, 2010).

Young people aged between 15 and 25 years represent more than 60 per cent of the Africa continent total population and account for 45 per cent of the total labour force. Unlike other developing regions, sub-Saharan Africa's population is becoming more youthful, with youth as a proportion of the total population projected at over 75 percent by 2015, due to the high fertility rate underlying the demographic momentum. It is expected that this increase in the number of young people will not decline before 20 years or more (ILO, 2010).

It is estimated that about 133 million young people (more than 50 per cent of the youth population) in Africa are illiterate. Many young people have little or no skills and are therefore largely excluded from productive economic and social life. Those that have some education often exhibit skills irrelevant to current demand in the labour market, in a situation where educational and skill requirements are increasing, resulting in millions of unemployed and underemployed youth. The incidence of youth unemployment in sub-Saharan Africa is estimated to be over 20 per cent. Too often, vocational training is seen as a means to “help bring young people back” when the basic education system has failed (the notion of giving a second chance), or as a top-up to the basic knowledge base young people will need, to help prepare them for the immediate needs of the world of work (the notion of continuous adaptation or re-adaptation to a flexible and constantly changing labour market). This type of vocational training needs to be replaced or supplemented by an educational option which can provide young people with a maximum set of durable achievements in terms of literacy, basic knowledge and lifelong learning skills. Vocational training also has a very specific purpose,

namely, to improve skills related to specific technologies and to develop them further in the work place (Sarr, 2000).

The resulting effect is that, in the last two or more decades, Africa has been confronted with a multi-dimensional crisis with several symptoms including drought and famine, floods, wars, HIV and AIDS and various endemic diseases, and widespread poverty. Underlying all these is the phenomenon of unemployment which to some observers, is at the core of the problems of the African sub-region of which the youth are not an exception (Sarr, 2000).

The situation of youth unemployment in Ghana is even worst as it applies to both uneducated and educated ones. Ghana's population has a youthful structure with the youth (defined officially as aged 15 –24 years) (ITC/ILO and ILO, 2011) constituting about one out of every four of the population. Over the past forty years, the proportion of the youth in the total population of Ghana has increased from 16.8 percent in 1960, to 18.7 percent in 1984, 18.4 percent in 2000, and in 2010 it is 20.0 percent of the economically active population (Ghana Statistical Service, 2013).

The share of the youth in population is also reflected in a corresponding share of the youth in unemployment. About 60 percent of the unemployed in Ghana can be found in the 15-24 years age group (Ghana Statistical Service, 2013). This makes Ghana's youth unemployment rate one of the highest in the world. The data further show that the proportion of the unemployed among the youth is higher for females than for males over the past forty years. The proportion defined as unemployed was 2.8 percent in 1984 and increased to 10.4 percent in 2000 and declined to 5.3 percent in 2010. The increase between 1984 and 2000 occurred in both urban and rural areas as well as among males and females. The unemployment rates were higher in the urban areas than the rural areas in the three last censuses: 1984, 2000 and

2010. In addition, data from both the Fourth Round of the Ghana Living Standards Survey (GLSS-4) and the 2000 Ghana Population and Housing Census show that the youth unemployment is largely concentrated in the urban areas. The data show that the youth unemployment rate was as high as 30.8 percent in Accra, compared to 11.5 percent in the rural areas and 23.5 percent in other urban areas.

Within the Government, the Ministry of Youth and Sports coordinates the national youth policy of Ghana in cooperation with other youth serving ministries and youth organizations such as the National Youth Organizing Commission, Youth Development and Aged Welfare Foundation, Ghana Youth Business Trust and the Yes Country Networks. However, youth employment policies in Ghana do not directly connect youth education with their employment. Since about 70% of Ghana's workforce is employed by the agricultural sector, it seems only reasonable that agricultural education in Ghana should be streamlined and empowered to adequately prepare the youth to take advantage of the many opportunities that exist or that can be created for agricultural occupations and professional careers.

Ghana's population is characteristically young with about 16 percent of the population below 16 years (Amankrah 2000a). Data available further indicates that out of about 250,000 young people who complete the Junior High School only about two out of every five continue to the Senior Secondary School level with the remaining 60 percent available for vocational and technical education and training, apprenticeship training or to join the ever growing youth on the streets. Ghana's national Junior High School (JHS) completion rate of 60 percent over the three year period covering 2002 to 2005 out of which about a third of them are not able to continue their education beyond the JHS level appears worrisome to observers on the Ghanaian labour market scene. The need to equip these young people with employable and

marketable skills becomes an important choice to enable them to succeed in Ghana's changing labour market, (Amankrah 2000a, Amankrah 2000b,).

There is a renewed commitment in recent years by Governments in developing countries to address youth unemployment as a means to intensifying the fight against extreme poverty, achieving the Millennium Development Goals, and more importantly, meeting equity and development goals (Amankrah 2000).

It is for the foregoing that the Government of Ghana initiated the National Youth Employment Programme (NYEP) in 2006 now Ghana Youth Employment and Entrepreneurial Development Agency. The main objective is to identify projects with economic potential that can generate employment for as many youth as possible. The intervention also aims at checking the drift of the youth from the rural to urban communities in search of jobs by creating opportunities in the rural areas for the youth through self-employment, wage-earning jobs and voluntary service activities. It focuses on the provision of essential social services that promote good governance, access to good education and health services. The programme aimed at generating half a million jobs in three years (2006-2009), (Palmer and Robert, 2007).

Also, the Programme is to explore, recommend and provide additional employment opportunities for the youth in all districts throughout the country and thereby create conditions that will facilitate their economic empowerment. The programme includes a combination of self-employment opportunities, wage earning jobs and voluntary service activities. Ten modules are being used for the implementation process. These are: Module 1 - Agriculture-Business, Module 2 - Trades and Vocation, Module 3 - Information and

Communication Technology, Module 4 - Community Protection System, Module 5 - Waste and Sanitation Management Corps, Module 6 - Rural Education, Module 7 - Auxiliary Nursing, Module 8 - Internships and Industrial Attachments, Module 9 - Vacation jobs and Module 10 - Volunteer Services,(Palmer and Robert, (2007). These modules are continuously being reviewed and new ones added with the aim of strengthening and sustaining the programme to meet current challenges of time of which youth unemployment is central.

1.2 Problem Statement

Youth unemployment has been the major concern of every single person, organizations as well as the successive governments dating back to the colonial era. It does not know any geographical boundary as it affects both urban and rural dwellers alike. It emanates from some powerful barriers to employment for young people. Some of the most powerful of these barriers to employment opportunities for many young people are: lack of job creation, vulnerability of young workers to layoffs when economic growth falters, high labour costs or unrealistic wage expectations on the part of the youth, discrimination (i.e. negative attitudes towards inexperienced young workers), poor access to fundamental education (e.g. the lack of skills from limited job experience and hence little access to on-the-job training), government policies that discourage work, rapid economic change, and the compounded labour-market disadvantages that accompany poverty.

In view of the aforementioned, the National Youth Employment Programme (NYEP) currently known as the Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA), was launched in 2006 to address these barriers. A total of 200,000 new jobs were generated in 2006 (including 78,195 placed in the youth employment programme) compared with 125,000 in 2005 contributing to a reduction in the level of unemployment

from 11.1% in 2005 to 10% in 2006. This effect is attributed to the implementation of the National Youth Employment Program and improved business environment. It seems that the introduction of the GYEEDA had made it easier for some unemployed youth to find jobs in sectors such as, agriculture (13,069) education, forestry, resource mobilization (26,760) health (auxiliary nursing: 10, 850), waste and sanitation (4,550) and internship (2,800) in 2006. A total of 457,779 youth have been engaged in the GYEEDA (National Youth Employment Programme, 2012). Sustaining the GYEEDA beyond the medium term however is a challenge (Palmer and Robert, 2007).

However, the Ghana Youth Employment and Entrepreneur Development Agency (GYEEDA) seems not to be the panacea of the youth unemployment as had been perceived. It is grappling with its own bottlenecks from the national level to the local level. At the national level, the programme appears to be highly politicized with only the government in power seeing its relevance in addressing youth unemployment challenges. This is seen as an evaluation report compiled by Palmer and Robert (2007), “The GYEEDA appears to be a highly politicized programme. Not only was it initiated on a Presidential directive, but the District Chief Executives have been made directly responsible for the successful implementation of the GYEEDA.” Thus massaging the programme in favour of its boot lickers popularly termed ‘jobs for the boys’. Also, there seems to be some funding gaps for the payment of allowances of the beneficiaries as they are not being paid by the Controller and Accountant General Department charged with the responsibility to pay all government employees in the country. These result in a lackadaisical attitude of the beneficiaries towards work defeating the whole concept of the programme as a provider of a temporal stipend or relief for the unemployed youth. These challenges do not remain strictly to the national but extend to both the regional and district levels.

At the Regional and District levels, there are problems with regard to the adequacy and skilled manpower coupled with logistical constraints. These slow down the initiation of pragmatic and innovative policies and modules to improve upon the programme. Furthermore the logistical constraints in terms of office equipment and vehicles to facilitate timely monitoring and reporting tend to impede the smooth running of the programme.

The situation at the local levels is even more worrisome as the beneficiaries' exit the programme under poor conditions of service; meager allowances, intermittent and delays in the payment of allowances, inadequate startup capital, and limited numbers of beneficiaries are some of the constraints.

Many researchers have researched into the GYEEDA implementation process for instance a five member committee was set up on 12th April, 2013 by the Hon. Minister of youth and sports (MOYS), Mr. Elvis Afriyie – Ankrah. There seems to be an information gap as to whether the living conditions of the beneficiaries have been improved and whether the members have been equipped with necessary employable skills, entrepreneurship and relevant working experience to make them fit into the world of work after exiting. The study tends to investigate the effects of the programme on the beneficiaries in Dormaa East District. This is carried out in relationship to the employable skills, entrepreneurship and relevant working experience acquired through the programme to make them fit into the world of work at the local level.

1.3 Research Questions

The critical question with respect to the Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA) is that what has happened to the beneficiaries after exiting.

Below are some of the specific questions the study is trying to address:

1. Has the GYEEDA programme equipped the participating youth with any specific skill on completion?
2. How has the programme helped create jobs for beneficiaries in the district?
3. Have the living conditions of the beneficiaries improved?
4. What are the prospects and challenges of the programme in the district?
5. What should be done to enhance the development of the programme?

1.4 Research Objectives

In finding answers to the questions raised in the above, the following objectives have been set for the achievement of the task.

- 1) To identify and assess the skills acquired by the beneficiaries of the programme.
- 2) To ascertain how the programme has helped create jobs for beneficiaries.
- 3) To examine the living conditions of the beneficiaries after exiting the programme.
- 4) To examine the prospects and challenges of the programme
- 5) To make recommendations to enhance the development of the programme

1.5 Justification

A study into the unemployment situation in any developed and developing country is very vital for the general growth of the economy and development of such a nation. The Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA) programme since its inception six years ago has enjoyed success but can do with a little reform on some key

aspects of the programme. The rationale behind the establishment of Ghana Youth Employment and Entrepreneurs Development Agency (GYEEDA) programme is to address the country's youth unemployment with the aim of empowering Ghanaian youth so they could add positively to the socio-economic and sustainable development of the nation. However the youth engaged in the programme tend to depend on the programme as a permanent source of employment. This research might help the government make informed decisions about the importance of value chain in the already existing modules which is helping the programme achieve its intended purpose of establishment. The youth who are the focus of the GYEEDA programme can better understand the programme and make informed career decisions after participating in the programme.

1.6 Limitation of the Study

The significance of this research to the government, policy makers and the beneficiaries cannot be overemphasized as justified above. However, the quest to do diligent work should be limited among others by the fact that beneficiaries are scattered all over and tracing all to get adequate information was cumbersome. That notwithstanding, frantic effort was exerted to cover the determined sample size to ensure quality and accuracy of findings.

1.7 Organization of the Report

The study is presented in five chapters. Chapter one presents the youth unemployment situation, challenges and problems, the problem statement, the research questions, objectives, the justification of the study, limitations as well as the organization of the study.

Chapter two presents relevant literature on the concept and theories of youth, work, employment and unemployment, youth employment policies to answer the different

questions posed by the research. It also looks at the youth employment situation in Ghana as well as the Ghana Youth Employment and Entrepreneurial Development Agency as a policy measure to addressing youth employment problems in Ghana and concludes with a conceptual framework of youth unemployment.

Chapter three describes the profile of the study area, the kind of data required, methods of gathering the data and statistical measurements. Chapter four gives detailed analysis, discussions and meaningful presentation of data collected from the field. Chapter five discusses the main findings of the study and offers useful suggestions or recommendations.

1.8 Summary

The worldwide youth unemployment rate has gained much attention in both developed and less developed country like Ghana to fight against extreme poverty, achieving the MDGs and more importantly meeting equity and development goals. It is for this reason that the Government of Ghana initiated the GYEEDA programme in 2006. Nevertheless, the GYEEDA programme seems not to be the panacea of the youth employment as had been perceived. It is grappling with its own bottlenecks from the national to the local level.

There have been considerable researches into the GYEEDA programme implementation process and how value chain has affected the programme. But there seems to be an information gap as to whether the living conditions of the beneficiaries have been improved or not, have the beneficiaries been equipped with necessary employable skills, entrepreneurship and relevant working experience to make them fit into the world of work after exiting. The GYEEDA programme beneficiaries in the communities in the Dormaa East District shall be used as units of observation. The study tends to investigate these issues at the local level. Relevant literatures have been reviewed from secondary sources and primary data

from the field have been analyzed all in bid to bring to light the impact of the GYEEDA Programme in subsequent chapters.

KNUST



CHAPTER TWO

THE CONCEPT OF YOUTH, WORK, EMPLOYMENT AND UNEMPLOYMENT

2.1 Introduction

This chapter covers at the concepts of work, youth, employment and unemployment to understand the relationship between ‘work and employment’, ‘employment and unemployment’, and ‘work and youth’. The development of an individual’s concept of work is a critical personal, social and political issue (Pahl, 1988) and plays an important role in understanding unemployment. Indeed, one may make the case that unemployment is actually defined against institutionalized norms of what kinds of work constitute legitimate employment (Baxandall, 2002).

The aim of this chapter is to give an overview of the changing definitions of work and joblessness in the context of evolving societies by focusing on modern society and particularly the situation of the youth in these periods of transition. The chapter will focus on the most relevant topics under the following sub-headings: the meaning of work in modern society, youth, employment, unemployment, youth employment policies and the Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA) as a policy measure to addressing youth unemployment among others.

2.2 The Meaning of Work in Modern Society

Freud (1962) argued that the two great wellsprings of mental health are love and work. If this is true, the loss of one's work or/and the absence of work must create disruption and pain worthy of our attention and understanding. Studies of attitudes toward employment show that while paid work is seen as crucial in a practical sense because it provides essential income, it

also has psychological benefits in that it provides a recognised role in society and contributes to a sense of personal and social identity (Jahoda, 1979; Hartley, 1992). Access to employment and the wages that accompany it contribute to feelings of self-esteem and a sense of being socially useful. An individual's employment may further be understood simultaneously as the expression and the construction of one's personality.

Work determines not just the rights and duties directly relevant to the work process, but also shapes the patterns of the family, social life, leisure, norms of propriety and daily routine. Work is therefore the main orientation point, in reference to which all other life pursuits are planned and ordered (Bauman, 1998); it is the central process around which society is structured. Work is a socially constructed phenomenon without a fixed or universal meaning across space and time. No unambiguous or objective definition of work is possible (Grint, 1991).

There are two contrasting ideological approaches in thinking about work: the Aristotelian approach which sees work/labour as toil and trouble and the enlightenment approach which connects labour to the possibility of emancipation (GanBmann, 1994).

The historian of work, (Applebaum 1992:1), considered that “work is like the spine which structures the way people live, how they make contact with material and social reality, and how they achieve status and self-esteem. Work is basic to the human condition, to the creation of the human environment, and to the context of human relationships”. Work can be defined as an activity that produces something of value for other people. It may be defined as any activity, or expenditure of energy, that produces services and products of value to other people (Grint, 1991).

If work is simply the way in which a person earns a living, 'work equals employment'. The connection between work and employment is payment. Work is more than employment but less than all forms of social activity; employment is one form of work but not all work is employment. From a broader perspective, a person works in order to maintain or enhance any of his/her statuses that are possessed by virtue of his/her membership in a multiplicity of groups.

KNUST

Work, and the value attributed to it, has changed in the past, it is changing now, and it will continue to change in the future.

In the past, work was a means of identity construction, but now individuals need to consume to construct their identity and to be included in the society. In Sennett's (1998), words new forms of work have destroyed the coherent self-identities and life-narratives which were associated with older forms of work. Therefore, work and its meaning changed radically by shifting from producer to consumer society. As a result, the role allocation between the state, family and market has started to change again, requiring the family and the citizen to take more responsibilities for their well-being. The consequences of changes in work and state ideologies after the 1980s are reflected in the labour market in the following ways: improper jobs, increasing informality, low pay and insecure jobs. Additionally a high unemployment risk is experienced by everybody but mostly by the youth, whether qualified or not. From the foregoing perspectives, work could be seen as any legitimate personal and socially accepted means of livelihood that one engages in or engages the services of others.

2.3 Definition of Terms

2.3.1 Youth

The operational definition of youth varies widely from country to country but the UN defines youth as the age group between 15 and 24 years old (ITC/ILO and ILO, 2011). Youth population therefore refers to the number of people between 15 and 24 years old in a country, region or area (ITC/ILO and ILO, 2011).

2.3.2 Employment

Employed persons, according to the ILO definition, those people who have worked *more* than one hour during a short reference period (generally the previous week or day) (ITC/ILO and ILO, 2011).

Labour force consists of people who are either working or actively looking for work, and therefore does not include the economically inactive (ITC/ILO and ILO, 2011).

Economically inactive

Economically inactive people are not in work and are not looking for work either. They are composed of a variety of groups, including people looking after the family and home, students, and those who have long-term illnesses or are disabled (ITC/ILO and ILO, 2011).

Youth labour force consists of people between 15 and 24 years old who are either working or actively looking for work, excluding youth who are economically inactive (ITC/ILO and ILO, 2011).

Employment rate is the fraction of the labour force that is employed, i.e. the number of employed divided by the total labour force (ITC/ILO and ILO, 2011). Total labour force refers to the total number of people who are willing and ready to work at the existing wages or conditions of work.

Underemployment

Underemployed are persons who, independently of the number of hours already worked during the reference week in all their jobs, express a desire or preference to work more hours (ITC/ILO and ILO, 2011).

2.3.3 Unemployment

Unemployment is defined by the Ghana Statistical Service as 'the proportion of the economically active populations who are not working but are available for work' (Ghana Statistical Service, 2000).

Unemployed persons

According to the ILO definition, those people who have *not* worked more than one hour during a short reference period (generally the previous week or day) but who are available for and actively seeking work (ITC/ILO and ILO, 2011).

Unemployment pool is the group of individuals in transition between jobs.

Unemployment rate is the fraction of the labour force that is unemployed, i.e. the number of unemployed divided by the total labour force (ITC/ILO and ILO, 2011).

Labour market turnover refers to the frequency with which workers change jobs in an economy (ITC/ILO and ILO, 2011).

2.4 Types of Unemployment

There are three major kinds of unemployment: cyclical, structural, and frictional. Each type of unemployment has different causes and consequences, and so public policies designed to reduce each type of unemployment must be different, too.

Cyclical unemployment refers to the recurrent unemployment occurring at particular phases of the business cycle, starting with the downturn from a boom. This unemployment is caused by a deficiency of aggregate demand and is associated with a fall in the number of job vacancies (ITC/ILO and ILO, 2011). Sometimes the government can use monetary or fiscal policies to increase spending by businesses and households, for instance by cutting taxes. Or the government can increase its own spending to fight this kind of unemployment.

Structural unemployment

This is unemployment caused by a difference between the structure of employment vacancies and the structure of unemployment, usually brought about by technological change. Unemployed persons have different skills from those being demanded by employers or are located in a different place from a potential employer (ITC/ILO and ILO, 2011). Most policies designed to reduce structural unemployment provide training programs for these workers, or subsidize education and training programmes available from colleges and universities, technical schools, or businesses. In some cases, the government provides support for retraining when increased competition from imported goods and services puts workers out of work (Microsoft ® Encarta ® 2009).

Frictional unemployment

Short-period of unemployment brought about by workers changing jobs. This minimum level of unemployment, which coexists with job vacancies, occurs even when an economy is at full employment and is a feature of all types of national economy. Labour market policies can reduce this type of unemployment by making job information more available and accurate and by subsidizing search costs, (ITC/ILO and ILO, 2011). Labor mobility is, in general, a good thing for workers and the economy overall. It allows workers to look for the best available job for which they are qualified and lets employers find the best-qualified people for their job openings. Because this searching and matching by employees and employers takes time, on any given day in a market economy there will be some workers who are looking for a new job, or waiting to begin a job. Even when economists describe the economy as being at full employment there will be some frictional unemployment (as much as 5 to 6 percent of the labor force in some years). This kind of unemployment is generally not a major economic problem (Microsoft ® Encarta ® 2009).

Full employment

Full employment occurs when unemployment has fallen to an irreducible minimum, approximately the level of frictional unemployment (ITC/ILO and ILO, 2011).

2.5 The Emergence of Unemployment

While the history of work and its insights is long and complex, the realities and hardships of unemployment have only captured the attention of economists and social scientists relatively recently. The explanation for the subsequent “appearance” of unemployment, the causes and effects of unemployment and youth employment policies has been examined in the sections that follow.

2.5.1 Unemployment in History

Since the agricultural mode of production did not lend itself to unemployment, joblessness is a fairly new phenomenon. The population was not divided according to their employment status; neither was the labour market divided into the categories like 'inactive', 'employed' and 'unemployed'.

There was inactive population of course, but these populations were defined as the poor. Unemployment was not invented; it existed, whether society or the individual was conscious of it or not (Perry, 2000), however it did not emerge as a category until the transition from pre-industrial to industrial society took place. Pahl (1988) characterizes this transition as the emergence of the male chief earner supporting 'his' dependent family, the socialization of workers, and the breaking down of pre-industrial customary forms of behaviour into the time disciplines of industrial capitalism. In the midst of these changes, a new social category -the unemployed- surfaces (Pahl, 1988). Dependence on wage work as opposed to agricultural labour made unemployment to surface, creating the sense of frustration and exclusion that cause unemployed people to describe their situation as a 'nightmare'. Therefore unemployment can be seen as the child of industrial capitalism. Even though wage-labour had existed from ancient times, it acquired an increasingly important role in Western Europe starting in the 17th century (Perry, 2000).

The history of unemployment makes it clear that 'unemployment' is not a timeless category with universal characteristics. Unemployment is a social invention that has been continually revised. Numerous historical studies recount how unemployment as a distinct and important social problem emerged alongside industrialisation. Unemployment was only created as a

conceptual and linguistic category with the emergence of certain kinds of industrial employment, and only when the State began to regard it as a social rather than purely individual problem.

Studies such as unemployment indicate that unemployment has economic, social, political and psychological costs. Its economic costs include:

- the reduction of economic well-being,
- the decline in output, and
- the erosion of human capital.

In terms of social costs, unemployment leads to

- social exclusion,
- the deterioration of family life, and
- an increase in grievances and cynicism, which may be responsible for the supposed link between unemployment and crime.

The hardships of unemployment are not limited to income loss, but also include the far-reaching negative effects it may have on self-confidence, work motivation, basic competence, social integration, racial harmony, gender justice, and the application and use of individual freedom and responsibility (Sen, 1997). In addition to economic and social challenges, unemployment also invites psychological trials as it has been confirmed that employment is very important for identity construction. Since employment is an important source of identity and also the source of a crucial organizational frame for daily life, unemployed individuals suffer psychological distress along with the more obvious interruption of income and loss of status (Freud, 1962; Jahoda, 1979). Freud argued that employment is virtually equated with one's identity and social place, “no other technique for the conduct of life attaches the

individual so firmly to reality as laying emphasis on work; for this work at least gives him a secure place in a portion of reality, in the human community”.

The influential unemployment studies of the 1930s documented the psychological effects of unemployment on the individual and upon communities and their findings that people go through a predictable series of responses, ranging from initial shock, energetic attempts to find alternative employment, pessimism engendered by repeated failure and ultimately, fatalism and resignation, were taken as axiomatic until recently. Bakke (1933) in his book, *The Unemployed Man: A Social Study*, said that “with a job, there is a future; without a job, there is slow death of all that makes a man ambitious, industrious, and glad to be alive”.

Another classical study (Jahoda, 1979) says that the work environment provides not only opportunities but also functions as a crucial source of structure, social contact, identity, purpose and security. According to Jahoda, employment:

- Imposes time structure on the day,
- Permits regularly shared experiences and contacts with others,
- Links an individual to goals and purposes that transcend his/her own,
- Defines aspects of personal status and identity,
- Enforces activities, and
- Provides security.

Furthermore, there is a persistent belief that paid employment is a socially acceptable means of earning a living although there is a wide range of activities outside paid work that may be equally rewarding.

2.5.2 Effects of Unemployment

Just as employment functions in many positive ways to maintain economic, social, and psychological well-being, unemployment detracts from overall health in all of these categories. Indeed all types of unemployment have negative consequences and it affects not only the individuals, but also the society at large. The followings can be listed as the main consequences of unemployment (Sen, 1997):

A loss of current output and a fiscal burden: Unemployment involves wasting productive power since a part of the potential national output is not realised because of unemployment. Unemployment hits the incomes of others in two distinct and mutually reinforcing ways: it cuts down the national output and increases the share of the output that has to be devoted to income transfers.

Loss of freedom and social exclusion: Taking a broader view of poverty, the nature of the deprivation of the unemployed includes loss of freedom that goes well beyond the decline in income. Unemployment can be a major causal factor predisposing people to social exclusion. The exclusion applies not only to economic opportunities, such as job related insurance, and to pension and medical entitlement, but also to social activities, such as participation in the life of the community, which may be quite problematic for jobless people.

Skill loss and long-run damage: Just as people learn by doing they also unlearn by not doing. Unemployment may generate a loss of cognitive abilities as a result of unemployed person's loss of confidence and sense of control.

Psychological harm: Unemployment can play havoc with the lives of the jobless, and cause intense suffering and mental agony.

Ill health and mortality: This can, to some extent, be the result of loss of income and material means, but the connection also works through dejection, a lack of self-respect and a collapse of motivation generated by persistent unemployment.

Motivational loss and future work: The discouragement that is induced by unemployment can lead to a weakening of motivation and make the long-term unemployed more resigned and passive. The motivational loss resulting from high levels of unemployment can be very detrimental to the search for future employment.

Loss of human relations and family life: Unemployment can be very disruptive of social relations. It may also weaken the harmony and coherence within the family. To some extent these consequences relate to the decline of self-confidence, but the loss of an organized working life can itself be a serious deprivation.

Racial and gender inequality: When jobs are scarce, the groups most affected are often the minorities, especially immigrant communities. Unemployment feeds the politics of intolerance and racism. Gender divisions too are hardened by extensive unemployment, especially because the entry of women into the labour force is often particularly hindered in times of general unemployment.

Loss of social values and responsibility: People in continued unemployment can develop cynicism about the fairness of social arrangements, and also a perception of dependence on others.

Organisational inflexibility and technical conservatism: In a situation of widespread unemployment, when displacement from one's present job can lead to a long period of joblessness, the resistance to any economic reorganisation involving job loss can be particularly strong.

It is clear that the case of unemployment will affect different people in different ways. Unemployment is really not a problem of statistics or economics; it is a problem about people. Unemployment is very important for everyone but it is especially important for young people. Since young people lack work experience, seniority, a lobby, and networks, they have experienced higher rates of unemployment than have other age groups. Thus, in almost all countries, youth unemployment is recognised as a serious societal problem.

Over the last 30 years unemployment in general and youth unemployment in particular has been a major problem in many countries. Increasing unemployment is connected with negative impacts on the unemployed person's perspectives of life, political opposition and integration problems, but also with increasing readiness to resort to violence and delinquency (DIW Berlin, 2002). Hence all types of unemployment have negative consequences and it affects not only individuals, but also society at large. In almost all countries, young people have experienced higher rates of unemployment than other age groups. For young people, unemployment particularly means failure to obtain independence and selfhood, failure to experience one's value and social competence, difficulties in establishing the structure of daily time, restrictions in social interaction, and difficulties in forming plans for the future, frustration, direct and covert aggression, and deviant behaviour. Additionally youth unemployment leads not only to social problems on the personal level, but also to wider societal issues such as a lack of orientation, hostility towards foreigners and the State, drug

abuse, homelessness and crime. Finally, unemployment surfaces in the arena of politics as well, resulting in a decrease of political interest, blaming of the respective government, intensified identification with clientele ties, or a turn towards extreme parties or movements.

2.5.3 The Causes of High Youth Unemployment

A necessary premise: the lump-of-labour fallacy

According to the International Training Centre of the International Labour Organization and International Labour Organization (2011), a decisive economic misunderstanding that often motivates labour market policies is the lump-of-labour fallacy. Whenever unemployment is high, people often think that the solution lies in spreading existing work more evenly among the labour force. For example, Europe in the 1990s suffered extremely high unemployment, and many labour leaders and politicians suggested that the solution was to reduce the working week so that the same number of hours would be worked by all workers. This view, which considers that the amount of work to be done is fixed, is called the lump-of-labour fallacy.

Work is not a lump that must be shared among the potential workers. Labour market adjustments can adapt to shifts in the supply and demand for labour through changes in the real wage and through migrations of labour and capital. Obviously, in the short run, when wages and prices are sticky, the adjustment process can be lubricated by appropriate macroeconomic policies.

Low school-leaving age

The school-leaving age is the minimum age at which a person is legally allowed to leave compulsory education. In some countries, there is a difference of several years between the school-leaving age and the legal minimum employment age, thus preventing any transition

from education into employment. On the one hand, countries which have their employment age set below the school-leaving age (mostly developing countries) risk giving children the opportunity to leave their education early to earn money for their families. On the other hand, a low school-leaving age can increase the number of young people looking for jobs (an increase in the supply).

We assume that a longer-educated population is more skilled: in general more-educated young people should be able to find a first job faster, (ITC/ILO and ILO, 2011).

Macroeconomic and business environment

The macroeconomic environment refers to how the economy of a country is faring as whole. In a nutshell low economic growth, which is manifested in low economic activity and low investment entail low overall job creation both for young people and for adults. On the contrary, when countries' economies perform better, unemployment levels tend to be low because output is high and employers need more workers to keep up increased production. Therefore, employment growth for all age groups is a result of socio-economic development and is only possible in the right macro-economic conditions. A fertile macro-economic environment leads to economic growth, which refers to an increase in the production of goods and services, and therefore an expansion of national income, (ITC/ILO and ILO, 2011).

A business environment where entrepreneurs can easily start-up their business can make a substantial contribution to employment creation. Self-employment creates jobs directly, but successful businesses, if they are able to expand, also create jobs for others as the demand for labour increases.

In many ways entrepreneurship drives economic development. It breeds competitiveness and innovation. Innovation, through the use of new technologies, increases productivity and further expands existing market opportunities, which in turn strengthens incentives to innovate. Small businesses therefore contribute to one of the key pillars of sustained economic growth: technological progress. In fact, the strength of the small business sector is often a decisive factor in determining an economy's ability to achieve GDP growth and a fair distribution of wealth. This holds true in many regions but, it is not always the case; educated unemployed is rather acute in a good number of countries - e.g. North Africa Countries (Egypt, Libya, Tunisia, Algeria, and Morocco). Nonetheless there exist a range of key constraints and barriers to entrepreneurship in general and to enterprise start-ups by young people in particular. The most prominent (at least most talked about) impediment to young people seeking to create their own business is the lack of adequate start-up finance. Young people are often seen as particularly risky investments because of the absence of a substantive credit history, sufficient collateral or guarantees to secure loans or lines of credit. Another key concern when lending money to young entrepreneurs is the lack of experience and business skills. Because of their age, young people are unlikely to have the type of business experience, track record or business skills that banks or other financial institutions would look for in assessing creditworthiness (ITC/ILO and ILO, 2011).

High wage level for inexperienced workers

High wages can contribute to unemployment. This is even truer in case of youth labour market. In manual occupations, workers with fully qualifying work experience often receive entry wages not significantly different from entry wages received by workers with no previous work experience (and performing different tasks). This place the inexperienced, less

productive workers at a disadvantage: the employer will normally prefer to hire experienced workers than hire young workers without experience.

In clerical occupations, where there is more wage differentiation on the grounds of previous experience, there is no systematic relationship between the proportion of workers at various skill levels and the number of new hirings or the supply of experienced workers. Wage differentiation (lower wages for new entrants to the labour market) can be an effective way to tackle youth unemployment and reduce the disadvantage of less experienced workers. Wages should be based on the value of the work performed, irrespective of the worker's age, but wage differentiation can be justified for people performing different jobs or work of different value inside a company (normally experienced people have different tasks (ITC/ILO and ILO, 2011).

Excessive labour market regulation and ineffective social security systems

The efficiency and flexibility of the labour market are critical for ensuring that workers are allocated to their most efficient use in the economy and provided with incentives to give their best effort in their jobs. Excessive labour market regulations and hyper protective employment legislation can contribute to high youth unemployment level.

Opponents of labour market flexibility claim that it puts all the power in the camp of the employer, allowing firms to hire and fire at will and leaving workers unprotected. Another argument in favour of more labour laws and regulation is that these make workers feel more secure and therefore encourage them to invest in acquiring job -and Company- specific skills that enable them to do their current job better but that would not be useful in a job in another company.

In countries with a social welfare system, the unemployed are financially supported by the state (with workers and employers usually contributing a percentage of wages and the wage bill, respectively) through unemployment benefits, also called unemployment insurance (ITC/ILO and ILO, 2011). Unemployment benefits can increase unemployment in three ways:

1. Unemployment benefits allow for longer job searches
2. Employment stability
3. Measured employment

Education, skills levels and labour market demands

Human capital is a key determinant of economic growth. It affects the income of the economy as a whole, and of the individual. Continued economic growth is not possible without human capital. Businesses need skilled and educated workers: they are the key factor to make profit and expand. Low educational attainment has been linked to higher unemployment rates. In addition, education appears to pay off. Higher education levels lead to higher wages, which in turn lead to increased spending and saving, leading to growth.

Most education systems still teach only traditional values rather than independent thinking and acting, risk-taking and self-reliance. Moreover, an academic approach to education nurtures skills that are appropriate to working in the public sector or large organizations and companies, are not the key skills needed to start an entrepreneurial career. Low education and skills levels will lead to a skills mismatch, rendering school-to-work transitions for young people more difficult (ITC/ILO and ILO, 2011).

Mismatch between skills sets and labour market demands

A mismatch between the skill sets of the unemployed (labour supply) and the needs of employers (labour market demand) is the key reason behind structural unemployment. The mismatch comes about because the unemployed are unwilling or unable to change skills or to move to a location where their skills are in demand. As a result, it becomes very costly to match workers with jobs and unemployment is often prolonged.

For example, businesses in a certain area may require young people with advanced ICT skills. A young person living in this area but without these skills will have difficulty finding a job – his/her skills are not matched to the demand. Down a similar line of reasoning, a young person with the required skills set but living in an area where these are not in demand because employers are looking for agricultural workers, will have an equally difficult time finding work or may become underemployed. An important trend in labour markets in more developed economies, influenced to a large extent by globalization, has been a steady shift in demand away from the less skilled toward the more skilled. This is the case however skills are defined, whether in terms of education, experience, or job classification. The result of the changing composition of labour demand has led, and is leading, to a reduction in the number of entry-level, unskilled jobs, resulting in a mismatch for young people with low education and skills levels. Cyclical unemployment can also influence skills mismatches. If workers are unemployed for a long time, their skills may become ‘rusty’ and even obsolete in a rapidly changing labour market.

School-work transitions

It can be difficult for young people to make the transition between work and school, leading to increased unemployment among new entrants to the labour market but not necessarily because there are no jobs available. In many countries lack of business and education

linkages, relationships between educational institutions and the business community (school-industry partnerships, combination of classroom learning and structured on-the-job experience) do not exist or are poorly developed.

2.6 Youth Employment Policies

As youth unemployment rates are projected by the ILO to remain essentially unchanged in 2012, and most regions face major youth employment challenges, youth employment policies warrant the highest priority. To address these challenges, countries have already enacted a wide range of policies targeted specifically at young, first-time jobseekers to tackle the youth unemployment crisis successfully. These measures need to be stepped up and extended also to those countries that have not yet enacted policies in this respect (ILO, 2012). Important areas for interventions include:

Macroeconomic and growth policies: ultimately, job growth will not come from labour market interventions alone. Macroeconomic and fiscal policies should include or enhance measures that support employment generation, bring about a sustained job recovery and finance the necessary investments in youth employment promotion.

Youth employment is a rising priority in national policy agendas but often it is insufficiently translated into action, and funding is often limited and resources underestimated. Globally, progress in rebalancing world demand based on effective measures by the G20, and stability in the euro area are essential for paving the way to stronger output and employment growth. In this respect, austerity measures currently implemented in a wide range of developed economies augur well for a quick recovery of youth labour markets (ILO, 2012a). Growth policies can also influence youth employment by encouraging economic diversification and

productive transformation through sectoral strategies, removing constraints on private sector investment and growth, in particular for small enterprises.

Active labour market policies and programmes: a series of different active labour market programmes and policies can be tailored for specific needs of the youth. These include: (1) direct employment generation (promoting small enterprise development, cooperatives, wage subsidies, public works, guaranteed job schemes, etc.); (ii) labour exchanges or employment services facilitating young people's transition into the labour market (e.g. job brokerage and counseling offices, linking employers with educational institutions); and (iii) skills development programmes.

Labour standards and social protection for young people: decent employment is not only about generating any jobs, but also about improving the quality of jobs. Poor young workers work long hours, often in unsafe conditions and still are unable to move their families out of poverty. Hence employment policies must not merely focus on creating jobs but also on ensuring adequate wages and working conditions. Wage policies, for instance, are important from both an economic and a human rights perspective. A decent remuneration can enable workers to provide for themselves (and their families) and help fulfill the basic human right to a decent standard of living which includes food, clothing, housing and medical care. Raising the incomes of workers – including young workers – also increases domestic demand which, in turn, encourages economic growth and recovery. A particular concern in this respect is the inadequate social protection for young people, in part because they are engaged in non-standard forms of employment. As a result, better strategies are needed to improve and expand social protection programmes for young people, and tailor labour market reforms for their specific needs. It is also important that such social protection measures are not viewed

as a cost to society but rather as an investment (Cichonet al., 2006). Investing in young persons' has significant positive impacts on human development and productivity.

Social dialogue and partnerships for youth employment: equally important is the establishment of broad-based partnerships to turn commitment to youth employment into reality. Partnerships among governments, employers' organizations, trade unions and other organizations can be instrumental in determining the most appropriate action to be taken at national and local levels for the promotion of decent work for young people. To bring high youth unemployment rates down, it is essential that employers, unions and governments not only dialogue together about how to achieve a socio-economic recovery, but mobilize to develop specific projects and interventions, including in partnership with young people. Social pacts can be an effective strategy to articulate labour market policies that can create positive synergies between economic and social development. They are especially well suited to arrive at optimal solutions in macroeconomic policy, in strengthening productivity, job and income security, and in supporting employment-generating enterprises. Social dialogue can be fostered further when governments strive also to repair and regulate their financial systems. To this end, it is critical that policymakers reduce the fear and uncertainty that is hindering private investments so that the private sector can re-start to be the main engine of global job creation, including for youth (ILO, 2012a).

Supporting strong labour market information and analysis systems: support in the areas of data collection, tabulation, analysis and dissemination of labour market information, and strengthening institutional relationships between producers and users of information and analysis provides a solid basis to monitor labour markets, and design and implement effective policies. More information is needed particularly on the pathways of youth to decent work.

In sum, to prevent the emergence of a “lost generation”, it is important that youth employment is prioritized on national policy agendas, and countries establish or develop integrated strategies aimed to ensure long-term, sustained and concerted action for the promotion of decent work for young people. Assigning priority to youth employment requires a coherent policy framework, with measurable targets and achievable outcomes that addresses youth employment in national development strategies and employment policies, ILO, (2012).

KNUST

2.7 The Situation of Youth Unemployment in Ghana

As indicated in chapter one, Ghana’s population has a youthful structure with the youth constituting about one out of every four of the population, (see Table 2.1). Over the past forty years, the number of the youth in the total population of Ghana has increased from 1.1 million in 1960 to 2.3 million in 1984, and to 3.5 million in 2000. The latter constitutes about 22.6 percent of the economically active population (Ghana Statistical Service, 2000).

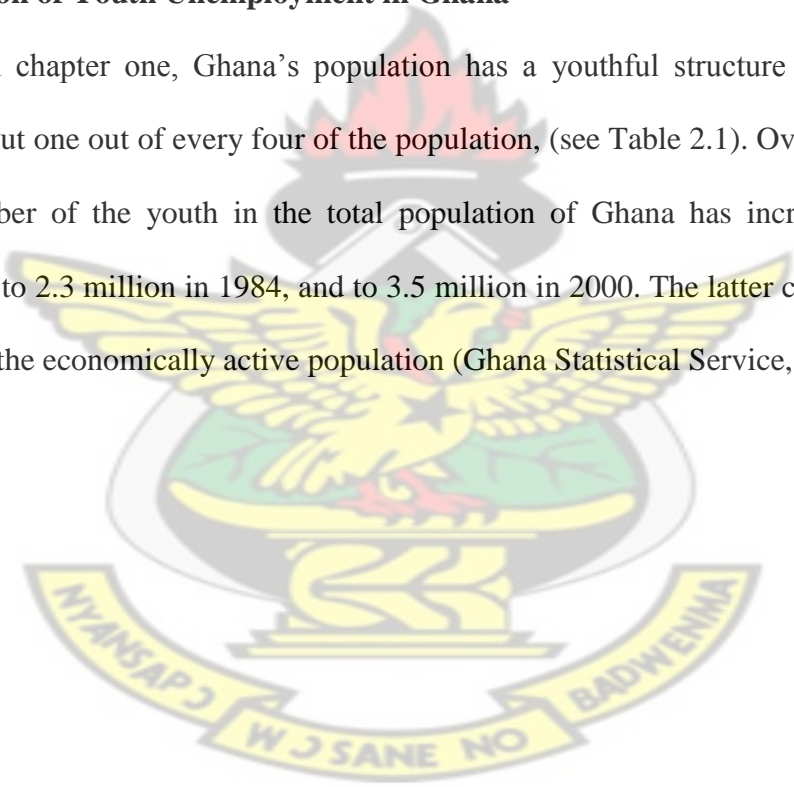


Table 2.1: Share of the Youth in the Economically Active Population of Ghana

Age Group (years)	1960 %	1970 %	1984 %	2000 %	2010 %
Both Sexes					
15-19	11.4	9.5	10.7	9.1	19.1
20-24	15.2	14.5	16.0	13.5	
Total	26.6	24.0	26.7	22.6	19.1
Male					
15-19	10.0	9.1	10.0	9.2	
20-24	14.5	13.6	14.8	12.7	18.7
Total	24.5	22.7	24.8	21.9	18.7
Females					
15-19	13.5	10.1	11.3	9.0	
20-24	16.2	15.7	17.1	14.3	19.4
Total	29.7	25.8	28.4	23.3	19.4

Source: Computed from the 1960-2010 Censuses of Ghana.

The share of the youth in the population is also reflected in a corresponding share of the youth in unemployment. Generally, the proportion unemployed decreased with increasing age. In 2010, 45.6 percent of the unemployed population was aged 15-24 years, 42.0 percent aged 25-44 years, 9.0 percent aged 45-64 years and 3.4 percent aged 65 years and older. In all the four censal years examined, the proportion of unemployed persons was highest among those aged 15-24 years except for 2000. In 1984, these proportions were nearly three-quarters, and with the same levels for both males and females, (see Table 2.2). These results

are expected as the 15-24 year-olds are those who have completed one level of education or the other and are entering the job market for the first time (Ghana Statistical Service, 2010).

KNUST



Table 2.2: Percentage Distribution of Unemployed Population by Age and Sex in Ghana

Age Group	Sex	1960	1970	1984	2000	2010
Total N	Both Sexes	163,643	198,571	157,646	863,740	632,994
	Male	109,093	141,467	87,452	421,722	283,346
	Female	54,550	57,107	70,194	442,018	349,648
15 – 24 (%)	Both Sexes	63.8	71.7	74.5	36.1	45.6
	Male	59.9	67.5	70.5	35.8	45.5
	Female	71.7	82.0	79.5	36.5	36.9
25 – 44 (%)	Both Sexes	28.2	24.6	21.8	38.4	42.0
	Male	32.5	28.2	25.9	37.0	41.8
	Female	19.5	15.6	16.7	39.7	42.2
45 – 64 (%)	Both Sexes	6.4	3.2	2.6	15.6	9.0
	Male	6.3	3.8	2.8	16.0	9.5
	Female	6.6	1.8	2.4	15.3	8.6
65+ (%)	Both Sexes	1.6	0.6	1.1	9.8	3.4
	Male	1.4	0.5	0.8	11.2	3.2
	Female	2.2	0.6	1.3	8.6	3.6

Sources: Ghana Statistical Service, 1984, 2000 and 2010 Population Censuses

The data further show that the proportion of the unemployed among the youth is higher for females than for males over the past forty years. In addition, data from both the Fourth Round of the Ghana Living Standards Survey (GLSS-4) and the 2000 Ghana Population and Housing Census show that the youth unemployment is largely concentrated in the urban areas, (see Table 2.3). The data show that the youth unemployment rate was as high as 30.8

percent in Accra, compared to 11.5 percent in the rural areas and 23.5 percent in other urban areas.

Table 2.3: Youth Unemployment Rates by Sex, Locality of the Population

Sex	Urban			Rural	Ghana
	Accra	Other	All		
Males					
15-24	29.4	23.6	25.3	8.1	12.7
Females					
15-24	31.7	23.3	25.9	14.8	18.7
Both sexes					
15-24	30.8	23.5	25.6	11.5	15.9

Source: Ghana Statistical Service, GLSS-4 1998/99

2.7.1 Educational level of unemployed persons

Table 2.4 shows that unemployment rates were highest among persons with secondary school education in both 2000 and 2010 at 9.6 percent and 19.7 percent respectively. The next group which recorded relatively high unemployment rates was persons with tertiary education: 2.7 percent in 2000 and 9.1 percent in 2010. Generally, female unemployment rates were higher than male unemployment rates at every level of education. Unemployment rates were lowest among those with no formal education (17.0% in 2010) with similar pattern for males and females. Given the unemployment rates by age and education, one can infer that unemployment is associated with the transition period for young people from the world of education to that of work (Ghana Statistical Service, 2000 and 2010).

Table 2.4: Unemployment rates of persons aged 15 years and above by educational level and sex, 2000 and 200

Level of Education	2000			2010		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
None	44.7	39.2	49.9	17.0	12.7	20.4
Pre and primary school	5.9	5.4	6.4	13.9	12.2	15.3
Middle /JSS /JHS	29.5	31.6	27.4	35.4	34.2	36.4
Secondary/SSS/SHS	9.6	11.8	7.6	19.7	22.9	17.2
Vocational/Technical/Commercial	4.8	5.6	4.0	3.7	3.9	3.5
Post Middle/Secondary	2.8	3.1	2.5	1.2	1.3	1.1
Tertiary	2.7	3.2	2.1	9.1	12.9	6.1
N	863,740	421,722	442,018	575,807	254,955	320,852

Sources: Ghana Statistical Service, 2000 and 2010 Population and Housing Censuses

2.7.2 Previous Occupation of Unemployed persons

Among the unemployed persons were those who had ever worked, of that proportion, 32.4 percent were previously employed in service and sales work, 16.7 percent were in craft and related trades workers while 9.9 percent were engaged in elementary occupations. The nature of unemployed varied by rural-urban location and by sex. For the unemployed males who ever worked, the highest proportion was 19.7 percent for those who were in craft and related

trades followed by those in services and sales. Among females, half of the total unemployed persons were in service and sales, with the proportions being 48.9 percent in urban areas and 31.7 percent in rural areas, (see Table 2.5). The lowest unemployment rates were among those in skilled agriculture, forestry and related occupations. These are areas where people were more likely to be self-employed (Ghana Statistical Service, 2000 and 2010).

KNUST



Table 2.5: Percentage distribution of unemployed persons, previous employed aged 15 years and older by occupation, sex and locality of residence, 2010

Both sexes				Male			Female		
Occupation	All localities	Urban	Rural	All localities	Urban	Rural	All localities	Urban	Rural
Managers	5.5	6.0	4.2	5.7	6.4	3.7	5.4	5.7	4.6
Professionals	5.4	6.0	3.9	7.7	8.4	5.8	3.9	4.4	2.7
Technicians and associate professionals	2.5	3.0	1.1	4.3	5.2	1.8	1.2	1.5	0.7
Clerical support workers	2.8	3.5	0.9	2.7	3.4	1.1	2.8	3.5	0.7
Service and sales workers	32.4	36.1	22.7	14.9	17.1	9.1	44.1	48.9	31.7
Skilled agricultural forestry and fishery workers	18.3	10.1	39.8	22.1	13.2	45.9	15.8	8.0	35.9
Craft and related trades workers	16.7	17.3	15.2	19.7	21.4	15.2	14.7	14.5	15.1
Plant and	6.4	6.7	5.6	14.9	15.9	12.5	0.7	0.6	1.0

machine operators									
Elementary occupations	9.9	11.3	6.5	7.7	8.8	4.9	11.4	12.9	7.5
Other occupation	0.1	0.1	0.0	0.2	0.3	0.1	0.0	0.0	0.0
All occupation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
N	236,009	170,534	65,475	94,639	68,624	26,015	141,370	101,910	39,460

Source: Ghana Statistical Service, 2010 Population and Housing Census

2.7.3 Causes of the Youth Unemployment in Ghana

A number of factors account for the growing youth unemployment in Ghana. Historical evidence indicates that youth unemployment in Ghana is due to, on the one hand, a more than a threefold increase in the youthful population over the last forty years, and on the other hand, failure of the economy to generate sufficient employment outlets. The Ministry of Manpower, Youth and Employment has identified a number of factors contributing to this phenomenon.

According to the Ministry of Manpower, Youth and Employment (2006) the causes of youth unemployment in Ghana include the following:

- the introduction of the Junior Secondary School and Senior Secondary School system without adequate planning for integration into the trades/vocations and job placement;

- education and training have no link to the needs of the important sectors of the economy;
- the near collapse of Ghana's industrial base due to ineffective management of the divestiture process which resulted in the closure of many factories without a structural transformation of the economy to generate alternative jobs for people;
- the shrinking of public sector employment opportunities coupled with a relatively slow growth of the private sector; and
- the lack of a coherent national employment policy and comprehensive strategy to deal with the employment problem

2.7.4 Profile of the Unemployed Youth

In order to help address the issue of youth unemployment, the need for comprehensive data on the characteristics of the youth population and its unemployed component became paramount.

This was resolved by the requirement for the registration of unemployed and underemployed youth in the country in 2001 (Nsowaah-Nuamah and Amankrah, 20003). Data available from the registration exercise show that there are about 230,000 new entrants into the Ghanaian labour market every year. The profile of the youth unemployed is presented in Table 2.6; while Table 2.7 and Box 2 provide additional information on their hopes and aspirations.

Table 2.6: The Profile of Unemployed Youth in Ghana, 2001

Profiles	Male	Female	Total
Proportion of young persons who could be described as illiterate due to early drop out of school or not having been to school at all	20.8	23.2	21.6
Proportion of young persons who have acquired some skills from the technical and vocational institutions including apprenticeship training but need retraining to make them succeed in Ghana's changing labour market	6.6	3.5	4.7
Proportion of young persons who have completed various stages of formal education at the non-tertiary level, majority of whom are Junior Secondary School products	65.3	66.3	65.8
Proportion of young persons who have completed Senior Secondary School but are unable to continue their education or get formal employment because they are deficient in three critical subjects, namely English, mathematics and science.	2.3	5.2	4.7
Proportion of young persons who have graduated from the Universities and Polytechnics majority of whom are first time job seekers without the right work experience and are not therefore able to get work after completing their national service.	1.6	0.6	1.2
Proportion of young persons who live, sleep and work on the streets and others.	2.8	2.2	2.5
Total	100.0	100.0	100.0

Source: Adapted from Nsowah-Nuamah, and Amankrah (2003).

Table 2.7: Hopes and aspirations of the unemployed youth in Ghana, 2001

Options	Male	Female	Total
Proportion of unemployed youth desiring to work but unable to get work because they do not have the right work experience but at the same time not getting the opportunities to improve their chances of gainful employment	41.7	22.5	33.7
Proportion of unemployed youth desiring to set up their own enterprises but unable to do so because they lack capital, space, and also due to competition of indigenous value added products from imports	30.5	50.3	38.5
Proportion of unemployed youth desiring to better their grades to continue their education and to seek for formal sector jobs	9.9	6.2	8.3
Proportion of unemployed youth desiring skills training and retraining, apprenticeship, or job attachment programmes to enhance chances of getting paid or self-employment	16.3	19.1	17.4
Proportion of unemployed youth desiring to travel overseas to seek employment	0.7	0.4	0.7
Proportion of unemployed youth desiring reintegration into family or married life to get settled	0.4	1.2	0.9
Proportion of unemployed youth with other hopes and aspirations	0.5	0.3	0.4
Total	100.0	100.0	100.0

Source: Adapted from Nsowah-Nuamah & Amankrah (2003)

According to Nsowah-Nuamah & Amankrah (2003), Available data from the registration exercise further showed that gender had a strong influence on the hopes and aspirations in the changing labour market. More males (41.7 percent) than females (22.7 percent) desired to work but unable to get work because they don't have the right work experience but at the same time not getting the opportunities to improve their chances of gainful employment. On the other hand, one out of every two females desired to set up their own enterprises but are unable to do so because they lacked capital, space, and also due to competition of indigenous value added products with imports. Again, while more females desired to marry or prefer family re-integration, the males desired to travel overseas.

2.7.5 Recent Initiatives in Addressing Youth Unemployment

Cognizant of the youth unemployment phenomena as a developmental challenge in Ghana, a number of measures have been introduced to enhance the employability of the youth. First, in order to send the message with respect to the crucial role of employment generation in the nations human resource development agenda, the Ministry of Employment and Social Welfare was restructured and renamed as Ministry of Manpower Development and Employment in 2001 and later modified as Ministry of Manpower, Youth and Employment. The restructuring aimed at refocusing policies and programmes to support youth employment.

Second, a labour market policy was put in place with the introduction of the Skills Training and Employment Placement (STEP) Programme, as a response to the results of the registration exercise of 2001. The programme, which was fully funded by government, trained a total of 27,500 people at a cost of ₵26.4 billion (US\$3 million) during the two phases of the programme implementation from 2003 to 2005. The second phase of the

programme implementation had a micro finance component of ₵11.5 billion (US\$1.31 million) to support enterprise development for the graduates of the training programme, see (Table 2.8).

Table 2.8: Skills Training and Employment Placement (STEP) Programme 2003 - 2005

Implementation Phase	Number of People Trained	Budget Training Micro Finance
Phase 1(Pilot) February – August 2003	3,500	₵9.15 billion - (US\$1.04 m)
Phase 2 November 2003 – March 2005	24,000	₵17.25 billion ₵11.5 billion (US\$1.96 m) (US\$1.31m)
Total	27,500	₵26.40 billion ₵11.5 billion

Source: Ministry of Manpower Development and Employment, 2006

Third, a revision of the education sector reform programme was undertaken with the objective to increase access and participation in education by the youth. In addition, other initiatives were undertaken, including the introduction of the National Youth Volunteer Programme by the Ghana National Service Scheme; the establishment of the Youth Venture Capital Fund; the enactment of a new Labour Law (Act 561) to ensure a more flexible labour market environment; the enactment of the Disability Bill to address the employment needs of young persons with disability and the enactment of a demand-driven law for technical and vocational education. Furthermore, it was expected that general policy initiatives such as the Growth and Poverty Reduction Strategy Programmes (GPRSP II) which provide a blue-print for the nations' development agenda, the pro-poor decentralization and good governance

reforms, the Rural Enterprise Project, Alternative Livelihood Programme, the Village Infrastructure Project (VIP) and projects implemented by the Social Investment Fund (SIF) would help support the process.

Notwithstanding these efforts, youth unemployment continues to be a concern because of the increasing gap between labour supply and the opportunities for wage employment at the firm level. Equally disturbing is the increasing phenomena of young persons who live, sleep and work on the streets, thus deepening the incidence of poverty.

2.7.6 Challenges in addressing youth unemployment in Ghana

The structural transformation of the Ghanaian labour market has implications in addressing the youth unemployment: Following several decade of structural adjustment policies, Ghana's labour market has undergone a structural transformation from a government-dominated labour market to a private sector-led market (Amankrah, 2000a, Baah-Boateng, et al 2005). The change has implications for labour market outcomes that affect challenges and prospects in addressing the youth unemployment challenge in the Ghanaian labour market.

Data available from the five Rounds of the Ghana Living Standards Survey (GLSS 1-5) reveal that the labour market in Ghana is changing from a wage sub-market into non-agricultural self-employment see (Table 2.9). This transformation has brought about an evolution of four sub-markets for labour: the wages sub-market where decent jobs are available and three other sub-markets where decent jobs are lacking, namely agriculture, non-farm self-employment and unpaid family sub-markets, see (Table 2.9)

Table 2.9: The Structure of the Ghanaian Labour Market

	GLSS-1	GLSS-2	GLSS-3	GLSS-4	GLSS-5
	1987/88	1988/89	1991/92	1998/99	2005/2006
Wage Employees	17.3	18.1	15.4	13.2	14.0
(Government)	8.0	7.9	7.8	5.9	7.1
(State Enterprise)	1.9	2.3	1.2	0.6	-
(Private)	7.4	7.9	6.4	6.7	6.9
Farmers	58.7	54.6	56.7	55.7	50.4
Non-Agricultural Self Employment	19.5	24.2	23.5	27.3	26.2
Unpaid Family	2.2	1.1	1.3	0.3	-
Unemployed	2.2	1.9	3.2	3.5	2.7
Total	100	100	100	100	100
Labour Force participation	0.87	0.89	0.89	0.86	-

Source: Ghana Living Standards Surveys 1-5

These four sub-markets can further be categorized into a dualistic labour market comprising of a very small but vibrant informal sector that employs about 86 percent of the population and a small but stagnating formal sector employing about 14 percent of the population. All these sub-markets exhibits features with varying implications for challenges in addressing the youth unemployment challenge in Ghana.

The implications of the wage sub-markets in addressing the youth unemployment challenge

The wage sub market exhibits features with varying implications for addressing the youth unemployment in Ghana. In the first place, the wage sub-market in Ghana continues to exhibit features of a dual labour market for various types of skills: (1) market for labour by the government as the largest employer of labour in the formal sector and (2) market for labour by the private sector.

Secondly, the wage sub-market where decent jobs are available there also exists features of a dual labour market where those actively seeking for jobs have a choice to enter the informal sub-market where quality jobs are lacking as an alternative (crowding hypothesis) or remain unemployed and queue for a good job in the wage sub-market (the Harris-Todaro model) in (Amankrah 2000b, Amankrah 2000c). This has become necessary where, paradoxically, it is a luxury to remain openly unemployed within the Ghanaian labour market environment, and this invariably affects activity status of the labour force (Amankrah and ILO, 2003c).

This poses a challenge to those actively seeking for jobs to improve or have additional skills and competencies so as to enhance prospects of employability and/or succeeding in the changing labour market. A recent survey by the Ghana Statistical Service (2006) reveals that holders of analogous qualifications comparable to Level 11 in CA (Ghana), ACCA, CIMA and CIM are the most sought after in the Ghanaian labour market, constituting about 25.2 percent followed by first degree holders constituting about 24.6 percent. Apart from paper qualifications employers are also asking for computer literacy and some years of working experience as additional skills for the available job positions. Besides, employers prefer job seekers who are self-starters and have initiatives, innovativeness with good human relations and interpersonal skills, ability to work without supervision, ability to organise and motivate others, smartness and neatness in appearance and ability to work within deadlines.

The implications of agriculture, non-farm self-employment and unpaid family sub-markets in addressing the youth unemployment: For the agriculture, non-farm self-employment and unpaid family sub-markets the structural transformation process involves a gradual reduction of labour from the wage sector and the agriculture sector to non-farm self-employment. This transition has also brought about two significant outcomes affecting the dynamics of demand for skills in the Ghanaian labour market - the first is the contraction in wage employment as a proportion to the total, and second is the explosive growth of urban self-employment (Amankrah, 2006).

An emerging key issue relates to the inability of the formal sector to provide jobs for the unemployed which has invariably resulted in an increase in residual urban self-employment. As a result of this about 58 percent of the employed population is estimated to be working poor in low productive and low paying jobs with decent work deficits and lack adequate economic security (Amankrah and ILO 2003). Such a high proportion of the population as working poor constitutes a real challenge to demand for skills in a country experiencing widespread underemployment in low productivity/low-wage activities (Amankrah, 2006).

The other key issue is that considering the types of jobs created by the private sector the explosive growth of urban self-employment has brought about the emergence of various types of skills and initiatives meant to provide the needed safety nets to assist the unemployed to better manage the risks that leave them vulnerable. Consequently, there have been various interventions by Government as well as non-governmental organizations in the labour market aimed at providing alternative livelihoods programmes through skills upgrading programmes to improve incomes and livelihoods. These interventions include the Skills Training and Employment Placement (STEP) Programme, the Rural Enterprise Project,

Alternative Livelihood Programme, the Village Infrastructure Project (VIP) and projects implemented by the Social Investment Fund (SIF), These programmes have inbuilt mechanism for skills training and upgrading. Since the low productivity of jobs in the urban informal sector hampers the extent to which employment can be used as a route out of poverty (Amankrah and Van Apt, 2003), these alternative skills training programmes have brought about improvement in types of trades as well as diversifying existing trades and competencies needed to increase incomes and livelihoods as an escape route of poverty.

KNUST

2.7.7 Opportunities for addressing the youth unemployment

The political imperative

The Constitution of Ghana affords all citizens of Ghana the right to work and the provision of productive employment opportunities is enshrined in Article 34 Clause 31 of the 1992 Constitution. Ghana's Growth and Poverty Reduction Strategy Programme (GPRSP II) whose main thrust is to accelerate economic growth and poverty reduction by assisting the private sector to grow and generate employment for the youth takes cognizance of the corresponding objectives and targets of New Partnership for African Development (NEPAD) and the Millennium Development Goals (MDGs). Consequently, there have been renewed commitments by Governments in developing countries in recent times in addressing the youth unemployment challenge as a means of intensifying the fight against extreme poverty and for achieving the Millennium Development Goals, and more importantly, equity and development. This is reflected in several commitments by African leaders being championed by the New Partnerships for African Development and also at international fora the most recent one being the Ouagadougou Declaration and Plan of Action issued at the end of the 2004 Extraordinary Summit of the African Union

Heads of State and Governments on Employment and Poverty Alleviation where the issue of youth unemployment became a developmental issue. A more logical development of this has been an increasing political focus given to job creation for the youth in Ghana's policy agenda leading to the adoption of growth and poverty reduction interventions strategy and the subsequent implementation of a more focused budget to create jobs for the unemployed youth within the past one year. This is being done within the framework of the broad global acceptance that job creation is a prerequisite for reducing poverty and for bridging the gap between equity, growth and development and more importantly job creation provides one of the main escape routes for reducing vulnerability and poverty on a more permanent basis (DFID 1997; Fields, 2005a; ILO, 2003; McKay, 1997; World Bank, 2005).

Demographic and Other Labour Market outcomes

According to Amankrah (2012) education reform programme has also created the urgent need for trades that have market potentials in Ghana's labour market. Following the President's Committee on Review of Educational Reform in Ghana in 2002, the Committee recommended the creation of an Apprenticeship System as one of the viable alternatives available at the post-basic education level. The Committee therefore made a number of recommendations towards achieving this objective. These include:

- The opportunity for Junior Secondary School leavers who are unable to, or do not want to go to technical institutes or vocational institutes, to undertake apprenticeship in the formal or informal industry
- The formalization of Community-based apprenticeship training schemes in all districts with the support of the Government to take care of the youth who have dropped out or have not been to school.

- The registration of apprenticeship providers, the standardization of content, duration of training, and certification in conformity with industry and identifiable trade associations,
- In addition the new policy on technical and vocational education and training as contained in the COTVET Act 2006, Act 718, devotes a section on apprenticeship which also creates the need for marketable trades in the promotion of the apprenticeship system. These basically involve:
 - Reform and strengthen the traditional apprenticeship system by introducing competency-based training and assessment system,
 - Promote technological proficiency by training for skills to produce competitive products for the domestic and international markets
 - Develop training systems and mechanisms to facilitative linkages of the informal sector and standards of skill acquisition with those of the formal technical and vocational system.

Government commitment through intervention in the labour market with a more focused budget in 2006 to address the youth unemployment challenge in Ghana: One of the greatest opportunities in addressing the unemployment challenge is the commitment of the government as evidenced in the 2006 Budget statement with its thrust in addressing the problem of youth employment in the country. According to the Minister of Finance, the Budget is about Investing in People, Investing in jobs, and further recognized the fact that “the key to sustainable progress in attacking poverty and improving living standards is by creating opportunities and incentives for firms to invest productively, create jobs and expand”. The 2006 Budget statement admitted that the problem of gainful employment for

the educated youth in Ghana has become challenging due to the requirement of most employers for relevant practical experience before engagement (Amankrah, 2012).

In recognition of the above the Budget essentially sought to address the problem of youth unemployment through three key interventions.

- a) To promote policies that increase demand and opportunities for more people to be employed
- b) To provide programmes and incentives to ensure that those that will be employed are properly trained and equipped to work
- c) To utilize 22 per cent of total expenditures on employment generating activities, including agriculture, skills training and provision of infrastructure.

A logical development has been the establishment of the National Youth Employment Programme and other policy interventions to address the youth unemployment challenge. A recent survey conducted by the Ghana Statistical Service indicate that a total of 153,480 net jobs were created during the period January to September 2006 out of which 91,015 were jobs created under the National Youth Employment Programme (GSS, 2006).

Emerging Issues

From the forgoing evidence available in the previous sections of this report, it is quite clear that Ghana faces a formidable task in addressing the unemployment challenge. From the discussion the key emerging issues in addressing youth unemployment challenge in Ghana are presented below:

- Recognizing that the prospects for job creation lies in the private sector, there is the need to provide incentives for firms to grow and hire more workers

- Judged by the large number of attrition rates on recent efforts at job creation in addressing the unemployment challenge, there is the need to institute measures to enhance the sustainability of the job creation effort.
- There is the need to meet employers' expectation that new labour market entrants are properly trained and equipped to work
- Education and skills supplied by workers should conform to the education and skills supplied by workers.
- Training providers should respond to the needs of employers with regard to additional requirements being demanded in the changing labour market in Ghana.
- Undertake measures to enhance human capital accumulation for the achievement of economic growth.
- Promote measures to stimulate and sustain the dwindling interest of the youth in agriculture
- Promote measure to accelerate industrial growth and services sector as the way forward in addressing the youth unemployment challenge in Ghana
- Promote measures to link rural and urban labour markets
- Develop an inclusive labour market to enhance job creation.

2.8 The Ghana Youth Employment and Entrepreneurial Development Agency

(GYEEDA)

Ghana in response to the clarion call for youth employment policies measures to addressing the youth employment menace introduced the National Youth Employment Programme (NYEP) in 2006 now known as the Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA). The policy was designed to specifically tackle the youth employment problem in the country. Its goal is to empower the young people to contribute meaningfully to the socio-economic and sustainable development of the nation. Its principal objective is to support the youth to transit from a situation of unemployment to employment or to prepare school dropouts to continue their education.

The programme started with nine modules in 2006. New modules are regularly created to promote the programme's objectives. The modules train unemployed youth for service. Some of the modules which the programme was started with are:

1. Youth in Agri-Business;
2. Youth in Trades and Vocations;
3. Youth in Information and Communication Technology;
4. Youth in Community Protection;
5. Youth in Waste and Sanitation;
6. Youth in Rural Education Teaching Assistants;
7. Youth in Auxiliary Health Care Workers Assistant;
8. Youth in Paid Internships and Industrial Attachment;
9. Youth in Vacation Jobs; and
10. Youth in Volunteer Services.

All the Metropolitan, Municipal, Sub-Metros and Districts in the country are implementing some of the modules based on their local comparative advantage. The strategy was to set up national, regional and district-level employment task forces to implement the GYEEDA. The district employment task forces are charged with identifying potential employment promotion areas and then implementing one or more of the GYEEDA modules. The beneficiaries are paid a monthly stipend. Those engaging in self-employment activities are given assistance to purchase inputs (Kristin, 2012). The first phase of the program was implemented between 2006 - 2009.

2.8.1 Objective of the GYEEDA Programme

The main objective is to identify projects with economic potential that can generate employment for as many youth as possible. The intervention also aims at checking the drift of the youth from the rural to urban communities in search of jobs by creating opportunities in the rural areas for the youth through self-employment, wage-earning jobs and voluntary service activities. It focuses on the provision of essential social services that promote good governance, access to good education and health services (Kristin 2012). The program aimed at generating half a million jobs in 3 years (2006-2009).

2.8.2 Functions of GYEEDA

The functions of the program are:

1. to offer employment to the Ghanaian youth
2. to offer requisite working experience to post- national Service personnel
3. to provide Ghanaian youth with employable skills

2.8.3 Scope of services provided by GYEEDA

1. Skills Training Services

- Workplace training (e.g. internships, on-the-job training schemes)
- Non-formal apprenticeship schemes
- Financial support to trainees through training subsidies and access to credit (e.g. training vouchers)

2. Entrepreneurship Promotion

- Access to microfinance

3. Employment Services and other Cross-cutting Services

- Search assistance and access to labor market information
- Job placement

4. Services in the context of subsidized employment

- Employment in public works / employment guarantee programme
- Employment in a public service or voluntary service programme

2.8.4 Funding of GYEEDA

GYEEDA receives funding directly from the consolidated fund and statutorily sources such as the GET Fund, the NHIS Fund, the Road Fund and the Communication Service Tax (CST). These statutory funds were set up by various legislations to meet specific objectives. The table below shows government's financial support to NYEP between 2009 and 2012 (Ministry of youth and sports 2013).

Table 2.10 Government’s financial support to NYEP between 2009 and 2012

FUNDING	Year	Year	Year	Year	TOTAL
	2009	2010	2011	2012	
	GHS	GHS	GHS	GHS	
GETFUND	8,000,000	6,000,000	19,342,063	14,650,000	47,992,063
NHIS	-	5,500,000	9,000,000	21,000,000	35,500,000
DACF	77,280,000	101,740,000	116,340,000	117,512,354	412,872,354
CST	17,480,000	25,601,000	63,333,374	76,570,473	182,984,847
MOFEP	12,500,000	18,500,000	20,000,000	219,311,753	270,311,753
TOTAL	115,260,000	157,341,000	228,015,437	449,044,580	949,661,017

Source: (Ministry of Youth and Sports 2013)

As shown in the table above, from 2009 to 2012, almost nine hundred and fifty million Ghana cedis (GHS950, 000,000.00) million had been expended on the GYEEDA (Ministry of youth and sports 2013). The above funding sources are considered as inadequate and irregular, as some of the funding agencies fail to release the funds on time. To address this, it is understood that a new funding structure, the “GYEEDA Fund for Youth Employment Programmes”, has been proposed for inclusion in the draft GYEEDA Bill. Specifically GOG is seeking funding of \$65m from the World Bank to help train youth in entrepreneurial skills. The World Bank is currently engaging GYEEDA to implement institutional reforms and build capacity to appropriately manage this fund should it provided. Cabinet is said to have given approval to the arrangement (Ministry of Youth and Sports 2013).

DANIDA has undertaken to provide five million Euros to support Phase One of an initiative aimed at supporting persons with disability (PWDs) in the implementation of the Aso-Kente factory in the Volta Region, and the chalk facility in the Greater Accra Region. A further ten

(10) million Euros may be released by DANIDA under Phase Two to support other beneficiaries throughout the country (Ministry of Youth and Sports 2013).

GYEEDA has narrowed down its most critical challenge to lack of adequate funding. Most of the recommendations for the increase in sources of funding are based on significant increases in taxation on the private sector. However, GYEEDA has significant capacity challenges in managing their current funding sources and evidence exist that funding has not been appropriately managed (Ministry of youth and sports 2013).

2.8.5 Successes GYEEDA

In 2006, 78,195 youth were placed in the youth employment program nationwide. In May 2007, the program had employed 95,000 youths in the various modules. In February 2011, it was announced that the program had recruited, trained and employed over 108,000 unemployed youth in 15 employment modules.

Through the efforts of government, the GYEEDA has undergone a radical transformation to become the flagship of Government's social interventions in job creation and youth development, engaging number of beneficiaries in the various modules with the aim of securing permanent jobs for them.

First and foremost, having realized that it is not in the interest of the youth to remain in the programme perpetually due to its nature as an informal job placement scheme that has not made provisions for a life-time job security such as social security, pensions and allowances, the GYEEDA has formulated a well-structured exit plan for all beneficiaries of the programme.

Under the exit plan, which is being implemented in collaboration with all the Ministries, Departments and Agencies as well as private partners, the beneficiary youth, who have served their initial two-year tenure of temporary employment are absorbed into the respective organizations, provided they meet the minimum standards and have the prescribed qualifications.

For instance, beneficiaries under the Community Protection Module are enlisted into the Police Service, a large number of them drafted into the private security services while teaching assistants come under the Exit Plan of Top-up Training Module and placed into formal teaching in the public and private institutions through Memoranda of Understanding (MoU) with the private institutions.

So far, the GYEEDA has recruited and financed over three thousand youths for training and eventual placement in the oil and gas industry, in which connection the GYEEDA and its partners – Goodwill International/Management Development and Productivity Institute (MDPI) – are exploring the possibility of reserving a percentage of their recruitment for them.

As part of the Exit plan, a provident fund has also been established to support beneficiaries with a lump sum on completion of their tenure—the fund consisting of a contribution of five Ghana Cedis (GH¢ 5.00) a month by beneficiaries on GYEEDA payroll, with the GYEEDA contributing another five Ghana Cedis (GH¢ 5.00) which is lodged into an account for them until they complete their terms and are being exited.

Another major transformation that the GYEEDA has witnessed is the establishment of a Department for Persons with Disability which has recruited more than 600 persons with disability into various sectors of the economy.

The GYEEDA has also refocused its attention on self-employment modules that provide training and logistic support to beneficiaries to establish and run their own business while some of the youth with little or no education are given the opportunity to access the services of the GYEEDA without necessarily being on the payroll of government.

GYEEDA has, no doubt, become one of the most important public sector institutions in Ghana undertaking massive skills training and job creation in collaboration with private sector service providers.

Another key intervention by Government to improve the welfare of the youth in Ghana is the World Bank-supported Youth Enterprise and Skills Development Project (YESDP) which is expected to increase the coverage of employed youth from the present 250,000 to one million beneficiaries over a five-year period.

Under the YESDP, skills training are provided in dress-making, film-making, hairdressing, bamboo-making, mobile phone repairs and training for the youth in oil and gas. The project is also directed at supporting the youth and youth-groups to establish and operate their own businesses in comparative advantage areas and facilitate a reliable and sustainable market for their products and services both locally and abroad.

One component of the project, referred to as “Village Enterprise” is targeted at assisting the disadvantaged youth, especially those in the villages who are not in employment, education

or on training, to get themselves engaged in productivity and, thereby, reduce extreme poverty. Under the project, large scale investments are expected to be facilitated and attracted into areas like aquaculture, livestock production and the cultivation of soya beans, yam, cassava, cocoa and shea nuts. Apart from these, the project is also expected to venture into housing and general construction under the modules of Youth in Affordable Housing, Youth in Roads and Maintenance, Youth in Computer Manufacturing and Youth in Auto parts Refurbishment and Maintenance. In addition, the project will also venture into the development of model markets, schools and industrial parks as well as engage in large scale investment into the secondary and tertiary sectors of industry such as refinery, gas processing, oil and gas marketing and retail services, fertilizer manufacturing, plastic manufacturing and waste water processing and recycling.

The YESDP, when implemented fully is, therefore, expected to offer one million sustainable jobs, both directly and indirectly, within the time frame of the Action Plan of the project, i.e. 2011- 2015. There is, in fact, no doubt that the YESDP is one major intervention to re-orient the youth, particularly polytechnic and university students and graduates towards self-employment.

The success of the project, however, will depend on the collective and collaborative effort of all partners and stakeholders, especially the private sector as well as the development of new and innovative ways of creating job opportunities, specifically in the area of value addition to the country's natural resources.

2.8.6 Future of GYEEDA

In February, 2011 a new three-year strategic plan developed by NYEP was announced. The plan estimated that through the implementation of new modules and NYEP policies, the programme would engage 400,000 youth by the end of 2013.

2.9 Theories of unemployment

In analyzing youth unemployment situation, several theories such as classical, innovations and Keynesians, real business cycle, productivity and Globalisation theories can be looked at. The Classical theory assumes that market forces would create full employment. Full employment would be attained automatically. The classical theory, as analyzed by (Pigou, 1933) and (Solow, 1981), argues that the labour market consists of demand and supply of labour. Demand for labour is a derived demand, obtained from the declining portion of the marginal product of labour. The demand curve is a negative function of real wage in that if wages increase the quantity demand for labour will decline and the opposite is correct. The supply of labour is derived from worker's choice whether to spend part of time working or not working (leisure). Supply of hours worked is a positive function of the real wage, because if the real wage rises, workers supply more hours of work. In equilibrium, demand and supply of labour are intersected at a clearing point that determines the equilibrium real wage rate and full employment.

According to the Keynesians or effective demand theory, it is possible for an economy to have an under full employment equilibrium because the demand is insufficient to send it to the full employment level.

Keynes (1936) considers unemployment as an involuntary phenomenon. He thinks that employment is cyclical, generated by the deficiency of aggregate demand (Mouhammed 2010). Capitalists hire workers and invest to produce output when the expectations about the economy and profits are favorable. If expectations about the future are supported by reality, investments and employment continue rising until equilibrium is reached. This equilibrium is attained by the intersection of the aggregate demand and supply--the point of the effective demand—which may be less than the full employment equilibrium. If expectations about the future of the economy are not favorable, capitalists invest less and employ less number of workers. Hence, the equilibrium is achieved where cyclical unemployment exists. This unemployment is due to the deficiency of the aggregate demand, particularly investment expenditures.

2.10 Conceptual Framework of Youth Unemployment

This section describes the conceptual framework in which the analysis of youth employment in Ghana is embedded. The judgment from literature is constituted by a certain framework of ideas, concepts and theories that underlie and shape contemporary debates. They influence our beliefs, world views and acceptance of knowledge (Grayling, 2010). If several parties share the same view on a particular specification, a conceptualization is given. “A body of formally represented knowledge is based on conceptualization: the objectives, concepts, and other entities that are assumed to exist in some area of interest and the relationships that hold among them. A conceptualization is an abstract, simplified view of the world that we wish to represent for some purpose. Every knowledge base, knowledge-based system, or knowledge-level agent is committed to some conceptualization, explicitly implicitly,” (Staab and Studer, 2003).

From the literature above, it can be seen that there is a clear need to ensure that our systems seek to increase the sense of success and competency of our young people. There is the challenge to the restructure of labour market to tackle the issue of skill mismatch in our workforce. In view of the new global economy, Ghana has to find ways to integrate with other economies. Again, one must not underestimate the role of financial (credit) and logistical support to unemployed youth. The following conceptual framework should provide a basis for the way forward in tackling the issue of unemployed youth.

Enhancement of human capital: This can be done through multiple channels: formal education, vocational training, pre-employment training and on-job training. All training must be outcome-focused and connected with the demands of labour market, local, the national, and overseas. There is also the need to build a mechanism to enhance and support on-job training, not only for big corporations but also for small and medium-sized enterprises. The building of more learning organizations cannot be achieved immediately. With the present pace economic rebound, job vacancies will not be ample in the coming two or three years. Nevertheless, on-job training can equip unemployed youth for the rapid changing labour market. In connection with this, vocational training, pre-employment training and on-job training should be outcome-focused and closely connected to the rapid development of the changing labour market.

The theories of unemployment as discussed above suggest that there are very important variables for increasing the level of employment and reducing the rate of unemployment. These variables are the improvement in technological progress and innovations, the transition toward competitive market economy, the reduction in taxes, the availability of competitive entrepreneurs and credits, the continuous increases in productivity, the reduction of prices of

physical inputs such as oil, and the provision of job information. These variables indicate that governments can play a significant role for increasing the level of employment.

By working with various stakeholders from the public and private sector youth should be offered opportunities to develop relevant skills, gain work experience and find jobs with the help of placement programs. These can be accomplished through the following three strategic objectives:

1. To Increase the employability of youth

- Through advocacy for relevant educational and skill training opportunities in the formal and NGO sectors;
- By promoting on the job training opportunities, work experience and placement programmes;
- By encouraging research and planning for training and qualification that are relevant to the job market, and;
- By fostering direct linkages between the education and employment sectors

2. To increase the number of employment opportunities for youth

- By promoting incentives for employers who employ inexperienced youth;
- By promoting youth innovations in the agricultural, cultural and technological industries in Ghana

3. To foster an environment conducive to creation of opportunities for self-employment

- By advocating for the strengthening of loan programmes to facilitate access to youth friendly credit;
- By fostering training in the areas of entrepreneurship and enterprise development for youth (in and out of school), and;

- By promoting self-employment as a viable alternative to traditional employment

The achievement of the above strategic objectives would lead to employment creation, promote improvement in income of the youths, their acquisition of skills, social recognition and enhancement of status in the society, poverty reduction and development among other benefits. The following diagram represents an attempt to summarize the above-mentioned conceptual framework for continuing development and employment opportunities for unemployed youth.



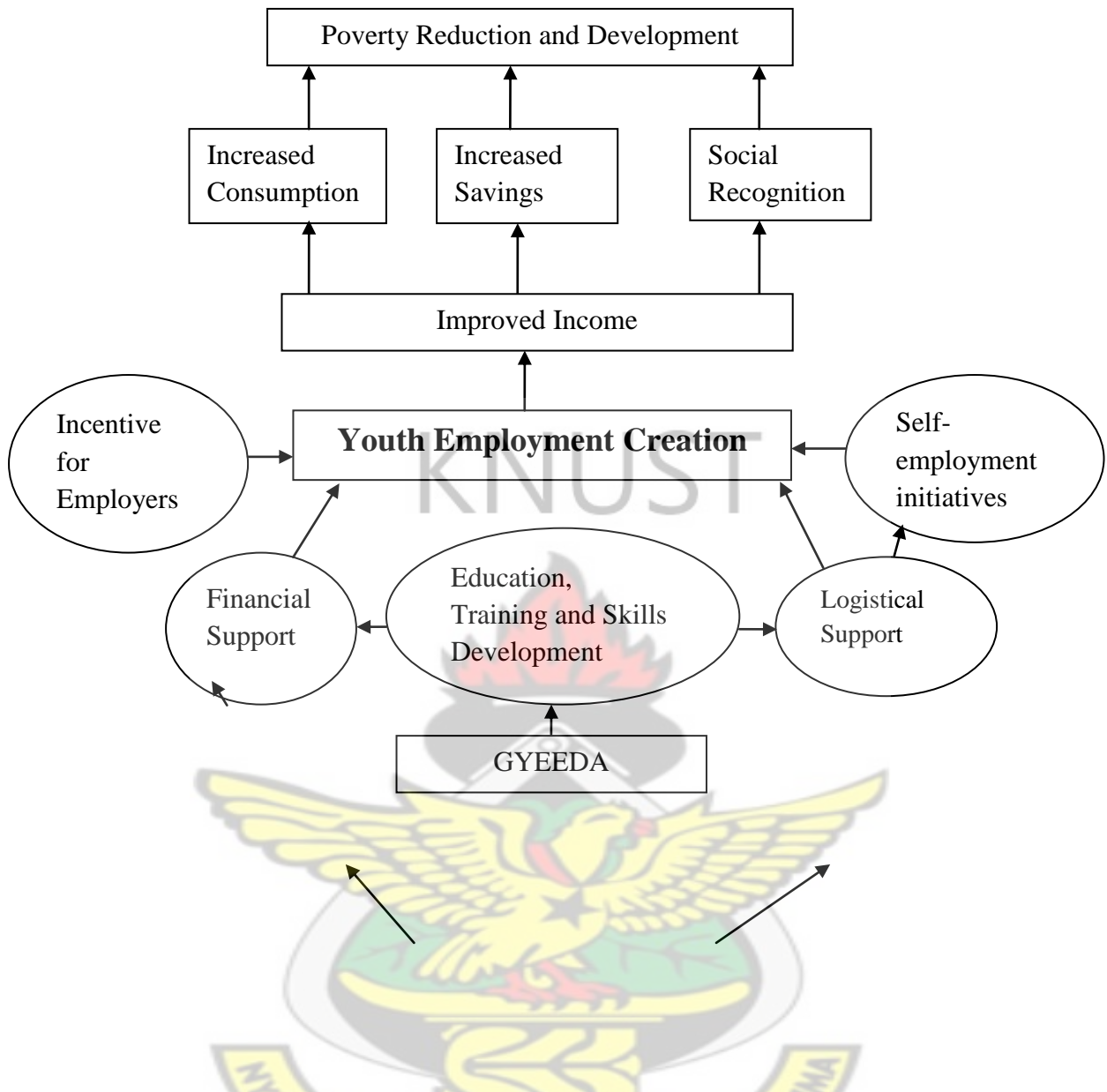


Figure 2.1 Conceptual Framework of Youth Employment

Source: Author's Construct, 2012

2.11 Summary

Unemployment problems such as loss of output and fiscal burden, loss of freedom and social exclusion and psychological harm among the youth have been attributed to the globalization process. For example, shifting production and outsourcing to other countries have generated a high rate of structural unemployment in Ghana economy. This is due to low school-leaving

age, education, skill levels and labour market demand and macroeconomic and business environment.

Job creation among the youth in Ghana therefore requires huge investment in human capital through multiple channels: formal education, vocational training, pre-employment training and on-job training. All training must be outcome-focused and connected with the demands of labour market, local, the national, and overseas.

KNUST



CHAPTER THREE

PROFILE OF THE STUDY AREA AND RESEARCH METHODOLOGY

3.1 Introduction

This chapter explains the profile of the study area and the techniques and procedures employed in carrying out the study. Again, the detailed description of the research design, data requirements for the study as well as sampling procedures for data collection and mode of analysis are stated in the chapter.

3.2 Brief profile of Dormaa East District

3.2.1 Physical Characteristics

The Dormaa East District is one of the administrative centres in the Brong Ahafo Region. It was established by a Legislative Instrument (LI 1851) of 2007 from the then Dormaa Municipal now Dormaa Central. It lies between latitude $7^{\circ} 08'$ North and $7^{\circ} 25'$ North and longitude $2^{\circ}.35'$ West and $2^{\circ}.48'$ west. The District has a total land area of 456 square kilometers. This represents about 1.18 percent of the total landmass of Brong Ahafo Region. It shares common boundaries with Dormaa Municipal to the West, Berekum to the North, Sunyani to the East, and South by Asutifi District. Appendix I, II and III are maps showing the district in the national, regional and the district contexts in particular (Dormaa East District, 2012) respectively. The district capital is Wamfie.

3.2.2 Demographic Characteristics and Ethnicity in the Dormaa East District

The 2010 population and housing census put the district population at 50,871 made up of 52.8 percent females and 47.12 percent males. The people are mostly Bonos. However, there

are minor tribes like the Ahyis from La Cote d' Ivoire, Ashantis and People from northern Ghana such as the Dagaaba, Frafra, Mamprusi, Gonja and Basare (Dormaa East District Assembly, 2012). Again, the 2010 census places Dormaa East district's population growth rate at 2.1 percent. In sharp construct, with of the region and national, the 2010 Population and Housing Census provisional result by the Ghana Statistical Service (GSS) indicated growth rates of 2.3 percent and 2.5 percent for the region and nation respectively (GSS, 2010). Even though the current growth rate in the district is below the regional and national figures, there is still the need to put in place population management interventions to reduce the growth rate. Table 3.1 indicates an increasing population with a corresponding increase in population density in the district throughout the period.

Table 3.1 Population Characteristics of Dormaa East in Regional Context

Year	Brong Ahafo	Dormaa East	
	Population size	Population size	Population Density (Persons Per Sq.Km)
2007	2,157,781	47,768	104.8
2008	2,207,243	48,781	107.0
2009	2,259,025	49,815	109.2
2010	2,310,983	50,871	111.6
2011	2,364,746	51,950	113.9
2012	2,419,760	53,052	116.3
2013	2,476,053	54,178	118.8

Source: Dormaa East District, 2012

3.2.2.1 Population Structure, Age and Sex

The population structure in terms of age and sex in the district is presented in Table 3.2 below. The table shows the percentages of the population by age and sex for 2010 -2015. It could be seen that, the females outnumber their males counterparts. For example in 2010, the females constituted 52.9 percent and the males 47.1 percent. This phenomenon is a true reflection of the national situation of 51.3 percent females and 48.7 percent males as captured in the provisional result of the 2010 Population and Housing Census (Ghana Statistical Service, 2012.). The current situation therefore calls for effective implementation of policies that promote gender equality and empowerment of women in the attainment of the Millennium Development Goal Three (MDG.3).

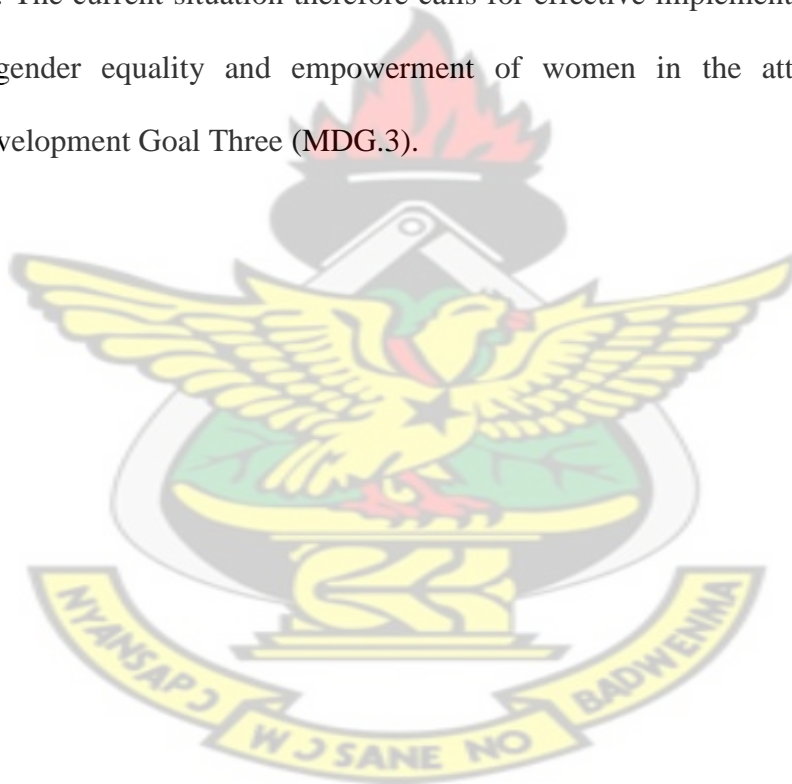


Table 3.2 Projected Populations by Age and Sex from 2010 to 2015 in Percentages

Age Cohort	2010			2013			2015		
	M	F	T	M	F	T	M	F	T
0-4	5.3	6.2	11.5	5.2	5.4	10.6	5.5	5.1	10.6
5-9	4.9	5.8	10.7	5	5.2	10.2	5.1	5.1	10.2
10-14	4.6	5	9.6	4.7	4.9	9.6	4.8	4.9	9.7
15-19	4.4	4.7	9.1	4.3	4.5	8.8	4.4	4.5	8.9
20-24	3.7	4	7.7	3.9	4.1	8	4.1	4.3	8.4
25-29	3.4	3.7	7.1	3.6	3.8	7.4	3.8	3.9	7.7
30-34	3.6	3.9	7.5	3.4	3.7	7.1	3.5	3.6	7.1
35-39	3.1	3.4	6.5	3.2	3.5	6.7	3.4	3.5	6.9
40-44	2.9	3.2	6.1	3.1	3.3	6.4	3.1	3.2	6.3
45-49	2.5	2.8	5.3	2.7	2.9	5.6	2.9	2.8	5.7
50-54	2.1	2.4	4.5	2.5	2.8	5.3	2.7	2.7	5.4
55-59	1.9	2.2	4.1	2	2.5	4.5	2.2	2.3	4.5
60-64	1.7	2	3.7	2.1	2.2	4.3	2.1	2.2	4.3
65-69	1.8	2.1	3.9	1.6	1.9	3.5	1.4	1	2.4
70+	1.2	1.5	2.7	0.9	1.1	2	0.9	1	1.9
Total	47.1	52.9	100	48.2	51.8	100	49.9	50.1	100
District	dependency			ratio			ratio (%)		
	85.16								
Regional	dependency			ratio			ratio (%)		
	81.33								
National	dependency			ratio			ratio (%)		
	75.62								

Source: Dormaa East District, 2010 population and housing census GSS

It is evident from the table that, the dependency ratio of 85.17 is high as compared to the regional and national averages of 81.33 and 75.62 respectively (Ghana Statistical Service, 2012). This means that on the average every two persons of working age (15-64) in the district has more than one additional person to support. Since most of the youthful group are

usually associated with the economic active group ,there is a tendency that majority of the youth in the district would be found in the economic active group and hence taking care of these adult and children. However, measures need to be put in place by the assembly to expand economic activities such as poultry production and food crops production in the district so as to reduce the burden on the active labour force.

3.2.2.2 Spatial Distribution of Population

The spatial distribution of the population in the Dormaa East District is even. However, it is skewed towards the settlements along the Berekum-Dormaa trunk road. This could be attributed to the availability of social amenities such as potable water, electricity and schools in these settlements. There is the urgent need for fair distribution of social amenities in the District to ensure equitable distribution of the population and maximise the use of the available natural resources.

3.2.3 Poverty Situation in Dormaa East District

The current national statistics on poverty estimate is that about 40% of the national population has incomes below the upper poverty line whilst about 27% of the population has incomes below the extreme poverty line. On sharp contrast, the field survey of the study district shows that 38% of the population is below the upper poverty line whilst 14.8% are extremely poor. In terms of economic activity, poverty in the Dormaa East District is high within food crop farmers mostly among women. A pragmatic effort is needed to increase the income of the people in the district.

3.2.4 Employment and Unemployment Situation in the District

According to 2010 population and housing census report persons fifteen years and older who by law can engage in economic in the district is 34,023 of which 66.74 are employed ,2.5 unemployed and 30.7 economically not active. In the district females are more employed than males. However most of these female employed persons are in the informal sector whose income for the month is far below the minimum wage. This is indicated on table 3.3 below.

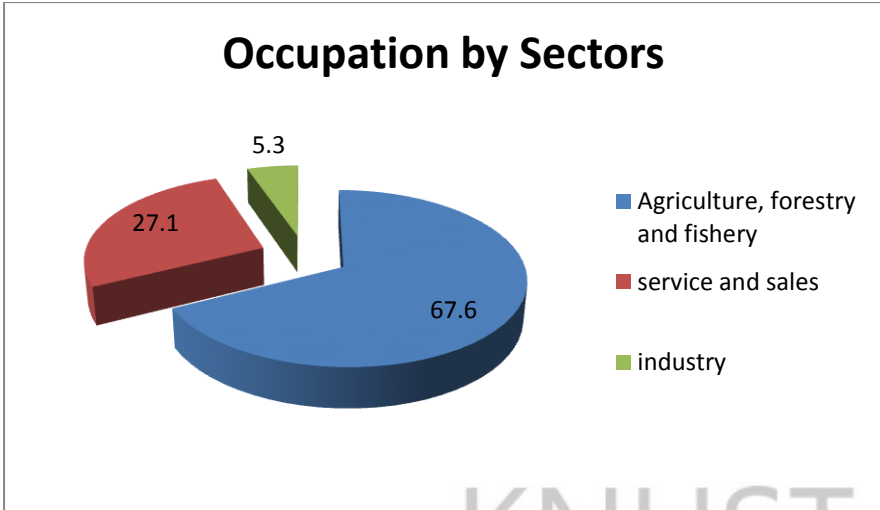
Table 3.3 Employment and Unemployment Situation

Sex	Total	Employed	Unemployed	Economically not active
	34,023	22,708	865	10,450
Male	15,506	10,331(45%)	385 (45%)	4,790 (46%)
Female	18,517	12,377 (55%)	480 (55%)	5,660 (54%)

Source: 2010 population and housing census (GSS)

3.2.5 Occupational Distribution

Figure 3.1 below summarizes the employed population 15 years and older by occupation in the district. In all, the employed population is 22,708 of which skilled agriculture, forestry and fishery workers constitute 67.6%, followed by service and sales workers 27.1% and industries 5.2% respectively.



Source: Authors Survey 2012

Figure: 3.1 Sector Distribution of Employment in the District

3.2.6 Educational Level Attainment by Sex

Dormaa East District has (66) basic schools, (2) secondary schools and a tertiary education. The 2010 population and housing censuses put the number of persons three years and older who attended school in the past or currently in school at 37,942 of which basic education constitutes (86.7%), senior secondary education constitutes (11.7%) and tertiary constitutes (1.6%). This means that majority of the students drop out of school as they progress on the educational ladder. It could be attributed to factors such as the unwillingness of the people to continue their education and the high cost involved in pursuing higher education. This phenomenon is illustrated in the pyramid below.

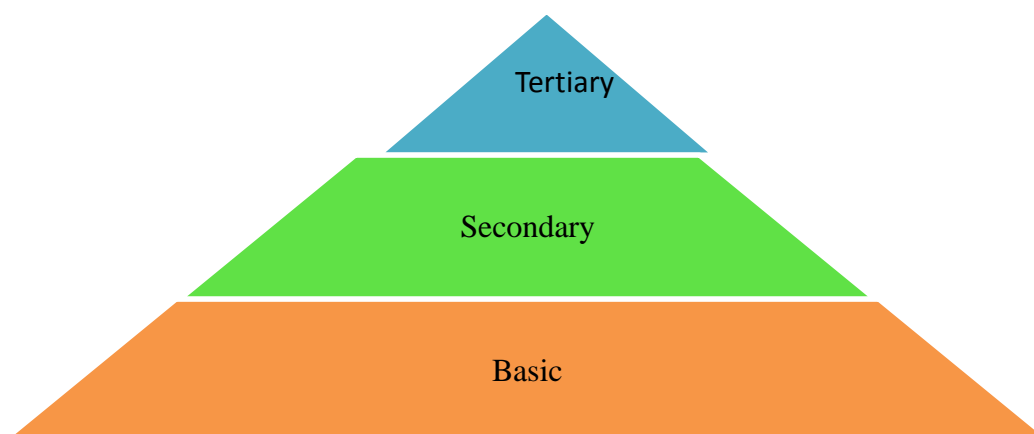


Figure 3.2 Educational Enrolment

Source: 2010 population and housing census GSS

This implies that programmes and projects geared towards the promotion of higher education should be designed and implemented in the district. Again at all levels of education males outnumber their females' counterparts in the district as shown in the table below.

Table 3.4 Enrolment of Students within the Levels of Education

Year	Levels of Education								
	Basic			Secondary			Tertiary		
	M	F	T	M	F	T	M	F	T
2008/2009	6813	6386	13199	779	749	1528	-	-	-
2009/2010	6961	6616	13577	857	725	1582	-	-	-
2010/2011	7168	6858	14026	835	764	1599	100	90	190
2011/2012	6646	5934	12580	886	857	1743	120	100	220
2012/2013	7083	6816	13899	1059	999	2058	150	120	270
Total	34671	32610	67281	4416	4094	8510	370	310	680

Source Ghana Education Service directorate

However, according to 2010 population and housing census by Ghana Statistical Service there are 8.8 percent female employed (54.4%) than males employed (45.6%). With raw figures of 18,517 for females and 15,506 males. The district must redirect its attention to the promotion of males' education to ensure gender balance.

3.2.7 Implementation of GYEEDA in Dormaa East District

The district took over 60 beneficiaries from the then Dormaa Central in 2008 and thereafter the number increased in the district. The numerical strength of the beneficiaries stands at 2028 made up of 40% males and 60% females. This figure includes those that have passed out of the programme and those being trained. At the moment the district is running the following modules (Dormaa East District Assembly, 2013):

1. Community Education Teaching Assistant (CETA)
2. Health Extension Workers (HEW)
3. Youth in Prison Service
4. Youth in Fire Safety and Prevention Assistants
5. Youth in Dressmaking
6. Youth in Hairdressing
7. Youth in Waste and Sanitation (Zoomlion)
8. Youth in mobile phones repairs
9. Youth in Auto mechanics
10. Youth in Tricycle module

3.2.8 Challenges and Prospects

GYEEDA program has empowered the youth in the district economically especially those who take allowance at the end of the month as well as improvement of income of self-

employed beneficiaries. Those providing voluntary service to communities once a while receive packages from the assembly and at times from the communities. In addition to the economic and social benefits of GYEEDA, the programme has psychological benefits in that it provides a recognized role in society and contributes to a sense of personal and social identity.

However, in most cases the beneficiaries' exit the programme under poor conditions of services; meager allowances, intermittent and delays in the payment of allowances, inadequate startup capital, and limited numbers of beneficiaries are some of the constraints.

3.3 Research Methodology

This section outlines and justifies the research approach adopted, the research design, the bases and processes within which the study was carried out.

3.3.1 Research Approach

The Cross Sectional Approach (CSA) framework was employed in the study in lieu of the limited time and inadequate funds to embark on extensive survey. The CSA is usually designed to study a phenomenon, situation or issue by taking a cross section (representative) of the population at one point in time (Becker and Bryman, 2004). It was therefore the most appropriate approach to assess the effects of the GYEEDA beneficiaries in the Dormaa East District of the Brong Ahafo Region. The study also employed both qualitative and quantitative techniques. The quantitative technique was used in studying quantifiable variables such as the work they do, and the incomes of the beneficiaries. The qualitative technique on the other hand was used to assess perceptual variables reflecting attitude, impact of the beneficiaries on the programme implementation, among others.

3.3.2 Type of Data, methods and source of data collection

In obtaining reliable and relevant data that helped realize the aims and objective of the research, the various types of data needed were collected using appropriate and reliable data collection method from appropriate sources. In order not to be one sided, the researcher made use of both secondary and primary data.

Secondary data collection methods:

The researcher made use of both secondary and primary data. Secondary data were obtained from journals, books, articles and World Wide Web on both published and unpublished materials. Some of the secondary data were also collected from institutions in the study area such as District Assembly, Ghana Education Service and Youth Employment Office in the district.

Primary data collection methods and sources

Primary data which served as a firsthand experience from the field studies were collected through direct observations, interviews and questionnaires were used during the research.

Observations:

This method was also of importance during the data collection process. It was extensively used to collect primary data on skill acquired to supplement and corroborate other data obtained from other source. Various workshops centers such as dressmakers and hairdressers were visited.

This method was appropriate as it approached reality in its natural structure and studies events as they unfold. It again enabled the researcher get to and experiences the real life situation of respondents.

Interviews:

Interview is a face to face discussion between two or more people. This happens between the interviewer and the interviewee. Interview helped the researcher to understand the world from the subjects' point of view, to unfold the meaning of people' experiences and to uncover their lived world prior to scientific explanations. The tools used during the period included an interview guide.

Questionnaires:

This form of collecting data is not too different from interview. The only difference is that, the questions on questionnaires are on paper to allow the respondents answer the questions at their own convenient time. For the purpose of this research both closed and opened ended questions were used to gather the relevant data needed for further analysis. This helped the research objectives to be achieved

3.3.3 Sample Size Determination

The sampling frame was the GYEEDA beneficiaries within the study area. In the determination of the sample size, the formula below was used:

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

(Yamane, 1967)

Where n = sample size

N = sample frame

A = margin of error

In order to have a fair representative, the sample size was determined at a 95 percent confidence level.

The total number of beneficiaries within the district is 2028 (Dormaa East district, 2012).

Hence using the sample size formula at a confidence level of 95% (5% margin of error), the sample size is:

$$n = \frac{2028}{1 + 2028(0.05)^2} = \frac{2028}{6} = 338$$

Therefore the sample size (n) = 338 beneficiaries.

Also, the number of beneficiaries for each of the five area councils of the study district has been calculated based on their population proportion. Example, the number of beneficiaries for Wamfie Area Council is calculated as follows:

Total number of beneficiaries in the district = 2,028

Total population of Wamfie Area Council = 18,755

Total population of the study district = 50,871

However total number of beneficiaries for Wamfie Area Council is unknown

Proportionally, if 50,871 = 2028

$$\text{Then } 18,755 = \frac{18,755 \times 2028}{50,871} = 748$$

Thus the number of beneficiaries for Wamfie Area Council = 748

The various Sample Size distributions for each area council are then calculated as follows:

For instance, Sample Size of Wamfie's beneficiaries (n) = $\frac{748}{2028} \times 338 = 125$

Also, the number of males and females beneficiaries as well as sample size calculations of both sexes for each area council is given as below:

For example, the number of male beneficiaries for Wamfie Area Council = $\frac{748}{2028} \times 813 = 300$ male beneficiaries.

Sample Size of Wamfie's male beneficiaries = $\frac{300}{748} \times 125 = 50$

On the other hand, the number of female beneficiaries for Wamfie Area Council = $\frac{748}{2028} \times 1215$

= 448 female beneficiaries

Sample Size of Wamfie's female beneficiaries = $\frac{448}{748} \times 125 = 75$

See Table 3.2 below for summarized calculations.

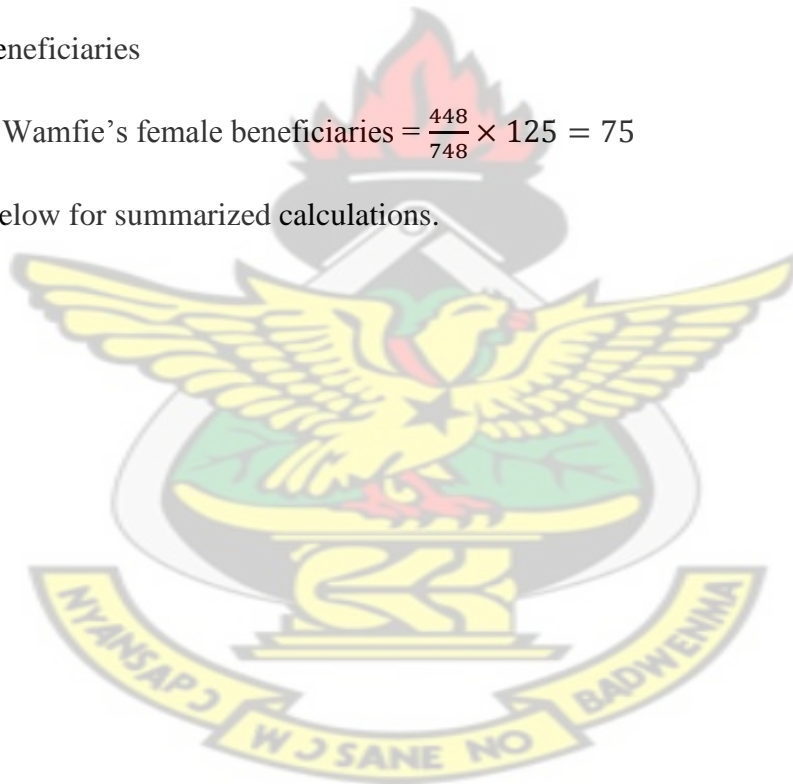


Table: 3.4 Sample Size

Area Council	No. of Beneficiaries	No. of Male Beneficiaries	No. of Female Beneficiaries	Sample Sizes	Sample Size of Male Beneficiaries	Sample Size of Female Beneficiaries
Wamfie	748	300	448	125	50	75
Wamanafo	437	175	262	73	29	44
Kyeremasu	381	153	228	63	25	38
Dormaa Akwamu	200	80	120	33	13	20
Asuotiano	262	105	157	44	18	26
Total	2028	813	1215	338	135	203

Source: Dormaa East District, 2012

3.3.4 Sampling Technique

The study employed both probability and non- probability sampling techniques .The researcher thus adopted purposive and stratified procedures. Purposive sampling which is a non- probability sampling technique, was employed in the selection of the programme coordinator in view of his uniqueness in area of expertise for the study.

With regard to selecting beneficiaries for the individual questionnaire administration, the beneficiaries were first stratified into Area Councils to ensure fair representation of each council. Again, the beneficiaries from each council were stratified into males and females. The researcher then employed a simple random sampling method in selecting the first male and female from each council.

3.3.5 Data Analysis

For data analysis, the administered questionnaires were carefully edited, coded, processed and analyzed with the Statistical Package for Social Scientist (SPSS) and application of Microsoft Office Excel for the presentation of data into meaningful patterns and trends. Statistical analysis such as cross tabulation and pie charts were employed to show relation or association between variables. Calculation of mean, mode, and standard deviation was employed to give a visual or graphical presentation of issues and trend of event in order to clearly understand and appreciate them.

3.3.6 Ethical consideration

There is high regard given to research ethics. Monnette (1998) reported that people are the subject of social science research and due to the fact that these people have rights and feelings, special consideration should be applied in social research to protect these rights. In respect to this, an introductory letter was obtained from the

University along with questionnaires to selected beneficiaries of the GYEEDA in the district. An assurance was given to all respondents about the confidentiality of any information they provided. To keep respondents anonymous, respondents' names, addresses and other personal information were not required and obtained for any reason in responding to questionnaire and interviews.

3.4 Summary

The research took place in the Dormaa East District of the Brong Ahafo Region. It made use of both the primary and secondary data. Tools such as interviews, observations, questionnaires, literature review and documentations for data collection were used during the period. It also gives a detailed description of the methodology as well as the sampling techniques and mode of analysis.



CHAPTER FOUR

ANALYSIS AND DISCUSSION

4.1 Introduction

Ghana has an acute problem of youth unemployment that requires a multi-pronged strategy to raise employment and support inclusion and social cohesion. High youth unemployment means young people are not acquiring the skills or experience needed to drive the economy forward. This inhibits the country's economic development and imposes a larger burden on the state to provide social assistance.

The New Growth Path calls on the state to provide bold, imaginative and effective strategies to create the millions of new jobs that Ghanaian youth need. This requires a combination of initiatives such as direct state involvement, private sector partnerships, as well as the mobilization of civil society to take a proactive interest in addressing the problems presented by unemployment. To this end, the outcomes-based approach that has been adopted by the government identifies the need to develop a multi-pronged strategy to tackle youth unemployment. The policy options to support youth employment will provide an additional lever for government to create jobs and will not be limited to any particular sector. These include providing training as well as identifying employment and entrepreneurial opportunities for the youth.

As a continuation of the previous chapter, this chapter consists of detailed analysis, discussions and presentation of data collected from the field into meaningful patterns and establishing relation among the various variables for easy visualization, understanding and finally making sound inferences based on the study objectives.

4.2 Characteristics of Respondents

4.2.1 Age and Sex structure of the beneficiaries

Table 4.1 below shows the sex and age structure of the GYEEDA beneficiaries interviewed during the survey. Out of the 338 respondents, 39.9 percent were males, whereas 60.1 percent were females. The situation could be attributed to the fact that, females are more than males within the GYEEDA project in the district. Delving into the age characteristics of respondents, it was identified that, 10% of the respondents were within the ages of 18 and 20, whereas 30% of respondents fell within the ages of 21-23. The highest recorded age range of respondents was those above 24 years, recording 60 percent of total respondents. The highest respondents within ages 24 years and beyond perhaps could be attributed to the fact that most people complete their education around twenty four years in the district.

Again, delving into the sex characteristics of these age cohorts interviewed, it was gathered that, 27% of respondents were males within the ages of 18 and 20, whilst the remaining 73% were females. Also in the age cohort of 21-23, 39% of the respondents interviewed were males, whereas 61% were females. Finally in the last age cohort of 24 years and above, 43% of the respondents were males, with the remaining 57% being females.

Table 4.1 Age and Sex structure of the Beneficiaries

Sex	Age			Total
	18-20	21-23	24+	
Male	9	40	86	135
Female	25	62	116	203
Total	34	102	202	338

Source: Author's Field Survey, 2013

It is quite obvious from the above that in all the age groups, females outnumber their males counterparts.

4.2.2 Educational Levels of Respondents

In the quest to examine the educational level of the beneficiary respondents during the survey, the analysis indicated as follows: 16 percent, 47 percent, 22 percent and 15 percent have their highest educational level at tertiary, Senior School Certificate Examination (SSCE), Vocational and Technical Schools (VOTECH), and basic level respectively. One could say that failure of the youth in the district to secure employment is not due to the fact that the youth does not have the requisite qualification to enter into the job market for employment, but as a result of other factors such as general lack of employment opportunities and mismatch of skills which are equally important. Almost all the youth interviewed during the research were seen to have at least basic level of education for employment. Figure 4.1 gives a summary of educational background of the sampled population for the survey.

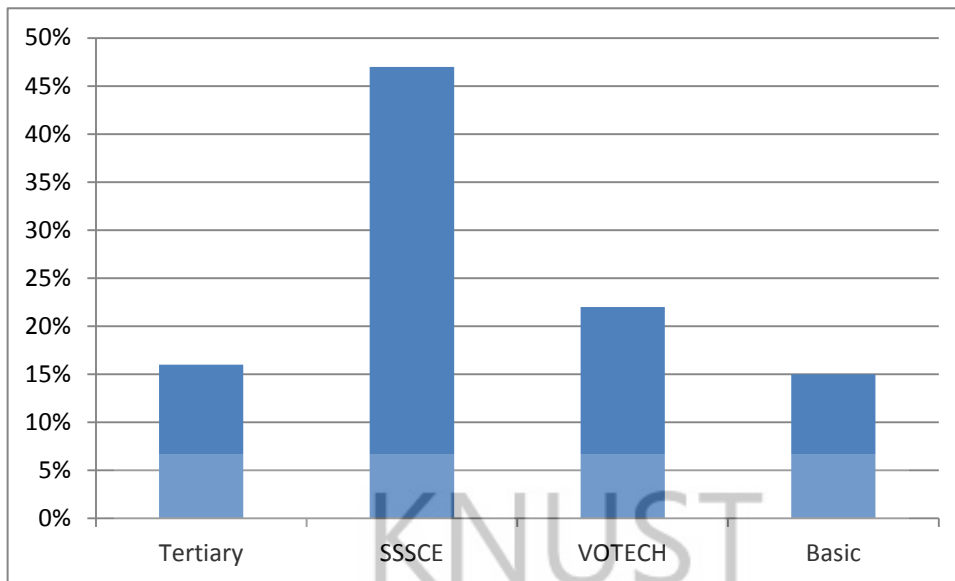


Figure 4.1: levels of educational attainment by respondents

Source: Author's field Survey 2013

4.2.3 Ethnicity and Religion

Figure 4.2 portrays the various ethnic groups and their religion for the sampled population of the GYEEDA beneficiaries. Two main religious groups were identified during the survey. Christianity according to the survey is dominating with 86 percent followed by Islam 14 percent. On ethnicity, the study revealed that 77.0 percent of the beneficiaries are Akans, 3 percent Ewes, 1 percent Nzemas, 19 percent of Northern origin (Frafra, Mamprusi, Baasare etc). The study revealed some form of association between ethnicity and religion; it was evident from the research that most of the respondents from northern Ghana are Muslims, whereas those from the Southern sector, mostly Akans are Christians. This shows heterogeneous nature of the GYEEDA beneficiaries in the district.

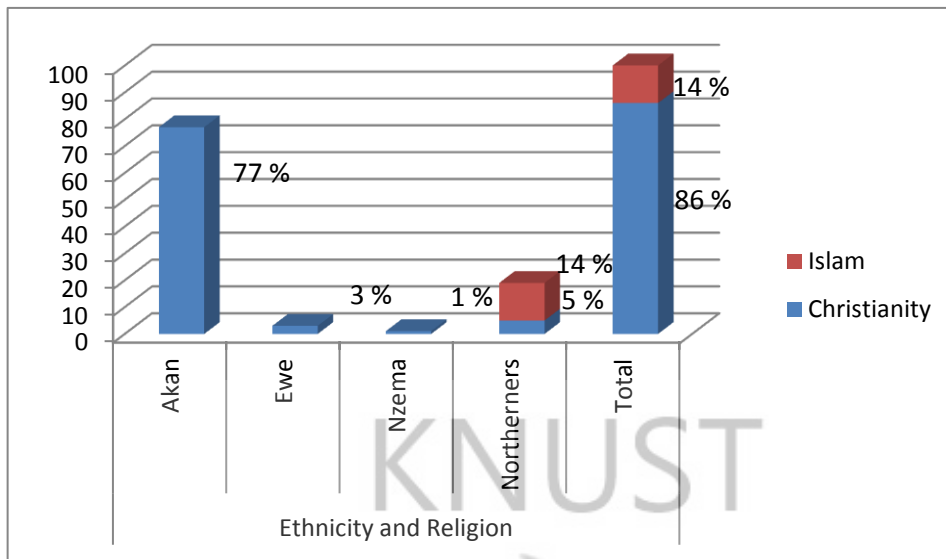


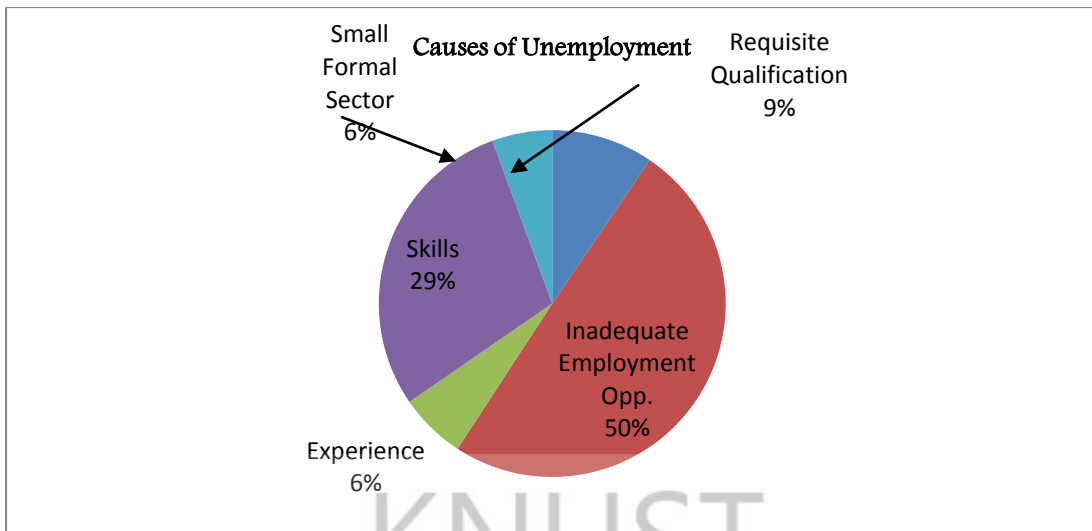
Figure 4.2 Ethnic and Religious background of respondents

Source: Author's field Survey 2012

Despite the religious and ethnic differences as shown in the figure above there is peaceful co-existence between the Akans who are in the majority and other minor groups in the district.

4.2.4 Causes and Solution to Unemployment in the district

It is evident from the field survey that different beneficiaries have different opinions for the causes and solution to unemployment in the district as indicated in the figure 4.3 below. The chart indicates respondents' reasons for unemployment as follows: lack of requisite qualification- 32(9.5%), inadequate employment opportunities- 168 (49.7%), experience- 21 (6.2%), not having the needed skills- 98 (29.0%) and small formal sector of the economy- 19 (5.6%) in the district.



Source: Author's Field Survey 2013

Figure 4.3: Causes of Unemployment in the district

The above figure shows that (78.7%) indicated (inadequate employment opportunities and requisite skill) as the major causes of unemployment in the district whereas (21.3%) attribute it to other causes of unemployment.

On the part of the solution to unemployment further questions were asked which allowed the beneficiaries to take one of the causes mentioned and suggest a solution to the problem and rank it as 1, 2 and 3. Table 4.2 shows how the beneficiaries went about it.

Table 4.2: Causes and Solution to Unemployment in the district

S/N	Causes of unemployment	Solution	No of beneficiaries	% of the beneficiaries	Ranking
1	Small Formal Sector	Establishment of more sectors of the economy in the district	20	6	3 rd
2	Requisite Qualification	Universities and polytechnics should train people whose services are much needed	102	30	2 nd
3	Skills	Establishment of vocational and technical education in the district	216	64	1 st

Source: Author's Field survey 2013

From the table above, it is clear that particular attention must be given to skills acquisition to curtail unemployment situation in the district.

4.2.5 GYEEDA and Acquisition of Skills

The table 4.3 presents the testimony of GYEEDA beneficiaries interviewed during the field survey. At least almost everybody said he/she learnt not less than three skills during the programme and this has informed their present employment gained.

KNUST



Table 4.3: Skills acquired during GYEEDA Programme

No	No of Modules	No. Trained			Skills Acquired
		M	F	T	
1	Community Education Teaching Assistant (CETA)	26	37	63	Preparation of lesson Notes, Writing, Facilitation
2	Health Extension Worker (HEW)	19	18	37	Attitude to work, Report writing, Working in public
3	Youth in Prison Service	3	2	5	Good human relationship, Leadership skill, Office procedures
4	Youth in Fire Safety & Prevention Assistant	9	8	17	Leadership qualities, Public education
5	Youth in Dressmaking	14	70	84	Hand Control, Simple Repairs
6	Youth in Hairdressing	6	52	58	Hand Control, Simple Repairs
7	Youth in Waste and Sanitation	19	10	29	Public education, observed simple hygiene roles
8	Youth in Mobile phone Repairs	16	5	21	Skill in both soft and hardware in computer
9	Youth in Auto Mechanics	14	1	15	Driving, Repairs of vehicles
10	Youth in Tricycle	9	-	9	Driving, Loading and offloading of goods
Total		135	203	338	

Source: Author's Field Survey 2013

From the above table, it is observed that, beneficiaries of the programme are exposed to a wide variety of modules, which has enhanced the knowledge and skill base of beneficiaries. The table reveals that, females dominated generally in the participation of the modules with 60%, whereas the males recorded 40%. The highly patronized modules were the Community Education and Teaching Assistants, Youth in

dressmaking and Hairdressing, as presented in the table. The least patronized modules were also the youth in Prison Service, Youth in Auto mechanics and Youth in Tricycle. Again the table revealed females dominated in some particular modules; 83% females were recorded in the dressmaking modules and 90% females were also recorded to have participated in the Hairdressing module, this can be due to the nature of the jobs in these sectors.

Generally from the skills acquired by beneficiaries, it can be said that, these skills have added to the knowledge base of individuals and can make them skilled labourers in particular fields.

4.3 Effects of GYEEDA on beneficiaries

4.3.1 Current Employment Status of beneficiaries

The survey sought to find out the current employment status of the beneficiaries of GYEEDA. Employers often say that young people lack employability skills. Employable skills play a major role in labour market outcomes. Increasing young people's employability involves making sure that they acquire the skills, knowledge and attitudes that would allow them to find work and cope with unpredictable labour market changes throughout their working lives. Table 4.4 shows employment status of the respondents and sectors of the economy.

Table 4.4: Employment Status and Sectors of the Economy

Employment Status	Employment Sector				Total	
	Public		Private			
	Freq	%	Freq	%	Freq	%
Employed	70	23.1	233	76.9	303	89.6
Unemployed					35	10.4

Source: Author's Field Survey 2013

The survey revealed that 89.6 percent of 338 beneficiaries of the GYEEDA are employed either in public or private sector of the economy. Majority 76.9 percent are in private sector of which dressmaking is leading followed by hairdressing. The situation affirms the efforts being made by the private sector with regards to employment creation to the chunk of the population especially in the informal sector as a way of complementing government's effort in addressing the unemployment situation in the country. The remaining 23.1 percent of the employed are in the public sector of which majority, more than 18 percent are in the teaching profession which is readily available in the district.

The remaining 10.4 percent of the GYEEDA beneficiaries in the district, the majority (60%) are schooling in the country polytechnic and universities. The remaining 40 percent is unemployed.

With the quality of man capital, those in public and private sectors said they are in employment as a result of skills (team work, effective communication and self-management), knowledge and attitude learnt during the GYEEDA training. The above discussion suggests close link between education and quality of man capital.

4.3.2 Income Levels of the Respondents

Average income of the Beneficiaries before, during and after the programme was examined and the results presented in the table 4.5 below. Almost 28 percent of the beneficiaries received no income before the programme, 49 percent received a monthly income GH¢50-100 and 23% received income of GH¢100+. With the 28percent that received no income before the programme almost 95 percent stayed with their parents. During the programme the beneficiaries on earned income such teaching assistants and health assistants received income between GH¢ 80-120 which food constituted 80 percent of the monthly expenditure. After the programme, the income of the beneficiaries has increased between GH¢ 200- 600. This achievement according to the beneficiaries interviewed attributed it to the skill acquired during GYEEDA programme. This change of income after the programme has improved the living conditions of the beneficiaries in terms of meeting their daily food consumption, purchase of basic needs such as footwear, clothing, travel and transport cost and utilities. These they said would not have been possible to cope with, had it not been the programme that they engaged in. However, 35 of the respondents representing 10.4 percent said they receive no income at the end of the month for the reasons they said they are either schooling or still searching for job searching.

Delving into the income levels of the beneficiaries with respect to the average monthly income after successful exited from the programme in 2013, it was evident that, 97.7% of the beneficiaries receive a monthly income over and above the minimum wage (GH 157.2), with a majority of such beneficiaries in the service sector.

4.3.3 GYEEDA Beneficiaries and Saving

The data were gathered on the saving habits of beneficiaries. It was revealed that more than three quarter (81%) of the beneficiaries who are employed said they do not save at least 1 percent of their income. The remaining (19%) of the beneficiaries said at least they could save between 2%- 3% every month. However, the amount set aside as savings to meet unforeseen expenditure is very small. This habit of not saving or low savings according to the beneficiaries was attributed to low income. .

4.3.4 Patronage of Goods and Services Produce by GYEEDA Beneficiaries

GYEEDA programme expects to provide the beneficiaries most especially dressmakers, hairdresser's, carpenters, mobile phone repairers with needed training and requisite skills. In view of this, tools and machines were provided to some of the beneficiaries to set up their own businesses. Views on the level of patronage of their services and its location were sought from the beneficiaries during the survey and the result is presented in the table 4.5.

Table 4.5 Patronage of goods and service produce by GYEEDA beneficiaries

Modules		Patronage of the services			Location
		Low Patronage	High Patronage	%	
Youth in Dressmaking (84)	14	x		4	Rural
	70		x	20	Urban
Youth in Hairdressing (58)	22	x		6	Rural
	36		x	11.1	Urban
Youth in Mobile phone Repairs (21)					
	21		x	6.2	Urban
Youth in Auto Mechanics (15)	2	x		1	Rural
	13		x	3	Urban
Youth in Tricycle (9)	2	x		0.5	Rural
	7		x	2.1	Urban
Total	187			55.3	

Source: Author's Field Survey 2013

As presented from the above, 79.2 percent of beneficiaries said their goods/services are highly patronized and this has affected their living condition positively as a result of the skills gained during the programme as against 20 percent that said their services are not highly patronized. It could also deduce from the table that the percentages of the beneficiaries whose services are not highly patronized are people living rural areas.

4.3.5 Social Recognition and Psychological Relief

Apart from economic effects such as employment, income and savings provided by GYEEDA, the programme has also provided the youth with social recognition and psychological relief. The survey took data on how the employed youth feel. Almost everybody said with work, they have assumed a new position on the social ladder and responsibilities that go with the position assigned to them by society. About 25 of the beneficiaries representing (7.3%) said they have married with children in schools and are highly respected as heroes and achievers in the society which hitherto, was not the case. When asked the secret behind this new position, the successes were attributed to the fact that they are now self-reliant and not dependents on their parents for at least the basic needs in life such as food, shelter and clothing. Another 2 percent said the programme served as a spring board to better their grades for tertiary education. At least 3 beneficiaries have so far completed the universities and polytechnics and have obtained new position in the job market assistant head teachers, accountants and secretaries.

According to 28.4 percent of the employed youth interviewed during the survey, share similar belief with Freud, 1962; Jahoda, 1979 that employment is very important for identity construction no matter how small the income may be.

4.3.6 Location and Workplace

Attempt was made during the field survey to know from the respondents where they are located (either urban or rural) and the result is depicted on the figure below. Out of 338 beneficiaries (89.3%) said they live in the few urban centres like Asuotiano, Dormaa Akwamu, Wamfie, Wamanafo, Kyeremasu and Akontanim where business

is booming and again where social amenities like school, roads and potable water that contribute to welfare are located in the district as against 10.7 percent who live in rural areas. As many as 258 said they moved from rural areas to urban areas upon completion of the programme. According to the beneficiaries, after the programme in most cases, their workplaces are located in urban areas.

It is evident from data collected that there is a closed link between the location and the standard of living. The general belief is that the standard of living for urban dwellers is higher than rural dwellers. Hence majority of the GYEEDA beneficiaries prefer to stay in the few urban areas in and out of the district. This can also be attributed to the nature of the products they produce and the services they render and market availability.

4.3.7 Number of Meals and Quality of food

Number of meals taken and quality contribute to the welfare of the people and hence data were collected from the beneficiaries during the survey and analyzed as indicated in table 4.6 below. Table 4.6 shows how GYEEDA has impacted on the lives of the beneficiaries positively on the number of meals and calories consume per day.

Table 4.6: Meals and Calories consumed by beneficiaries

N0 of Beneficiaries	No of Meals Per Day		No of Calories Per Day	
	Before(GYEEDA)	After(GYEEDA)	Before(GYEEDA)	After(GYEEDA)
291	2	3	1800	2075
47	3	3	1843	2100

Source: Author's field survey 2013

It could be seen from the table that the majority (291) representing 86 percent of the beneficiaries said they have witnessed an improvement in the number of meals taken in a day as well as the quality of the food after GYEEDA programme. Whereas 47 representing (13.9%) said they have not seen any change so far as the number of meals taken in the day is concerned, they however appreciate the changes in the quality of the food they eat.

4.3.8 Social Security and Protection

The beneficiaries of GYEEDA were asked to indicate whether they have any form of security and protection and the result is presented in the Figure 4.4 below. Almost eight of every ten mentioned that they are Social Security and National Insurance Trust (SSNIT) contributors. This includes the beneficiaries both in the formal and informal sector of the economy, 19 percent mentioned insurance and 1 percent also mentioned children as their form of security. According to the beneficiaries sampled during the field survey gave the credit to GYEEDA.

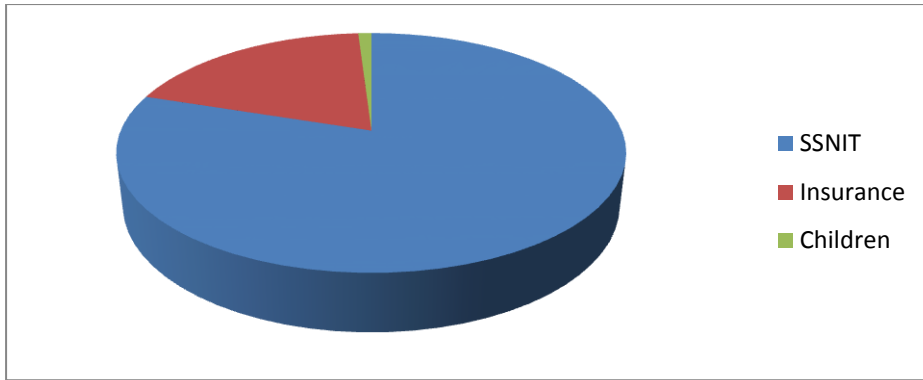


Figure 4.4: Forms of Security

Source: Author's Field Survey 2013

4.3.9 Contribution to Nation Building

The effects of GYEEDA do not end at the beneficiaries only but the communities and nation at large. Data were collected from the beneficiaries on whether they pay tax on their income to the government. The beneficiaries in the formal sector said they pay not less than five percent of their incomes to government in the form of indirect tax for nation development. Whereas those in informal sector (233) the majority 191 representing 81.9% said they pay tax to the government out of their income for development. 75% of the beneficiaries (both formal & informal sectors) said apart from the taxes to the government, during occasions like Kwafie festival, they contribute in diverse way for the development of their communities such as Wamfie, Wamanafo, Kyeremasu, Dormaa Akwamu and Asuotiano.

Tax education is needed to encourage those beneficiaries in informal sector to pay their taxes for nation building.

4.3.10 Time for Leisure

Leisure is important in measuring the welfare of the GYEEDA beneficiaries in the district. It reduces the stress people go through whiles working and the boredom. During the field survey the beneficiaries were asked to indicate whether they have time for leisure after work

As gathered from the field, majority (75%) said at least once in a while they spend time for leisure as against the minority of (25%) who said they do not have time for leisure. Further inquiries into reasons for non-indulgence, majority attributed it to low income and place of residence where most especially the recreational centres are generally lacking as in the case of the Dormaa East District.

4.4 Enabling Environment for effective implementation of GYEEDA

4.4.1 Effective Implementation of GYEEDA

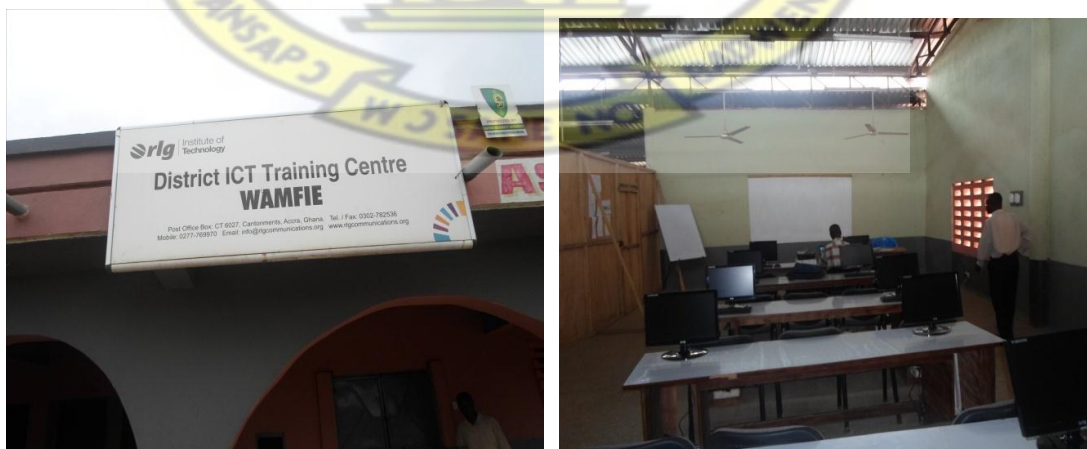
The success and effective implementation of any programme depends largely on the environment for which it is taken place. GYEEDA has been in operation in the study area for the past five years and has chalked a number of successes. So an attempt was made during the survey by talking to the programme coordinator to ascertain the secret behind it.

In a bid to verify enabling environment for effective implementation of the programme in the district the programme coordinator reported as follows; “Since the programme inception, the programme has been enjoying, a healthy, stronger and

cordial relationship with the District Assembly. The District Assembly has been supportive by renting an office for the programme.

Another important issue worth noting is the conversion of the community center into Information Communication and Technology (ICT) center at Asuotiano. The center provides the beneficiaries and job-seekers with the foundation of knowledge they need to succeed in environments that requires the use of computer and the internet. According to the programme coordinator the first batch of forty-nine made up of twenty nine females and twenty males and another batch of fifty males and twenty – four females have also been enrolled on the programme on both hardware and software training. Further research was made by interacting with the supervisor at the center who said the first batch just completed from the center. He indicated that almost 25 percent have been employed at the various telecommunication networks as technicians and others are also doing their own work in and outside the district. Plate 4.1 portrays the picture of the ICT center at Asuotiano-Wamfie.

Plate 4.1 the ICT center at Asuotiano-Wamfie



Source: GYEEDA office, Wamfie 2013

Also according to the programme coordinator, unearned income beneficiaries upon completion take home tools and machines to kick start job on their own. He said some time last year, the beneficiaries of GYEEDA took delivery of items including: sewing machines, dryers, raincoats, cutlasses, wellington boot, spanners, computers and accessories, pair of scissors, tape measures, saws, hammers, pliers and just to mention but a few to be self –reliant. In this regard, the living conditions of these beneficiaries have improved of late. Plate 4.2 and 4.3 below are some of the pictures of the items distributed to the beneficiaries.

Plate 4.2: Deputy Coordinator presenting a Sewing Machine to a beneficiary at Wamfie



Source: GYEEDA Office, 2013

Plate 4.3: LESDEP Coordinator presenting a Drier to a beneficiary at Wamfie



Source: GYEEDA Office, 2013

Apart from the materials most at times provided by the GYEEDA to the beneficiaries, is the money paid to the beneficiaries at the end of the programme as seed money to start business on their own. As indicated by the coordinator, money is from the contributions of beneficiaries and GYEEDA as well.

The GYEEDA coordinator of the district also mentioned lack of workshops centers and logistics as the main challenge in the district. He said apart from the ICT center which the youth are being trained on how to repair mobile phones and computers in general, there is no other training center in the district to train the hairdressers and dressmakers. In most cases according to the coordinator, their meetings are held at the District Assembly's hall which is either too small or coincide with other equally important programmes of the Assembly.

The second challenge mentioned is lack of logistics such as motor bikes for daily supervision and monitoring. He said, GYEEDA is about skill acquisition and the participants must be monitored and evaluated at any point in time to measure the progress of work. The coordinator of the programme said at the moment the

programme could boast of one motorbike which was given by the Assembly for monitoring of the programme in the district. He said frequent break downs and fuel for the bike have rendered the usage of the motorbike uncomfortable. The coordinator confirmed the long delay of the payment of the allowance to the beneficiaries as a serious challenge of the programme. He said at the moment the payment of allowance to the beneficiaries is in arrears for three months. In such situation either the attendance to work is poor or majority do not attend to work at all because most of them have to take cars before reaching their workplaces. This poor attendance of the participants has serious effects on the programme such as going through the system without realizing the purpose of the programme.

4.5 Perception of GYEEDA

4.5.1 Beneficiaries Knowledge on GYEEDA

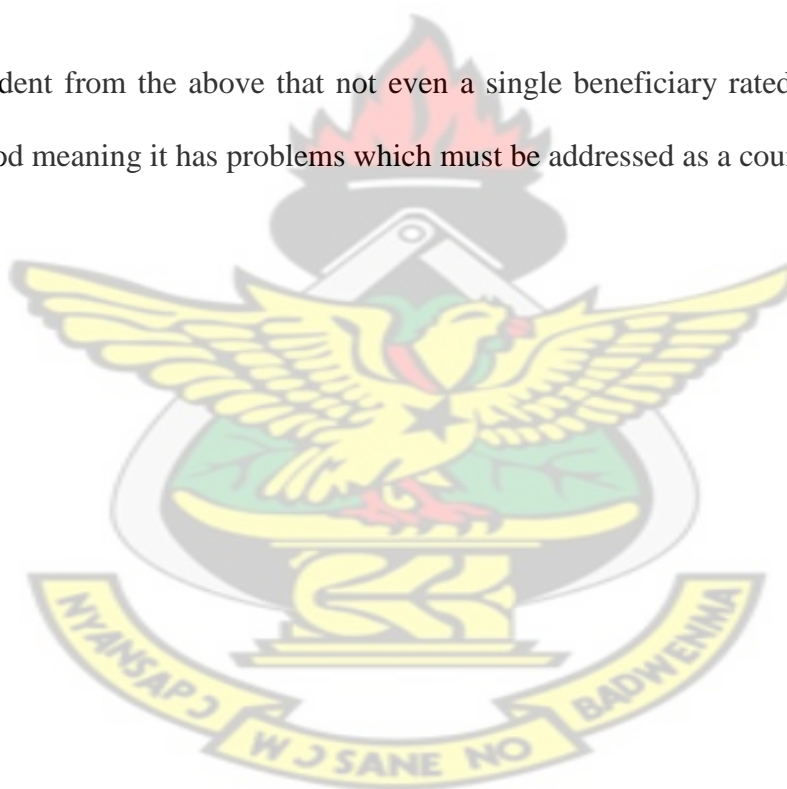
The knowledge based of the beneficiaries on GYEEDA was assessed and findings are presenting in the table 4.8 below. 338 beneficiaries interviewed for their in-depth knowledge of the programme rated it as are follows: very good (0 %), good (83%) and not good (17%) representing 0, 281 and 57 number of beneficiaries respectively. From the above analysis it could be said that though the programme has made some remarkable achievements in the district and for that matter the country at large, a lot more needs to be done to make the programme achieve its intended purpose of creating jobs for the increasing number of youth in the country.

Table 4.8: Beneficiaries knowledge on GYEEDA

Beneficiaries	Knowledge on GYEEDA		
	Very Good	Good	Not Good
	-	281	57
Total	0	281	57
	0%	83%	17%

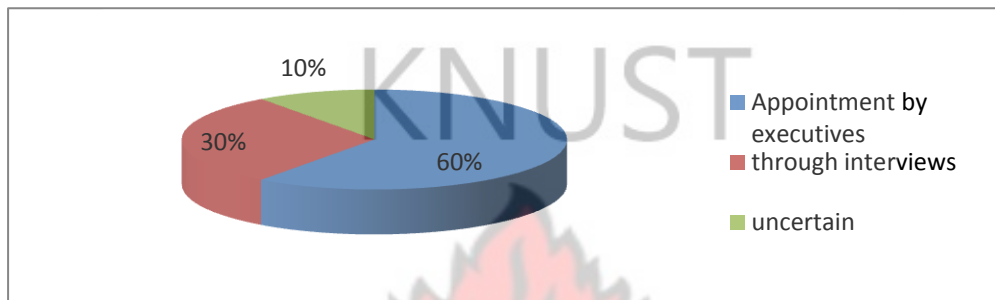
Source: Author's field Survey 2012

It is evident from the above that not even a single beneficiary rated the programme very good meaning it has problems which must be addressed as a country.



4.5.2 Partisan Nature of GYEEDA

Concerns of many Ghanaians are the partisan nature of the programme. Views were gathered from the beneficiaries and have interpreted in the table 4.5 below. Majority (60%) representing 203 of the beneficiaries confessed that they had their appointment through party executives, 30% representing 102 of beneficiaries said they got it



views and examinations and 10% representing 34 beneficiaries said they were not certain.

Figure 4.5 Partisan Nature of GYEEDA

Source: Author's Field Survey, 2013

4.5.3 Sustainability of the Programme

Table 4.9 shows the responses of the beneficiaries on measures to ensure the sustainability of the GYEEDA programme in the Dormaa East District. Among the measures mentioned by the respondents to ensure the programme sustainability include the following: skills acquisition, not politicizing the programme, ability of the formal sector to absorb the new graduates, regular payment of monthly allowance and addressing corruption in the programme. From the Table, 86 beneficiaries of the programme representing 25.4 percent recorded Skill Acquisition as the outstanding

measure for sustaining the programme whereas 42 beneficiaries representing 12.4 percent recorded supervision as the least measure for ensuring the programme's sustainability.

Table 4.9 Issues on Sustainability of the Programme by Respondents

Measure to Ensure Sustainability	Responses		Ranking
	No.	%	
Not Politicizing	50	14.8	3 rd
Skill Acquisition	86	25.4	1 st
Addressing corruption	44	13.0	5 th
Regular Payment	68	20.1	2 nd
Ability of the formal sector to absorb the beneficiaries	48	14.2	4 th
Supervision	42	12.4	6 th
Total	338	100	

Source: Author's Field Survey, 2013

4.5.4 Time for the Training and duration of the Programme

Effectiveness and success of the programme depend on time for the training and duration of the programme. In this regard, views of the participants were collected during the field work and had been presented on the table 4.10 below.

Table 4.10: Time and duration of the Programme

Duration	Time	Not Appropriate	Appropriate
2Years	4Weeks/2Years	237	101
Total	4 Weeks/Years	237	101

Source: Author's Field Survey 2013

It is evident from the table that as much as 70 percent of the beneficiaries representing 237 persons said at most four weeks (1month) for the training are not adequate. The reason was that, the areas they have to cover within one month is broad and needs time to go through the modules, hence the majority proposed three month for the training and the remaining 30 percent representing 101 of the beneficiaries said four weeks training for the programme is appropriate since the participants learn more when they begin to implement the classroom theories.

With regard to the duration, all the beneficiaries said at least it would be four years duration to build their capacities for the field of work.

4.5 Challenges of GYEEDA

The noble dream of securing jobs for the teeming youth is on tenterhooks as it is beleaguered with numerous challenges. While the 18% of the beneficiaries attribute the problem to either the failure of the formal sector to absorb the graduates after the period of 2/3years in the programme due to lack of space and lack of seed money to set up their own business, the programme coordinator interviewed said the problem stemmed from the National Level, Regional Level, District Level and Local Level.

4.5.1 National Level

At the national level, the programme coordinator indicated the political powers use the programme to score cheap political points over their opponents. Ministers of state publicly come out on air to propagate their political party propaganda on the programme as a flagship programme without due course to the core issues which ought to be put in place to consolidate it. This is partly because some of these politicians make gargantuan guarantees to their political sycophants that when they are put in power they would make the programme better. So these politicians come to power and use all means fair or foul to portray that all is well with the programme to the neglect of the critical problems that ought to be addressed.

Furthermore, the programme encounters one major challenge – inadequate financial resources which hamper its efforts at expanding the programme to cover a significant proportion of the remaining unemployed youth. To overcome this challenge, the Office of Mobilization has been set up by the government to help mobilize funds from other sources.

Lack of adequate accommodation and change of Ministerial oversight over the Programme resulted in staff of the Programme having to move from one office location to another in Accra, and from the Ministry of Manpower, Youth and Employment to the Ministry of Youth and Sports, over the years.

Also, there is a challenge with regards to untimely release funding for the payment of allowances of the beneficiaries as they are not being paid by the Controller and Accountant General Department, charged with the responsibility to pay all

government employees in the country. This makes the allowances of the beneficiaries to delay as long as up to about six months or more in some cases. This serves as a disincentive to the beneficiaries many of whom depend solely on this meager allowance for their daily up keep. This result in laissez-faire attitudes put up by the beneficiaries towards work, thereby defeating the whole concept of the programme as a provider of temporal stipend or relief for the unemployed youth.

4.5.2 Regional Level

At the Regional level, the programme coordinator affirmed there are problems with regard to the adequacy and skilled manpower coupled with logistical constraints. These slow down the initiation of pragmatic and innovative policies and modules to improve upon the programme. Moreover the logistical constraints in terms of office equipment and vehicles to facilitate timely monitoring and reporting tend to impede the smooth running of the programme.

4.5.3 District/ Local Level

The situation at the District and local levels according to the programme coordinator is even more worrying as the District Chief Executives have been made directly responsible for the successful implementation of GYEEDA. They thus give directives to the programme coordinators to massage the programme in favour of their party supporters popularly termed ‘jobs for the boys’.

Despite of the fact that the programme gives monthly stipend to the beneficiaries, they exit the programme under poor conditions of services; meager allowances,

intermittent and delays in the payment of allowances, inadequate startup capital, and limited number of beneficiaries among others.

4.5.4 Summary

The GYEEDA Programme has had tremendous impact on the beneficiaries in areas such as skills acquisition by beneficiaries during the programme implementation, attainment of employment by beneficiaries after the programme and subsequent improvement of income levels, achievement of social recognition and psychological relief, and improvement in quality living. The programme was however saddled with several challenges leading to its abrogation. Such challenges include change of government with its associated transitional issues, untimely release of funds for payment of allowance, logistical constraints for monitoring and political favoritism in the selection of beneficiaries among others.



CHAPTER FIVE

SUMMARY OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1 Introduction

The chapter prior to this focused on the presentation and the analysis of data on the effects of the GYEEDA programme on its beneficiaries. Specific attention was directed towards its operation in the Dormaa East district of the Brong Ahafo district, the skills acquired by beneficiaries of the programme, their living conditions and how the programme has aided in the creation of jobs. This chapter thus recaps the principal findings from the work, giving the basis for suggesting of plausible recommendations to curbing the challenges and problems identified and ensuring the optimum benefits from the programme, and the realization of its objectives. The chapter then ends with a general conclusion of the research.

5.2 Summary of findings

Under this section the findings were segregated under the various objectives of the research, whilst principal general findings were also presented.

5.2.1 Characteristics of Respondents

The study exposed the dominating gender group; out of the 338 respondents, 135 representing 39.9 percent were males, whereas 203 representing 60.1 percent were females. The females' dominance over males could be attributed to the nature of modules of the programme. Again, it was revealed that 60% of respondents were beyond the age of 24 years.

5.2.2 Skills acquired by beneficiaries

Several skills were discovered to have been imparted into beneficiaries by the programme through its various programme modules. It was found out that, beneficiaries who participated in the Community Education teaching assistant modules, testified to have acquired skills like preparation of lesson notes, writing and facilitation. Health extension workers, Youth in Fire and Safety and Prevention testified to the acquisition of skills including report writing, leadership skills and office procedures. More so, beneficiaries of the Youth in Hairdressing and Dressmaking could boast of hand control and simple repairs. Beneficiaries of the Youth in Auto mechanics and Waste and Sanitation and Tricycle modules could make mention driving, soft and hardware in computer, public education, loading and offloading of goods, as among their skills acquired.

5.2.3 Employment Status of GYEEDA beneficiaries

The research revealed that 89.6% of beneficiaries are employed, either in the public or private sector. 76.7% in the private sector (majority employed in Hairdressing service provision).

It is worth noting that, the Community center was turned into an Information and Communication Technology center at Asuotiano, where about 25% of the first batches of trainees have landed jobs in telecommunication companies. More so, as gathered from the programme coordinator, unearned income beneficiaries upon completion received tools and equipment like sewing machines, dryers, raincoats, cutlasses, wellington boot, spanners, computers and accessories, pair of scissors, tape measures, saws, hammers, pliers. This is to set them up for their own businesses.

Again, it was revealed that beneficiaries are sometimes given a startup capital, to enable them kick start on their own.

5.2.4 Living Conditions of beneficiaries after GYEEDA

The study indicated the indispensable effect their indulgence in GYEEDA has had on their income levels. It was gathered that prior to the programme, income levels ranged from GHC 80-120, whereas a month after the programme, income levels had risen to GHC 200-400. Evidently, 47.3% of beneficiaries claimed to receive monthly income of between GHC301-400, whilst 12.1% receive between GHC 401-500. Admittedly, this was seen to have increased their living conditions, by meeting their independent daily food consumption, purchase of basic needs, and affords travel cost and utilities. The research again unearthed that 86% of beneficiaries admitted they could afford three square meals in a day as compared to two earlier before GYEEDA.

5.2.5 Challenges of GYEEDA

Among the challenges of the programme were the inadequacy of financial resources, as it hampers its efforts of expanding to cover a significant proportion of the remaining unemployed youth. Again, there is the untimely release of funds for the payment of allowances of the beneficiaries as they are not paid by the Controller and Accountant General Department. More so, there is a logistical constraint in terms of office equipment and vehicles to facilitate timely monitoring and reporting tend to impede the smooth running of the programme.

As part of challenges facing the programme, was the use of the programme to score cheap political points, ignoring relevant critical issues that need to be addressed.

5.3 Recommendations

The outcome of the study entailed certain findings and issues which need to be attended to in order to promote the aims and objectives of the GYEEDA Programme as well as enhance the chalking of greater success of the Programme in the future. The researcher therefore suggests the following recommendations relevant to the major issues of the findings for consideration by the government and appropriate authorities of the GYEEDA programme.

5.3.1 Educational Levels of Respondents

Formal education in the country's educational curriculum should be more tailored toward skills acquisition rather than general knowledge acquisition at all levels of the educational ladder especially at the secondary and tertiary levels. Such alteration and preference to skills acquisition will stimulate graduates creativity and innovativeness in launching into self-employment ventures other than looking up to government and other entities for 'white' collar jobs.

Again, students should be guided and mentored right from the basic schools level in identifying their talents and gifting. This will enable the students to be more focused in the preparation, training and development of their hidden potentials thereby enabling them to make effective decisions in their selected career paths.

5.3.2 Exit Plan

Substantive effort should be made to enhance exit plans and to implement them on schedule. Exit plans were later introduced into the GYEEDA programme to support beneficiaries to obtain permanent employment, or to pursue further educational

studies at the completion of their respective modules. This however has not materialized though there were monthly deductions from the beneficiaries allowance to that effect. The appropriate authority should therefore see to a speedy expedition of the release of the accumulated deductions also known as ‘seed money’ to enable the beneficiaries access their exit benefits. The study reviewed that 2,028 beneficiaries in the district just a few lucky ones have so far been successfully exited.

5.3.3 Recruitment of Staff/ Beneficiaries

The recruitment of staff especially the programme coordinator, secretaries and the beneficiaries at the district level should be done professionally in line with public sector recruitment criteria and processes. Professional recruitment will promote quality output of staff in the performance of their respective portfolio functions in the programme. This will enhance transparency and accountability.

5.3.4 Neutrality of GYEEDA

Independent body should be made to run the programme so that staff employment and organizational activities are done without any partisan political interest or influence. This will reduce the tendency of selecting only political party favorites as the beneficiaries. Again, it will allow the programme to travel beyond one political regime.

5.3.5 District GYEEDA Office

Permanent office space or structure should be provided to enhance independence in the performance of staff duties in the district. The provision of a permanent structure

with enough space will facilitate the movement of people and files in the office. Currently GYEEDA office in the district is rented by the District Assembly.

5.3.6 Monitoring and Evaluation

The necessary logistics as well as incentives for Monitoring and Evaluation should be provided to facilitate effective Monitoring and Evaluation of beneficiaries of the various modules during implementation. Competent and experienced Monitoring and Evaluation staff should be engaged in the exercise to ensure that regular reports on progress can be obtained.

5.3.7 Payment of Allowance

Monthly allowance of GYEEDA employees in the formal sector should be hooked to the Controller and Accountant General Department Payroll system. Regional and district offices should be provided with payroll/allowances advice, and validation of existing beneficiaries should form the bases of the final payroll to be issued to banks for payments. This will enhance transparency and accountability in the management of allowance payment and also ensure regular payment of allowance on time.

5.3.8 Duration of the Programme

Training period for the modules should be reviewed to ensure that the required knowledge and skills can actually be obtained in the designated period. This will adequately equip the trainees with the needed skills and knowledge for maximum impact in the working field after their tenure of training.

5.3.9 Private sector Support

Private sector initiative must be promoted as well as youth entrepreneurship, government in conjunction with the District Assembly and other Non-Governmental entities should provide the enabling environment such as tax holidays, minimization of tax and interest rates, and creation of awards for most creative and industrious young entrepreneurs in the district. This will hearten positive competition among the youth thereby opening up the job arena and productivity in the district.

5.3.10 Provision of Social Amenities at Rural Areas

There is an urgent need for the District Assembly to provide social amenities to deprived communities in the district. This will reduce the mass exodus of trained youth from the rural communities to the urban centres in the district. Most of the interviewed beneficiaries were clustered in the urban centres to the detriment of the rural areas. Such congestions in the urban areas was a result of the presence of better amenities such as electricity, potable water, tarred roads among others. Though such amenities are being enjoyed by the trained personnel in the urban dwellings, their productive contribution to the district is however minimal as a result of them not being engaged in productive ventures. Equity in terms of providing better social amenities like electricity to the rural folks will retain the beneficiaries in such dwellings and further trigger creativity among the youth in promoting employment and development.

5.4 Conclusion

In the face of rising youth unemployment in Ghana, the commencement of NYEP now known as GYEEDA in 2006 to alleviate the plight of the unemployed Ghanaian youth, addressing poverty and potential national insecurity was undoubtedly a step in

the right direction. The concept of GYEEDA is as relevant today as it was in 2006 when it was conceived.

In this study, the researcher sought to assess the effects of the GYEEDA programme on beneficiaries in the Dormaa East District of the Brong Ahafo Region taking into consideration the living conditions of the beneficiaries, the employable skills, entrepreneurship and relevant working experience acquired through the programme to make the beneficiaries fit into the world of work at the local level. Indeed 100% of randomly sampled beneficiaries expressly indicated that they had benefited in diverse ways from the programme. Such benefits include improvement in income of beneficiaries, acquisition of skills, social recognition and enhance of status in the society among other benefits.

The study however revealed a number of challenges with the GYEEDA programme implementation such as inadequate logistics for monitoring and supervision, delay of payment of allowances to the beneficiaries and inability to implement the exit programme for the beneficiaries as planned.

The researcher therefore made certain recommendations including recruitment of GYEEDA programme personnel in line with public sector recruitment criteria and processes, creation of the enabling environment for private sector initiative, timely release of allowance to those on the programme as well as providing the needed logistics for effective supervision of the programme at the district level.

The implementation of the aforementioned recommendations tailoring them to the specific areas of need will put the GYEEDA programme on a higher pedestal of achieving its set goals and objectives.

KNUST



References

- Amankrah, J.Y. (2000). “Policy Focus for Improving the Productivity of the Informal Sector in Ghana” Report prepared for NACVET as background paper towards the development of a national policy for Vocational and Technical Education in Ghana.
- Amankrah, J.Y. (2000a). “Ghana’s Experience in Apprenticeship Training and other Skills Development Initiatives in the Informal Sector”. Paper Presented at Brown Bag Working Lunch, the World Bank, Washington D.C.
- Amankrah, J.Y. (2000b). “Improving Productivity in the Informal Sector in Ghana: Policy Issues and Strategies for Training in the Informal Sector” Report prepared for The World Bank, as Background Paper for the TVET Policy, The World Bank, Washington D.C.
- Amankrah, J.Y. (2000c). “Preparing Ghana’s Future Workforce to Respond to Labour Market Dynamics” Social Policy. *Journal of the Centre for Social Policy*, 1(2),10-25.
- Amankrah, J.Y. (2006). *Assessing the Effects of Recent Labour Market Interventions on Poverty in Ghana in Labour and Growth: Better Jobs under Globalisation*. IDRC/NSPIA. Carleton University, Ottawa Canada. Additional literature on Jobs and Globalisation are available at http://www.idrc.ca/ev_en.php?ID=10397891D2=DO_TOPIC. Accessed on 24/12/2013.

Amankrah, J.Y. (2012). *Youth Unemployment in Ghana: Prospects and Challenges*.
www.cepa.org.gh/./Youth73.pdf. Accessed on 5-12-2013.

Applebaum, H. (1992). *The Concept of Work, Ancient, Medieval and Modern*, New York Press: SUNY Press.

Baah-Boateng, W. and Turkson, E. F. (2005). Employment in Globalisation, Employment and Poverty Reduction. Ed Ernest Aryeetey. ISSER, University of Ghana, Legon.

Bakke, W. E. (1933). *The Unemployed Man: A Social Study*, London: Nispet.

Bauman, Z. (1998). *Work, Consumerism and the New Poor*, Buckingham, Open University Press.

Baxandall, P. (2002). Explaining Differences in the Political Meaning of Unemployment, *The Journal of Socio-economics*.31(5), 469-502

Chatterjee, S. (1995). "Productivity Growth and the American Business Cycle," *Business Review*, 8(1), 13-22.

Satyajit C. (1999). *Real Business Cycles: A Legacy of Countercyclical Policies?*,
<http://www.philadelphiafed.org/research-and-data/publications/business-review/1999/january-february/brjf99sc.pdf> date accessed 12/12/2013.

Chat C. S. (1999). "Real Business Cycles: A Legacy of Countercyclical Policies?".
Business Review, 8(1), 17-27.

Clark, J.B. (1894). *The Modern Appeal to Legal Forces In Economic Life*, The
Seventh Annual Meeting of the American Economic Association, Chicago,
Columbia College.

Clark, J.B. (1904). *The Problem of Monopoly: A Study of A Grave Danger and of the
Natural Mode of Averting It*. New York: The Columbia University Press.

Davidson, P. (1998). "Post Keynesian Employment Analysis and the
Macroeconomics of OECD Unemployment," *The Economic Journal*,
108(448), 817-831.

Bettina, I. (2002). Youth Unemployment: Individual Risk Factors and Institutional
Determinants. A Case Study of Germany and the United Kingdom, *The
Journal of Youth Studies*, 6(4), 15-29.

Ekelund, Jr., R. and Hebert, R. F. (2007). *A History of Economic Theory and Method*.
Fifth edition, Long Grove, Illinois: The Waveland Press.

Freud, S. (1962). *An Outline of Psycho-Analysis*, New York, Norton Press.;

GanBmann, H. (1994). Labour and Emancipation, *Economy and Society*, 23(1),66-92.

Gali, J. (1999). Technology, Employment, and the Business Cycle: Do Technology Explain Aggregate Fluctuations, *The American Economic Review*, 1, 249-271.

Gali, J. and Rabanal, P. (2004). Technology Shocks and Aggregate Fluctuations: How Well Does the Real Business Cycle Model Fit Postwar U.S. Data?, *NBER Macroeconomics Annual*, 19, 225-288.

Ghana Statistical Service (1984). *Population Census of Ghana, Demographic and Economic Characteristics, Total Country*. Accra, Ghana Statistical Service.

Ghana Statistical Service (1999). *Ghana Living Standard Survey-4 1998/99*, Accra, Ghana Statistical Service.

Ghana Statistical Service (2000). *Population and Housing Census of Ghana, Demographic, Economic and Housing Characteristics, Total Country*, Accra, Ghana Statistical Service.

Ghana Statistical Service (2013). *2010 Population & Housing Census National Analytical Report*, Accra, Ghana Statistical Service.

Grint, K. (1991). *The Sociology of Work*, Oxford: Polity Press.

Hartley, R. (1992). What Unemployment Means: Young People and Their Families, *Family Matters*, 33, 19-21.

ILO (2010). Global Employment Trends for Youth. Special issue on the impact of the global economic crisis on youth. http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_elm/---trends/documents/publication/wcms_143349.pdf, date accessed 12/12/2013.

ILO (2012). Global Employment Trends for Youth 2012, International Labour Office, CH-1211 Geneva, Switzerland.

ILO (2012a). *Global Employment Trends 2012. Preventing a deeper jobs crisis*, Geneva, Switzerland.

ITC/ILO and ILO (2011). An Introductory Guide for Employers' Organizations: *Tackling Youth Employment Challenges*, An overview of possible actions and policy considerations, http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/youth/tackling_ye_guide_en.pdf, Date accessed 12/12/2013.

Jahoda, M. (1979). The Impact of Unemployment in the 1930s and the 1970s, *Bulletin of the British Psychological Society*, 32, 309-314.

Ministry of Manpower, Youth and Employment (2006). *Ghana Youth: Working to Build our Future*, Accra, Ministry of Manpower, Youth and Employment.

New Policy Direction for National Youth Employment Programme (July 2012).

<http://www.ghana.gov.gh/index.php/news/general-news/14461-new-policy-direction-for-national-youth-employment-programme-> accessed 11/11/2013.

Nsowah-Nuamah N.N.N. and Amankrah J.Y (2003). Report on Registration of Unemployed and Underemployed Persons, Ministry of Manpower Development and Employment, Ghana.

O'Higgins Niall (2001). Youth Unemployment and Employment Policy - A Global Perspective, ILO, Geneva, Switzerland.

Palmer, P and Robert. C. (2007). Skills Development, the Enabling Environment and Informal Micro-Enterprise in Ghana, The University of Edinburgh, <http://www.era.lib.ed.ac.uk/bitstream/1842/1698/1/Palmer%2520R%2520thesis%252007.pdf> Date accessed on 07-02-2013

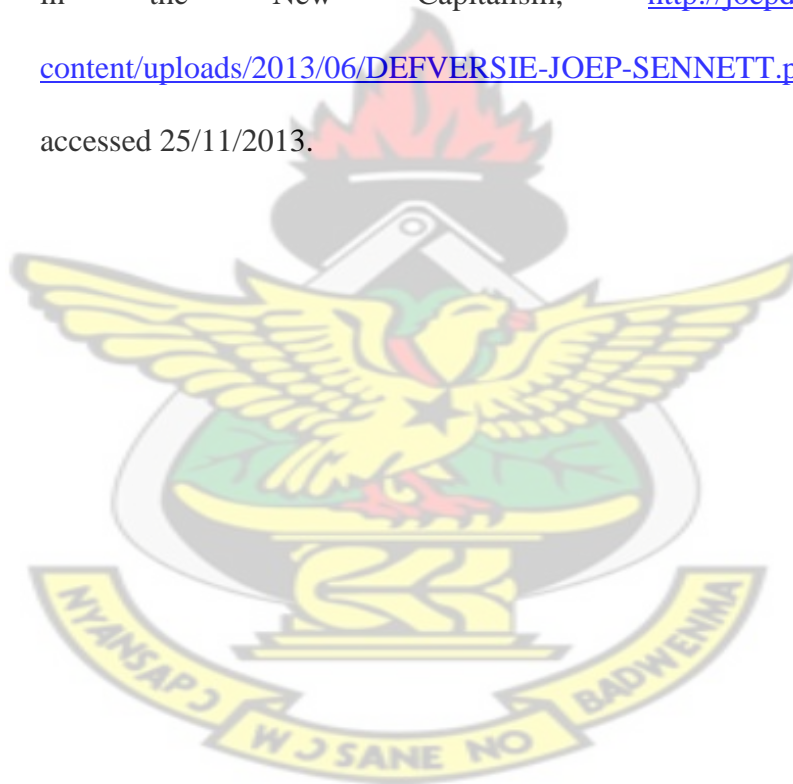
Perry, M. (2000). *Bread and Work: The Experience of Unemployment 1918-1939*, Pluto Press, London, United Kingdom.

R. E. (1988). *On Work: Historical, Comparative and Theoretical Approaches*, Oxford: Basil Blackwell.

Sarr, M.D. (2000). "Youth Employment in Africa: The Senegalese Experience".
Background Paper No. 3, UN/ILO/World Bank Brainstorming Meeting on
Youth Employment, UN Secretariat, New York, 25th August, 2000.

Sen, A. (1997). Inequality, Unemployment and Contemporary Europe, *International
Labour Review*, 136(2), 155-171.

Sennett, R. (1998). The Corrosion of Character: The Personal Consequences of Work
in the New Capitalism, [http://joepdohmen.com/wp-
content/uploads/2013/06/DEFVERSIE-JOEP-SENNETT.pdf](http://joepdohmen.com/wp-content/uploads/2013/06/DEFVERSIE-JOEP-SENNETT.pdf), date
accessed 25/11/2013.



APPENDIX I

QUESTIONNAIRE (Beneficiaries)

As one of the necessities required by the postgraduate programme in the Kwame Nkrumah University of Science and Technology (KNUST), there is the need to undertake a research work. It is for this reason that I have chosen to analyze the effects of GYEEDA beneficiaries in Dormaa East District of the Brong Ahafo Region. In order to arrive at a fruitful outcome in this study, there is the need to ask certain questions which would generate responses relevant to the study. Respondents should however take note of the fact that there would be relevant precautions taken to protect their privacy and contribution to this study.

1. Sex Male [] Female []
2. What is your level of education? A. Basic [] b. SSCE [] c. Tertiary []
d. VOTECH []
3. How old are you?
4. What is your marital status? A. Married [] b. Single []
5. What is the name of your ethnic group?
6. What is the name of your religion?
7. Are you currently or ever involved in the GYEEDA? Yes [] No []
8. How long have you served in GYEEDA?
.....
9. Did you have any employment before the programme? a. Yes []
b. No []
10. If yes, what was it?.....
11. If no. why?.....

12. Did you have employable skills after the programme? a. Yes []
b. No []

13. If Yes, what were they?

14. Why did you join GYEEDA?
.....

15. Mention any employable skills learnt since you joined the programme

- a.
- b.
- c.

16. Were you receiving an allowance during the programme? a. Yes []
b. No []

17. How regular was it? A. one month [] b. two month []
c. three month [] d. four month [] other.

18. Are you employed? a. Yes [] b. No []

19. What is your occupation?

20. Which sector do you belong? A. Public [] b. Private []

21. How much is / was your income before, during and after the programme?

22. Do you save? a. Yes [] b. No []

23. How much is saved? A. half [] b. one third [] c. one fourth
d. None []

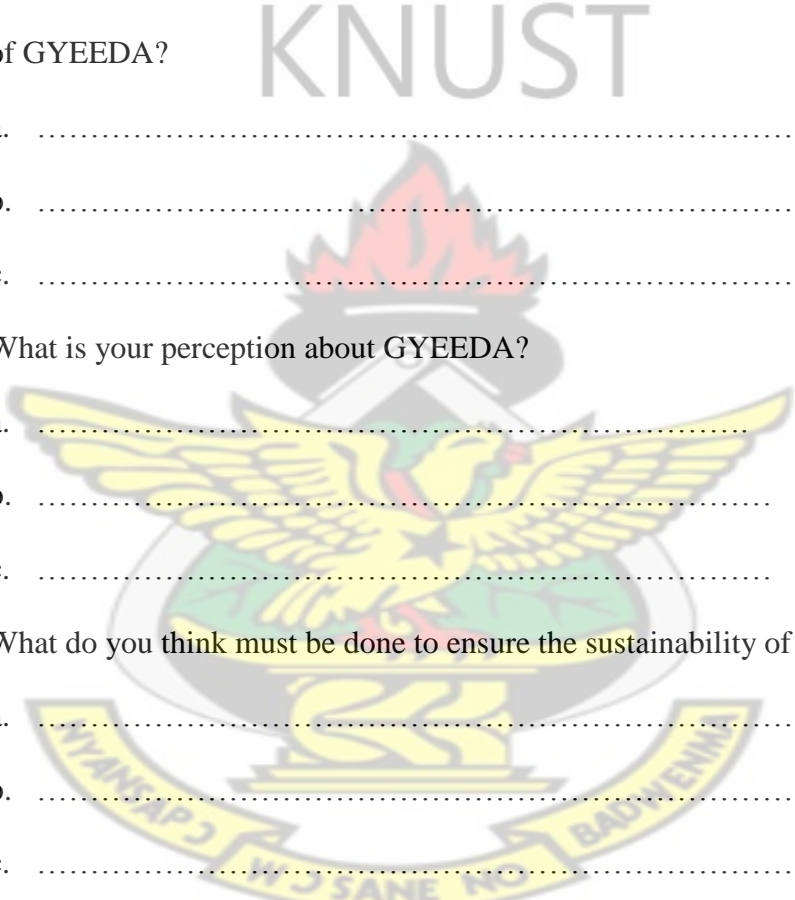
24. Are you schooling at the moment? a. Yes [] b. No []

25. Do you still depend on your parents? a. Yes [] b. No []

26. What do you think are the causes of unemployment in the district?

- a.
- b.

- c.
27. Mention at least one thing you think the government must do to address the problem.
.....
28. How would you rank the solution provided in question 24? A. first []
b. second [] c. third [] d. others (specify).....
29. Do people patronize your goods or services? A. highly patronized []
b. patronized [] c. Not patronised []
30. Do you occupy any position in the society where you live? a. Yes []
b. No []
31. If Yes, what is / are it / they?.....
32. If No. why?.....
33. What do you think has informed the position?
.....
34. Where do you live? A. Urban [] b. Rural []
35. What informed your present location?
36. How many times do you eat?
37. How many calories consume in a day?
38. Has there been a change in the number of meals and calories consume before and after the programme? a. Yes [] b. No []
39. How many times did you eat before the programme?
.....
40. Do you have any form of social security? a. Yes [] b. No []
41. Has GYEEDA provided any form of social security to you? a. Yes []
b. No []

42. Are you a tax payer? a. Yes [] b. No []
43. If Yes, how much?.....
44. If No. why?.....
45. Do you contribute to the development of your community? a. Yes []
b. No []
46. Do you spend some time for leisure? a. Yes [] b. No []
47. What do you think are the enabling environment for effective implementation of GYEEDA?

 a.
 b.
 c.
48. What is your perception about GYEEDA?
 a.
 b.
 c.
49. What do you think must be done to ensure the sustainability of GYEEDA?
 a.
 b.
 c.
50. How would you consider the time for the training and the duration of the programme? a. Appropriate [] b. Not appropriate []
51. What do you think are the challenges facing the GYEEDA programme?
 a.
 b.
 c.

APPENDIX II

QUESTIONNAIRE (GYEEDA Coordinator)

As one of the necessities required by the postgraduate programme in the Kwame Nkrumah University of Science and Technology (KNUST), there is the need to undertake a research work. It is for this reason that I have chosen to analyze the effects of GYEEDA beneficiaries in Dormaa East District of the Brong Ahafo Region. In order to arrive at a fruitful outcome in this study, there is the need to ask certain questions which would generate responses relevant to the study. Respondents should however take note of the fact that there would be relevant precautions taken to protect their privacy and contribution to this study.

- a. Are you the GYEEDA Coordinator for the district? a. Yes [] b. No []
- b. How long have you been on the programme?
- c. How many people have benefited from the programme so far.....
- d. Number of males Number of females.....
- e. How much were the beneficiaries taken at the end of the month.....
- f. Are you aware of the money spent on the programme so far in the district?
a Yes [] b. No []
- g. How much is spent so far on the beneficiaries in the district?
- h. How regular was the allowance.....
- i. How many times did you go for monitoring within a month.....
- j. What were your means for monitoring
- k. How do people perceive the programme
- l. What are some of the benefits of the programme on the beneficiaries?
- m. What are some of the challenges encountered so far as the district Coordinator of the programme with
 - a. National office.....

- b. Regional office.....
- c. District office
- n. What do you think must be done to address the challenges stated in question 9 above?

.....

.....

- o. Are the beneficiaries happy about the programme? a. Yes [] b. No []

KNUST

DORMAA EAST DISTRICT IN THE NATIONAL CONTEXT



DORMAA EAST DISTRICT IN THE REGIONAL CONTEXT

KNUST



MAP OF DORMAA EAST DISTRICT

KNUST

