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MASTER'S PROGRAMME IN LOCAL GOVERNANCE STUDIES

**Local Economic Development (LED) and Youth
Employment in Musanze District (2014-2017).**

A dissertation submitted in partial fulfillment of the requirements for the award of a
Master Degree of Social Sciences in Local Governance studies by:

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DEDICATION

This dissertation is dedicated to the memory of my late husband, MUTABAZI Cassien, and my late daughter, UMUHOZA Mediatrice, who passed away prematurely two decades ago. May their souls rest in peace.

DECLARATION

I declare that this Dissertation contains my own work except where specifically acknowledged.

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Signed.....

15 December 2018

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LIST OF ABBREVIATIONS AND ACRONYMS

| Abbreviation | Description |
|--------------|---|
| % | Percentage |
| BDE | Business Development and Employment |
| BDF | Business Development Fund |
| BNR | National Bank of Rwanda |
| DR | Democratic Republic |
| DDS | District Development Strategy |
| DDP | District Development Plans |
| EICV | Enquête Intégrale des Conditions de Vie |
| EDPRS | Economic Development and Poverty Reduction Strategy |
| EAC | East African Community |
| EUCL | Energy Utility Corporation Limited |
| FRW | Rwandan Franc |
| GGGI | Global Green Growth Institute |
| ICT | Information and Communication Technology |
| ILO | International Labor Organization |
| IPAR | Institute of Policy Analysis and Research-Rwanda |
| IPRC | Integrated Polytechnic Regional Center |
| IT | Information and Technology' |
| IPAR | Institute of Policy Analysis and Research-Rwanda |
| JADF | Joint Action Development Forum |
| LED | Local Economic Development |
| LG | Local Government |
| LODA | Local Administrative Entities Development Agency |
| MDG | Millennium Development Goal |
| MESC | Musanze Employment Service Centre |
| MIFOTRA | Ministry of Public Service and Labor |
| MINALOC | Ministry of Local Government |
| MINAGRI | Ministry of Agriculture |
| MINECOFIN | Ministry of Finance and Economic Planning |
| MINEDUC | Ministry of Education |
| MINICOM | Ministry of Commerce , Trade and Industry |
| MININFRA | Ministry of Infrastructure |
| MoE | Ministry f Environment |
| MINIRENA | Ministry of Natural Resources |

| | |
|------------------|--|
| MINIYOUTH | Ministry of Youth |
| MSMEs | Micro Small and Medium Enterprises |
| NEP- KORA WIGIRE | National Employment Program |
| NGOs | Non-Governmental Organizations |
| NISR | National Institute of Statistics of Rwanda |
| NYC | National Youth Council |
| PSF | Private Sector Federation |
| RAB | Rwanda Agriculture Board |
| RALGA | Rwanda Association of Local Government Authorities |
| RDB | Rwanda Development Board |
| REB | Rwanda Education Board |
| REG | Rwanda Energy Group |
| REMA | Rwanda Environment Management Authority |
| RFTC | Rwanda Federation of Transport Cooperation |
| RHA | Rwanda Housing Authority |
| RRA | Rwanda Revenue Authority |
| RTDA | Rwanda Transport Development Agency |
| SACCO | Savings and Credit Cooperative Organization |
| SMEs | Small and Medium Enterprises |
| TVET | Technical and Vocational Education Training |
| UN-HABITAT | United Nations Human Settlements Program |
| UR | University of Rwanda |
| US | United States |
| WASAC | Water and Sanitation Allocation Committee |
| WDA | Workforce Development Authority |
| YEGO | Youth Empowerment for Global Opportunity |

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ABSTRACT

The problem of youth unemployment is a global problem. Youth unemployment in Africa is believed to have reached crisis levels. In Rwanda, the overall unemployment rate stood at 17.8 percent (NISR- LFS – August 2017). Among the youth from 16 to 30 years, the unemployment stands at 21.7 percent, while it is 14.6 percent for adults. In Musanze district, current data showed that the unemployment rate stood at 15.5%. To deal with the issue of unemployment and youth unemployment in particular, different strategies were elaborated and implemented. Local Economic Development (LED) was among those strategies.

A qualitative study was conducted in Nkotsi and Muhoza sectors of Musanze district to evaluate the contribution of LED to youth employment. The target population was the youth (16-30 years) in Musanze district. But, through purposive sampling, members of National Youth Council at sector and district levels were selected for focused group discussions. Also, purposive sampling helped to select key informants for interviews.

The findings showed that from 2014/2015 to 2017/2018 LED projects contributed to create 28,000 jobs and 50% were for the youth. However, it was revealed by the respondents that these jobs are insufficient (*drop of water in the ocean*) compared with unemployed youth who seek for jobs. Comparing the rural sector of Nkotsi and urban sector of Muhoza, the findings showed that the youth in Muhoza benefited more from LED than the youth in Nkotsi sector. As far as limits of LED were concerned, the findings revealed that LED projects create at 90% manual and physical force demanding jobs among others. For LED to significantly and sustainably contribute to youth employment, the following strategies were proposed: increase LED budget and therefore, LED projects; infrastructure projects should not be concentrated in urban milieu, but also in remote and rural areas; LED should create jobs for all categories of youth (males/females; educated/uneducated; Normal/ disabled); services to promote youth employment should be decentralized to remote and rural sectors, but not concentrated in urban/towns.

Keywords: *Local Economic Development, Youth, Youth employment, Unemployment and Musanze District.*

CHAPTER 1: GENERAL INTRODUCTION

1.0. Introduction

Generally, Local Economic Development (LED) was considered as a strategy to build up local economic capacity and create opportunities for employment. This research was undertaken to evaluate the contribution of LED to youth employment in Musanze District. This chapter presents the background of the study, problem statement, research questions, research objectives, scope and limitation of the study, justification of the study, and organization of the study.

1.1. Background of the study

The concept of Local Economic Development has been a focus for economic development in many countries (United State of America, Mexico, Palestine, South Africa, Ghana, among others). LED was considered as a strategy that allows local government entities exploit their opportunities to find solution on different problems. It helped local government entities to create a positive business enabling environment to innovate, and create jobs which leads to prosperity. The key lesson is that LED must be locally focused, participatory, owned by stakeholders and suited to the local context in order to contribute to poverty reduction and job creation (Oduro-Ofori, 2011).

The Local Economic Development (LED) was introduced in Rwandan context in 2013 to ensure the sustainable achievement of the Vision 2020. The ultimate aim for LED was to provide Local Governments with the necessary tools to create the business enabling environment that each district needs in order to achieve Local Economic Development. Furthermore, the purpose of LED was to build up the economic capacity of a local area to improve its economic future and the quality of life for all. In addition, the overall goal of LED was to improve the employability of and employment opportunities mostly for young women and men through different strategies such as upgrading vocational and entrepreneurial skills, business enabling environment, business development services and overall market access (MINALOC, 2013).

Different researches have indicated the importance of LED in socio economic development of local government and job creation. Jazzar (2008) has focused on stakeholder's participation. LED offers local and national government, the private sector, the non-governmental organizations and the local community the opportunity to work together to improve their

economy. Rodriguez-Pose and Tijmstra (2005:24) argue that LED strategies can help to create an environment that stimulates the creation of more sustainable and higher quality employment opportunities. They furthermore state that the LED process seeks to empower local participants to effectively utilize business enterprise, labor, capital and other local resources to achieve local priorities.

Successful Local Economic Development depends on the collective efforts of LED stakeholders. In this regard, Oduro-Ofori (2011) argues that the role of local government is very crucial for LED process. For the local government to be effective in the process of LED it must put strategies and tools, have the needed capacity, a strong institutional set-up and should consciously involve all the necessary and potential stakeholders in all the stages of the LED process. This should also be complemented by efforts of the central government to strengthen the local government in the process of LED; adequate capacity are required in terms of funds, logistics and human resources for a better implementation of programs and projects stated in the development plans.

In the developing countries including Rwanda, LED strategy was seen and considered as a way or mechanism to build up the economic capacity of a local government, to reduce poverty and to create off-farms jobs. However, the problem of unemployment, especially among the youth remains a big challenge in those countries. According to United Nations (2016:3), despite the efforts made by governments in setting strategies young people remain three times more likely than adults to be without work.

The International Labor Organization (2016) indicates that the youth unemployment rate reached 13.1 per cent in 2016 and estimated that there were 71 million unemployed youth worldwide in 2016. In addition, 156 million employed youth, or 37.7 per cent of working youth in emerging and developing countries were living in extreme or moderate poverty in 2016 (i.e. living on less than US\$3.10 per day). In Sub-Saharan Africa, the youth unemployment rate reached 10.9 per cent in 2016. In Rwanda, the overall unemployment rate stands at 17.8 percent (NISR- LFS – August 2017). Among the youth from 16 to 30 years, the unemployment stands at 21.7 percent, while it is 14.6 percent for adults. In Musanze district, current data showed that the unemployment rate stands at 15.5%.

The youth unemployment has implications on social exclusion and division within the society. It causes negative consequences for the later stages of working life, and has impact not only on a person's lifetime economic wellbeing, but also social and political participation and the economic inequality in the society at large (MINIYOUTH, 2015).

Even if there are many studies on LED worldwide, the empirical researches on the contribution of LED to youth employment are not many in Rwanda. And, there was no empirical research of the kind done so far in Musanze district. Therefore, this study was undertaken to fill-in this gap and the aim of the study was to evaluate the contribution of LED to Youth employment in Musanze District. Furthermore, two sectors Nkotsi and Muhoza (one rural and another urban) were compared. This comparison aimed at checking whether there is significant difference between the contribution of LED to youth employment in rural and urban sectors.

1.2. Problem statement

The issue of unemployment, especially among the youth is one of the major challenges to address for the government of Rwanda. According to recent Labor Force Survey August 2017, conducted by National Institute of Statistics of Rwanda (NISR), the unemployment rate stands at 17.8% in general and at 21.7% among the youth. The same survey shows that the unemployment rate in Musanze district stands at 15.5%.

Whereas agriculture remains the back bone of Rwanda's economy, it is not the significant driver of poverty reduction and youth employment. The emergence and growth of off-farm economic activities is a significant opportunity to build upon in creating vibrant local economies and LED concept was introduced in 2013 for this purpose. The government is committed about LED and significant funds were invested for LED projects. In Musanze district for instance, the funds used for LED were Rwf 3, 968,170,539 (for financial year 2015/2016); Rwf 3,924,764,249 (for financial year 2016/17) and 5,180,576,595 (for financial year 2017/18). In the next 7 years to come (2017/18-2023/24) 37 LED projects grouped into five Programs, namely Tourism Industry development; Infrastructure Development; Private Sector Development; Agriculture Value Chain Development and Skills Development and Culture will be implemented. The total amount to implement those LED projects in Musanze District is estimated at Rwf 131,453,000,000.

From the above figures, especially on youth unemployment, one can wonder the contribution of LED projects to youth employment. Is LED contributing to youth employment in Musanze District? If Yes, to which extent? If No, what are the challenges?

1.3 Objectives of the study

Rwanda national Local Economic Development (LED) strategy was set up in 2013 to improve local capacity and job creation. The question is to know what have been done so far to reduce youth unemployment, obstacles faced as well as measures which can be undertaken.

1.3.1. General objective

The general objective of this research is to examine the contribution of LED to youth employment process.

1.3.2. Specific objectives

The specific objectives of the present study are as follows:

- To identify the LED projects implemented in Musanze District and their contribution to youth employment
- To compare if there is significant difference between rural and urban youth in the selected sectors of Muhoza and Nkotsi in terms of employment created through LED
- To identify challenges/ limits of LED to sustainable youth employment and to propose suggestions

1.4. Research questions

This research will be undertaken to answer the following questions:

1. To what extent LED strategies implemented in Musanze District contribute to youth employment? Is LED contributing significantly to reduce unemployment rate in Musanze district, and specifically in Muhoza and Nkotsi sectors?
2. What are the challenges or limits of LED to contribute significantly to reduce youth unemployment rate in Musanze district?
3. What are the measures to be undertaken for LED to contribute significantly to youth employment in Musanze district?

1.5. Significance of the study

The issue of unemployment among the youth is a challenge for the Government of Rwanda in general and a big challenge for the Musanze district in particular. Different strategies to deal with this issue were introduced and implemented, and LED was among them. However, the problem of unemployment remains and is increasing. In addition, there was no scientific research carried out in the selected sectors of Musanze district about youth unemployment and how LED contributes or not to youth employment. Therefore, this study is worth to be conducted to investigate scientifically the problem and come up with suggestions.

1.5.1. Personal interest

Considering the program of study “Masters in local governance studies”, this research is interesting to the researcher as it allows her to explore the problem of youth employment in Rwanda and Musanze district especially. The researcher is aware of major obstacles to youth employment and the measures which can be undertaken to overcome them.

1.5.2 Socio-economic interest

Youth unemployment has both social and economic consequences. Therefore, the Central Government will use the findings from this research in policy making, strategic planning and resources allocation. As Rwanda has adopted the decentralization policy, a range of decisions are taken at local level and development planning is made on district level. So, the findings from this study will be useful to Musanze district development planning. Also, youth will rise up their awareness about their employment challenges. NGOs will use the research findings and recommendations mostly those aiming at promoting youth employment.

1.5.3 Academic and Scientific interest

Being one of the University of Rwanda academic requirements, the research process is also an occasion for the researcher to practice the knowledge and skills acquired during her studies. The study findings will serve as database to the future researchers in the same area.

1.6. Scope of the study

The study was limited in time, geography and domain.

1.6. 1.Contextual Scope

This study focused on the local economic development and youth employment.

1.6.2. Geographical Scope

The study was carried out in two sectors, namely Nkotsi and Muhoza of Musanze District which is one of the 30 districts in Rwanda, located in Northern Province. Those sectors are selected among 15 sectors of Musanze District. Muhoza sector is the highest populated sector with 51,370 population and Nkotsi is the least populated sector with 15,657 population. Musanze district is developed as pole of growth and center of non-agricultural economic activities as one of the six secondary cities of the country (Musanze District, 2013).

1.6.3. Time Scope

Regarding the time, this research will cover the period from 2014 to 2018. This is because the Local Economic Development Strategy was set up in 2013 in Rwanda and the available data are those from 2014/2015 to 2017/2018.

1.7. Ethical considerations

The current study deals with the University of Rwanda research policy and ethics. It respected ethical principles, privacy and confidentiality as well as the anonymity of the collected data. Before conducting the field research, the researcher received the recommendation letter and completed the ethical research approval form. Incorrect reporting and plagiarism were avoided.

1.8 Structure of thesis

The thesis will be made by five chapters: **Chapter 1: General Introduction-** This chapter presented the research problems, research questions and research objectives and the rationale for the study. **Chapter 2: Literature review-** In this chapter, the working concepts were defined. Furthermore, literature on youth unemployment in Africa, in the region and Rwanda in particular was presented and discussed. Last but not least, Local Economic Development (LED) was also discussed. **Chapter 3: Research design and methodology-** This chapter shows the working plan for the research. The main points presented and discussed include, but not limited to research philosophy, research design, sample and sampling methods, data collection techniques and data analysis techniques. **Chapter 4: Data presentation and interpretation of findings-** This chapter is the core for the research. It presents and discusses the findings of the study. Lastly, **Chapter 5: Conclusion and Suggestions -** In this chapter the summary of the research findings was presented. Also, it presented the recommendations made from the findings of the study.

Summary

The youth unemployment is a global crisis, but it is a serious crisis in Africa in general and sub-Saharan Africa in particular. The proportion of youth to the total population is increasing year per year in Africa, but majority of these young and active people are not employed or are underemployed. Governments in Africa took into consideration the challenges of youth unemployment and initiated policies and programs to deal with the problem. In Rwanda, LED was one of the programs initiated and implemented that would reduce poverty in local community, but also to promote youth employment. This study was undertaken with an objective to evaluate whether LED projects contributed and are contributing to youth employment in Musanze district.

CHAPTER 2: LITERATURE REVIEW

Introduction

According to the Population Research Bureau, Africa has the fastest growing and most youthful population in the world: there are 200million people in Africa aged between 15 and 24, which represents about 20% of the population. In 2010 the Population Research Bureau also noted that 42 percent of Africa’s population was less than 15 years, and that by 2030, about a quarter of the world’s youthful population will be found in Africa. The youth bulge presents both challenges and opportunities. The most significant economic and social challenge in the world is youth unemployment. In Rwanda, the recent figures show that the unemployment stands at 16.7 per cent (Collins Mwai, 2017). But, the problem of unemployment particularly among the youth has been termed “a disaster” in Africa (BBC, 2012).

This chapter presents the conceptual and theoretical frameworks. It covers concepts such as; youth, self-employment, wage employment, Underemployment and Unemployment. In addition, it presents the status of unemployment in Africa, Kenya and Rwanda. Finally, it shows different strategies taken to deal with the problem of unemployment.

2.1 Definition of key concepts

In this section, key working concepts are defined.

2.1.1. Youth

The concept of youth varies from one community to another, depending on customs and traditions, social behavior and location (Curtain: 2001). The international definition of the youth population is “persons aged 15-24 years old (ILO, 2015). The African Union Youth Charter defines youth as every person between the ages of 15 and 35 years (Levy Mwanawasa Regional Centre for Democracy and Good Governance (LMRC, 2014). However, in Rwanda, youth is defined as young person between the ages of 16 and 30 years (National Institute of Statistics of Rwanda (NISR), 2017). The table 1 below indicates how youth is defined in member States of the International Conference of the Great Lakes region (ICGLR).

Table 2.1: Definitions of youth in member States of the International Conference of the Great Lakes region (ICGLR)

| County | Definition of youth-age group | Labour force age |
|-------------|-------------------------------|------------------|
| Kenya | 18-35 years | 16 years |
| Rwanda | 16-30 years | 16 years |
| South Sudan | 12-40 years | 11 years |
| Sudan | 15-24 | - |
| Tanzania | 14-35 years | 11 years |
| Uganda | 12-30 years | 15 years |
| Zambia | 15-35 years | 15 years |

Source: LMRC, 2014

2.1.2. Underemployment

Underemployment refers to a situation where part of the population is idle for some or most of the working hours. In terms of the structure of underemployment, 25% work for less than 15 hours per week, 27% work for between 15 and 25 hours, while 48% work for between 25 and 35 hours per week (National Employment Policy, 2007). In case of Rwanda the private sector is largely under developed and this makes the public sector to be the largest employer compared to the private sector, but it also employs less than 1% of the employable population. The agricultural sector is the largest employer but this sector is largely less productive as the average land holding per person is very small at less than one hector per person. This leads to underemployment to the rural majority who depend on agriculture. In this regard, ILO (2015) highlights that the main challenge in countries like Rwanda is *underemployment*, where people work fewer hours than they would like to work each week. Underemployment leads to low productivity and incomes (“National Employment Policy, 2007).

2.1.3 Unemployment

According to ILO standards, the unemployed are those who are out of work, are available for work, and actively looking for a job or out of work and waiting to start a new job in two weeks (LMRC, 2014). UNDP (2011) notes that the largest rise in unemployment is recorded among the

age cohort of 15-24 years, because it is the school completion age. According to (Reddy, 2016), the number of unemployed people in a location can be calculated simply by subtracting the number of people employed from the total work force of a place. The fewer the number of people employed, the larger is the number of people who are unemployed. Such unemployed people are those who are trying their best to get a job as soon as possible so that they will be able to maintain a good standard of living. He further argues that unemployment is a problem which affects not just individual people but the financial and economic condition of a whole country.

Last but not least, Reddy (2016) gives the following dimensions of unemployment:

- **Structural Unemployment:** It is also known as Marxian unemployment or long-term unemployment. It is due to slower growth of capital stock in the country. The entire labour force cannot be absorbed in productive employment, because there are not enough instruments of production to employ them.
- **Seasonal Unemployment:** Seasonal unemployment arises because of the seasonal character of a particular productive activity so that people become unemployed during the slack season. Occupations relating to agriculture, sugar mills, rice mills, ice factories and tourism are seasonal.
- **Frictional Unemployment:** It arises when the labour force is temporarily out of work because of perfect mobility on the part of the labour. In a growing and dynamic economy, in which some industries are declining and others are rising and in which people are free to work wherever they wish, some volume of frictional unemployment is bound to exist. This is so because it takes some time for the unemployed labour to learn new trades or to shift to new places, where there is a demand for labour. Thus, frictional unemployment exists when there is unsatisfied demand for labour, but the unemployed workers are either not fit for the jobs in question or not in the right place to meet this demand.
- **Cyclical Unemployment:** It is also known as Keynesian unemployment. It is due to deficiency of aggregate effective demand. It occurs when business depression occurs. During the times of depression, business activity is at low ebb and unemployment increases. Some people are thrown out of employment altogether and others are only partially employed. This type of unemployment is due to the fact that

the total effective demand of the community is not sufficient to absorb the entire productive of goods that can be produced with the available stock of capital. When the businessmen cannot sell their goods and services, their profit expectations are not fulfilled. So the entrepreneurs reduce their output and some factors of production become unemployed.

- **Disguised Unemployment:** Disguised unemployment is the most widespread type of unemployment in under-developed countries. In under-developed countries, the stock of capital does not grow fast. The capital stock has not been growing at a rate fast enough to keep pace with the growth of population, the country's capacity to offer productive employment to the new entrants to the labour market has been severely limited. This manifests itself generally in two ways: (i) the prevalence of large-scale unemployment in the urban areas; and (ii) in the form of growing numbers engaged in agriculture, resulting in 'disguised unemployment'.

In disguised unemployment, there is an existence of a very backward agricultural economy. People are engaged in production with an extremely low or zero marginal productivity. Since the employment opportunities in non-agricultural sector are not sufficient, therefore, most of the workers are bound to work in agricultural sector. This gives rise to the concept of 'disguised unemployment', in which people are unwillingly engaged in occupations, where their marginal productivity is very low.

2.1.4 Employment

Employment includes those individuals belonging to the world force and who are working. In other words, individuals with any jobs (Reddy, 2016). According to Keynes, the volume of employment in a country depends on the level of effective demand of the people for goods and services. Unemployment is attributed to the deficiency of effective demand (Litika Mulay, 2016). For the case of this study, the new definition of the National Institute of Statistics of Rwanda is considered. According to National Institute of Statistics of Rwanda (2017) employment includes only persons working for pay or profit, excluding persons engaged wholly or mostly in subsistence foodstuff production. The effect of this is to lower the count of employment (according to the old definition) and to higher the count of unemployment because some of the

subsistence foodstuff producers would be looking and available for work for pay or profit and thus be classified as unemployed.

2.1.5 Local Economic Development

The International Labour Organization (ILO) defines LED as a “participatory development process that encourages partnership arrangements between the main private and public stakeholders of a defined territory, enabling joint design and implementation of a common development strategy, by making use of the local resources and competitive advantage in a global context, with the final objective of creating decent jobs and stimulating local economic activity”. According to MINALOC (2013) LED is a process by which Local Government and/or community based groups manage their existing resources and enter into new partnership arrangements with the private sector to create new jobs and stimulate local economic activity.

2.1.6 Self-employment

From economic perspective, self-employment is a form of economic activity that provides the opportunity for individuals to improve their quality of life and/or for exploring creative entrepreneurial opportunities (Anon, 2016). Young people are considered mostly to be economically vulnerable and this could be a result of lack of improved economic policies and programmes that promote and facilitate self-employment amongst the young people (Anon, 2016). The purpose of self-employment as a concept in this study is to address the journeys and transitions that young people take in order to start their own employment that is related to their professions, skills and competences they possess as university and TVET graduates.

❖ Determinants of self-employment for the young people

For self-employment to prevail in any economic situation, the following factors seem to be crucial: Access to credit and business development services such as basic business skills, business experience and availability of market opportunities play a fundamental role in the establishment and exploitation of gainful employment to young people (World Economic Forum, 2015). Access to finances is a decisive factor for the creation of self-employment to the young people. However, young men and women often faced with the general lack to access credit in order to start their own entrepreneurial businesses and often they do not have collateral securities

to have access to credits from formal financial institutions (World Economic Forum, 2015). This is the case in Rwanda for the majority of youth.

In addition to access to finance, business development services such as training, mentoring marketing assistance, etc. are also important for the success of youth businesses. Early and appropriate business training, mentoring and counselling are essential for the survival of youth businesses (Jaimie, 2014). In addition, he argues that business skills and experience in the business one intends to pursue is important for successful self-employment. Provision of mentoring and business counselling services help in starting youth entrepreneurs to overcome the lack of skills and business experiences. Last but not least, presence of demand for the products and services which one intends to supply to the market is even more crucial. In fact, existence of market niches determines the success of any self-employment endeavours. Lack of adequate market and market information are often a cause for many business failures.

❖ **Limitations/ barriers of self-employment to the young people**

One has to admit that youth self-employment strategy is not a panacea for the persistent youth unemployment problems observed in many countries. Not all young persons have the makings of an entrepreneur. It is noticeable that all jobless young people are not likely to be self-employed (Amadeo, 2015). In fact, self-employment policies and programs alone cannot be an answer to the employment exertion of the young people in any society. Poor economic conditions that do not favour the promotion of wage employment for young people in most developing countries limit the capacity of both the public and private sectors to create employment opportunities for the young people. It is in this regard that other policies and programs may be deemed necessary to address the structural causes of youth unemployment (Jaimie, 2014).

2.2 Theoretical framework

This section reviews some of the literatures on youth unemployment in Africa

2.2.1 Youth unemployment ‘crisis’ in Africa

Though youth unemployment is a global problem, youth unemployment in Africa is believed to have reached crisis levels. The ILO 2013 report states that 3 out of 5 unemployed people in Africa are young people. In 2012, the African Development Bank noted that most African countries experience youth unemployment rates that are more than double the adult

unemployment rate. The World Bank (2008) observed that the problem of youth unemployment is more prevalent in urban areas, because worsening conditions in rural areas induce rural-urban migration in search of employment (LMRC,2014)

Whereas projections indicate gradual decline in youth population worldwide, Africa's population of 1.1 billion is expected to double by 2050 (Population Research Bureau, 2013). Youth unemployment is likely to remain a difficult problem for Africa for a long time. Studies by think tanks such as McKinsey (2010) project that by 2045, Africa will have surpassed both China and India to have the world's largest workforce. In Africa, 10-12 million young people enter the job market each year, but most African economies are not able to generate a commensurate number of new jobs to absorb them (UNDP, 2016). The table 2.2 below shows the proportion of youth to total population in the selected countries member States of ICGLR.

Table 2.2: Proportion of youth to total population

| Country | Proportion of Total population | Economically active | |
|----------|--------------------------------|---------------------|------|
| | | Female | Male |
| Kenya | 35% | 64 | 67 |
| Rwanda | 36% | 81 | 85 |
| Sudan | 32% | 25 | 58 |
| Tanzania | 34% | 70 | 67 |
| Uganda | 36% | 60 | 66 |
| Zambia | 36% | 60 | 66 |

Source: (LMRC,2014)

According to the table 2.2, the proportion of youth to total population is high and it will continue to rise. Therefore, governments should know that this trend is both a threat and an opportunity. It is an opportunity if these young and active people are employed. It is a big threat if these young and active people are not employed and have no access to income generating activities.

While youth unemployment is viewed by scholars and international organizations as a dangerous problem confronting Africa, available statistics from majority of African countries do not paint

the situation as a crisis (Brunner & Meltzer, 2003). However, youth unemployment in Africa is real “crisis” or “ticking time bomb”. The perception of unemployment as a “crisis” or “ticking time bomb” is attributed to two main factors: first, official unemployment rates are underestimated. In fact, most African countries lack regular, updated labour market survey data, which makes it difficult to know the actual status of current unemployment or compare between countries and regions. This is partly because the definition of unemployment for some countries excludes people who are not working and are not actively looking for work, but say they can take a job if one were offered. This includes those who do not declare themselves unemployed and those involved in unpaid family work. For instance, a study by the Brookings Institution (2013) found that 90 per cent of Uganda’s youth are employed as unpaid family labour. This large percentage of underemployed young people often in informal sector is considered as employed, while it is not really true.

The second reason is that the performance of the labour market in different African countries indicates great heterogeneity or lack of uniformity in unemployment trends: countries with a large formal sector have high unemployment rates while those with a large informal sector post lower unemployment rates. Even within countries, unemployment rates differ by gender, education level, ethnicity, health status and other factors. This complexity means there is no one-size-fits-all solution to unemployment problems in Africa (LMRC), 2014).

In addition, lack of decent jobs for youths in Africa is another challenge. According to the ILO (2012), 38.1 per cent of the world’s working poor are young people in Africa, compared to the global average of 14.8 per cent. In Africa, majority of youth lack appropriate vocational and professional training to effectively participate in the labor market. Consequently, they are employed in the “vulnerable jobs”. Policy makers must therefore aim not only on creating many jobs, but quality of jobs as well – with good pay and favorable working conditions.

2.2.2 Causes of youth unemployment

According to Kashif (2017) unemployment remains high in Sub-Saharan Africa due to overreliance on capital-intensive, high value chain sectors which generate few new jobs and governance deficits resulting from corruption, inequality, discrimination and failure to implement employment policies. Youth unemployment in ICGLR Member States result from the legacy of violent conflict including insecurity, population displacement and general

underdevelopment which exacerbate dependency and lack of investment; unemployability due to mismatch between skills supply and demand; lack of labour market information, networks and connections; and job selectivity or preference for white collar jobs as opposed to self-employment. In addition, a general shortage of entry-level jobs with career potential is compounded by lack of experience credentials due to insufficient apprenticeship and vocational guidance (“LMRC,2014.).

Other major causes of unemployment have been highlighted. According to Reddy (2016), the following are the causes of unemployment:

Global economic crisis

Of all the many causes of unemployment which exist, the main causes of unemployment can be pointed to the global economic crisis. The economic crisis affects in a very negative manner, the trade between countries. In order to avoid any kinds of major losses, companies begin to decrease the production of their goods, since not many individuals are willing to invest a lot of money in purchasing things. The reducing of the production goes hand in hand with the reduction of manpower, which results to unemployment.

The large number of technological advancements

Previously companies required a lot of labour in order to perform tasks for them. However nowadays, computers and various other machines can perform even the most complex of tasks in a matter of minutes. In addition, with the help of the internet, things are done in the matter of minutes and it is for this reason that so many people are no longer required to do tasks which required manual labour. This is one of the reasons of unemployment.

Jobs have become increasingly specialized

To remain competitive, companies provide their employees with a large number of benefits and facilities. It is for this reason that when looking for employees, they have a large number of specifications. Unless a person fulfils all the requirements, he or she will not even be considered for the position at hand. Reduced demand for low-skilled workers mean unqualified young people cannot find work.

Companies prefer hiring few people on board

Previously top companies hired a large number of people so as to ensure that all the jobs get done in a proper manner, within the stipulated deadline. However nowadays, companies prefer to

hire as few people as possible on board. This is so that they do not have to spend too much money on salaries. Many bosses believe that hiring 5 competent people on board is better than having 20 average people.

People voluntarily choose to remain unemployed

There are many individuals out there who are very specific when it comes to choosing jobs; simply they want white collar jobs. On the other end of the spectrum, there are those individuals who are willing to take up any job as long as they are getting a salary and job. The first kind of people prefer to wait for the right job to come along and that is why they end up being unemployed.

A higher literacy rate among men and women

In Africa, because so many people are not educated or less educated, the numbers of jobs are falling short and that is why there is so much of unemployment especially in cities.

The issue of the immobility of the work force

Some places are just not developed enough to provide jobs to a large number of people. The immobility of the work or labour force is one major reason for unemployment as well. For various reasons certain able people are simply unwilling to migrate from one location to the next and they prefer to remain close to home and families as well. Doing this is something which is not very wise simply because if you realize that your current location does not hold much potential for you and your career, you must be willing to relocate.

Underdeveloped private sector

Underdeveloped private sector is also one of the major causes of a large crowd of unemployed young people in a country. In this case, the public sector remains the principal employer, yet it employs a small fraction of the employable youth people.

Poor education and curriculum systems

Because of poor and inadequate education systems, the skills and competencies acquired by the young people from the universities and vocational training institutions do not match with the requirements of labour market. In addition, because of inadequate education, the young graduates often lack some confidence to stand on their own capabilities to start self-employment.

2.2.3 Consequences of unemployment

If unemployment rate continue to rise, the effect can quickly become unpleasant cycle for the economy (Aayush Jaiswal, 2015). For example: Sibomana loses his job, cuts back his spending, including wants (eating out, go to movies, trips to visit national parks) and even needs (buying shoes , clothes for his wife and kids, or even buying meat for meals at home). If Sibonana is one of several thousand who were laid off, and they are all cutting back spending in the same way, soon the local grocery stores, restaurants, cabarets etc. will begin to register fewer profits. A trend like that might lead to layoffs in the stores, restaurants, cabarets etc. For an economy local or national to thrive, people must be spending money, and for people to spend money, they need to be employed. Furthermore, when there is high unemployment rate, people pay less in income taxes and also pay less in sales taxes, because they purchase fewer goods and services. The incapacity to pay for taxes by the people leads to the incapacity of the government to provide public services.

According to World Bank (2008) and African Development Bank (2013), unemployment is an important policy concern because it is an indicator of overall economic health: when unemployment is high, consumer spending decreases and results in sluggish economic growth. Stagnant economies are unlikely to attract investment or create new job opportunities. The longer people who have completed education stay out of work, the longer their dependency on parents lasts and the more scarred they get. Long-term unemployment or inability to find decent and stable jobs creates idleness, frustration, and low self-esteem among the youth, which poses significant challenges to the youth themselves. Countries with high rates of youth unemployment, in addition to inequalities and corruption, are more susceptible to political instability and national insecurity. Young people without hope for decent employment can be a problem for families, the country and society at large (World Bank, 2008).

Finally, Ashley (2012) argues that effects of unemployment are social, not just economic. On social level, unemployment causes a greater reliance on government assistance. This increases economic stresses on social programs as well as on taxpayers. In addition, because of unemployment crime rates rise as people are unable to meet their basic needs through work. Because unemployed people cannot solve their financial problems, divorce rates often rise.

Homes are abandoned and neighborhoods deteriorate. Rates for mental illness rise due to depression (*Idem*).

2.2.4 Situation of youth unemployment in other countries

The problem of youth unemployment is experienced in other countries in the region. In this regard, this section presents the situation of youth unemployment in Kenya.

2.2.4.1 Youth unemployment in Kenya

Unemployment has been identified as Kenya's most difficult and persistent problem (LMRC,2014). According to the 2008-2012 Sector Plan for Labour, Youth and Human Resource Development, youth unemployment in Kenya is a structural problem that results from slow economic growth and weak labour absorptive capacity, mismatch in skills development and demand, imperfect information flow, and rigidities in the labor market (Republic of Kenya, 2008b). The 2012 World Economic Outlook report notes that Kenya's total unemployment rate stands at 12.7 per cent, 70 per cent of which is youth unemployment. Overall, youth unemployment stands at 20.2 % compared to the national rate. The rate of unemployment among women is estimated at 14.3 per cent, which is attributed to gender-based discrimination in access to training and job opportunities in both rural and urban areas (Omolo, 2012).

Although the Kenya economy has continued to post impressive growth, it has not been able to accommodate the supply of jobs. In the 2011/2012 financial year, fewer than 200,000 jobs were created, which left many young people without gainful employment. Economic growth, however, has not resulted in commensurate poverty reduction and creation of more or decent jobs. This is partly due to the economy's over-reliance on a few sectors which have low employment creation capacity: tourism and agriculture (horticulture).

In addition, allegations of corruption, tribalism and mismanagement of public funds continue to undermine the positive impacts of youth employment programmers. In addition, young Kenyans who have a job are often engaged in low-paying work (UNDP, 2013). To address the problem of youth unemployment, the government has undertaken substantial efforts. The government has initiated the Youth Employment Marshal Plan to create capacity and skill in the youth for self - reliance. Under this initiative, the Ministry of Youth Affairs and Sports established the Youth Enterprise Development Fund (YEDF) in February 2007 to encourage enterprise development

and labour exportation. Consequently, a total of Kshs2.8 billion was disbursed to youth countrywide to assist the youth in entrepreneurship initiatives (Youth Enterprise Development Fund Annual Report, 2010).

The government has established 108 youth centers across the country through which youth activities can be promoted and coordinated. The centers have a library section, health section and recreational section where the youth are able to interact, engage in educational activities and get training on management and prevention of health issues such as HIV/AIDS. Direct action to promote youth-driven initiatives to find employment outside the country was taken, and measures to promote technical and vocational skills acquisition were launched. One such initiative was the National Youth Service.

2.2.5 Theories underpinning the study

This section climaxes some theories that have inspired the Researcher in this study and which supported this study. These theories are:

2.2.5.1 Employment search theory

According to the ideas of neo-classical economics, human capital oriented employment search theory, the unemployed person/ young people searches for a job in order to maximize their utility (Devine, 1993). Given the fact that employment search information is difficult and expensive, often young people without employment/jobs have to seek-out the most favourable strategy which would take full advantage of the present value to their future returns. In addition, since the markets are imperfect, employment opportunities are not often available. Devine, (1993) pointed out that young people do not search for employment merely in their area of residence but they can also search employment opportunities in other areas distant districts as well. Based on this model, the issue of distance also becomes an imperative factor affecting the employment search efforts particularly the vulnerable/ helpless young people who actually do not have enough resources to make it easy for them to move to such distances searching for employment in other regions of the country.

2.2.5.2 Classical Theory of Employment

The two broad features of classical theory of employment were:

- (a) The *assumption of full employment* of labour and other productive resources, and
- (b) The *flexibility of prices and wages* to bring about the full employment

(a) Full employment

According to classical economists, the labour and the other resources are always fully employed. Moreover, the general over-production and general unemployment are assumed to be impossible. According to classical economists, the reasons for unemployment are: (i) Intervention by the government or private monopoly; (ii) Wrong calculation by entrepreneurs and inaccurate decisions, and (iii) Artificial resistance.

(b) Flexibility of prices and wages

The second assumption of full employment theory is the flexibility of prices and wages. It is the flexibility of prices and wages which automatically brings about full employment. If there is general over-production resulting in depression and unemployment, prices would fall as a result of which demand would increase, prices would rise and productive activity will be stimulated and unemployment would tend to disappear. Similarly, the unemployment could be cured by cutting down wages which would increase the demand for labor and would stimulate activity. Thus, if the prices and wages are allowed to move freely, unemployment would disappear and full employment level would be restored (Harriss, 2013)

From two broad features of classical theory, the researcher argues that free market which leads to free movement or circulation of people and goods would help to generate jobs and therefore, increase employment. For instance, if established regional communities, such as East Africa community (EAC), SADC, ECOWAS, to mention but a few, are functioning properly and effectively there will be free-economy and free-economy may lead to high demand for goods and services which leads to high investment (industries) which in return may lead to demand for labor. High demand for labor will lead to high employment. In addition, through free-economy and low governments' interventions (low level of protectionism) people will move freely, do

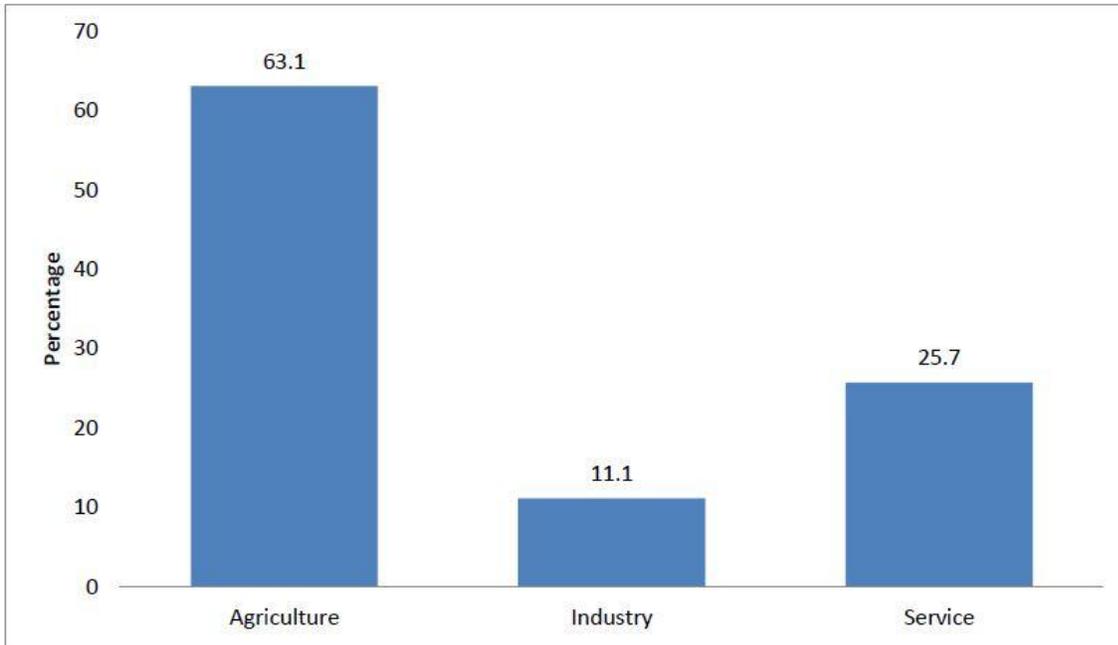
businesses and create their own jobs. However, it is worth to mention that free-economy creates very competitive labor market. In this regard, young graduates in Rwanda must have competitive skills so that they able to compete on global labor market.

2.3 Empirical framework

This section presents previous studies and findings on youth employment and unemployment in Rwanda.

2.3.1 Status of employment in Rwanda

The Labor Force Survey report (2017) show that the percentage of female employed as employees is 65.7 percent against 70.0 percent among males. The distribution of the employed population by sector of employment reveals that the majority of employed persons were in private sector (84.5 percent) followed by Public sector (6.5 percent). The household as employer was the next to employ 6.0 percent of employed population. The remaining part of the employed population was engaged in the cooperative sector (less than 1 percent) or in international or local non-governmental organizations (less than 1 percent) or other institutions (less than 1 percent). Considering the branch of activities, the LFS data show that agriculture employment was by far the most frequent branch of economic activity, comprising 37.5 percent of employment. The branch of economic activity with the next highest number of employed persons was services (25.7 percent) followed by industry (11.1 percent). The figure below shows the share of work force by broad branch of economic activity.



Source: LFS August 2017

Fig.1: Share of work force by broad branch of economic activity

2.3.2 Status of unemployment in Rwanda

According to the results of the Labor Force Survey (LFS) done by National Institute of Statistics of Rwanda (2017), the unemployment rate in Rwanda stood at 17.8 percent compared to 16.7 percent in 2017 and to 18.8 percent in 2016. It was higher in the urban areas (18.5 percent) than in the rural areas (17.5 percent). Similarly, the unemployment rate was higher among the female labor force (21 percent) than the male labor force (15.2 percent), and among the youth 16 to 30 years old (21.7 percent) than in adults (14.6 percent). By comparing unemployment rate in urban and rural areas, the figures of 2018 show that Kigali City has the highest unemployment rate of 20,1%, while Northern province has the lowest rate of unemployment of 12,8% (Kamanzi, 2018).

Table 2.3: The main indicators on unemployment and employment in Rwanda

| Indicators | Annual average 2017 |
|--|----------------------------|
| Proportion of labor force who completed at least secondary school education | 16.6% |
| Employment to population ratio | 42.2% |
| Percentage of employed population in industry | 16.6% |
| Percentage of employed population in services | 41.6% |
| Informal employment rate | 90.8% |
| Unemployment rate | 17.8% |
| Unemployment rate among university graduates | 16.7% |
| Unemployment rate among secondary school graduates | 24.4% |
| Unemployment rate among females | 19.3% |
| Unemployment rate among males | 15.7% |
| Unemployment rate among TVET graduates | 18.2% |
| Unemployment rate among general education graduates | 19% |
| Overall Youth unemployment rate | 21.4% |
| Proportion of TVET graduates who are employed | 58.5% |
| Proportion of General education graduates who are employed | 42.2% |
| Average monthly salary from paid employment (In Frw) | 57,263 |
| Average monthly salary in agriculture (In Frw) | 20,929 |
| Average monthly salary in industry (In Frw) | 67,001 |
| Average monthly salary in services (In Frw) | 105,923 |

Source: NISR, August 2017.

2.3.3 Status of youth unemployment in Rwanda

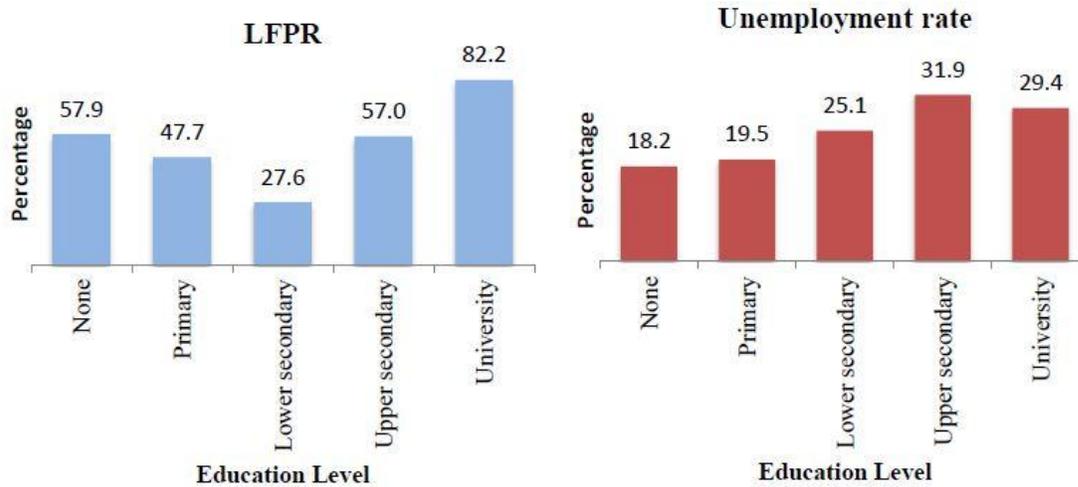
The Labor Force Survey done by NISR (2017) showed that the total youth population was 3,170,650 persons, among them 882,593 were in education or training, and 1,276,339 were in employment during the reference week, including about 84,989 persons in both employment and in education or training. The number of young persons who were neither in employment, nor in education or training was 1,096,707 corresponding to about 34.6 percent of the youth population. The table below provides the figures of the youth who are outside the educational system and not in employment.

Table 2.4: Youth population (16-30 yrs) with respect to employment and education

| | Number | | | Percentage | | |
|--|-----------|-----------|-------------|------------|-----------|-------------|
| | Total | Young men | Young women | Total | Young men | Young women |
| Total youth population (16-30 yrs) | 3,170,650 | 1,527,709 | 1,642,941 | 100 | 100 | 100 |
| In education or training | 797,604 | 411,168 | 386,436 | 25.2 | 26.9 | 23.5 |
| In employment | 1,191,350 | 667,253 | 524,097 | 37.6 | 43.7 | 31.9 |
| In both employment and education or training | 84,989 | 57,505 | 27,484 | 2.7 | 3.8 | 1.7 |
| Not in employment nor in education/training (NEET) | 1,096,707 | 391,784 | 704,923 | 34.6 | 25.6 | 42.9 |
| - Unemployed | 321,148 | 141,038 | 180,109 | 29.3 | 36 | 25.6 |
| - Potential labour force | 592,068 | 193,487 | 398,581 | 54 | 49.4 | 56.5 |
| - Other | 183,492 | 57,259 | 126,233 | 16.7 | 14.6 | 17.9 |

Source: LFS August 2017

As the table above shows, the rate of youth who is neither in employment nor in education/training is higher among young women (42.9 percent) than among young men (25.6 percent). In addition, the Labor force survey, 2017 shows the youth labor force participation rate by educational attainment the youth unemployment rate by educational attainment. The figure 2 shows the figures.



Source: LFS August 2017

Fig. 2: Youth (16-30 years old) labor force participation rate and unemployment rate by educational attainment

According to the above Figure, the labor force participation rate was higher among the university graduates (82.2 percent), and lower among lower secondary education graduates for whom the labor force participation rate was still at 27.6 percent. In addition, the figure shows that there is relationship between educational attainment and the unemployment and that relationship is significant. Unemployment rate increases from 18.2 percent for young people with no educational attainment to 31.9 percent for youth with upper secondary education and then a slight declining rate to 29.4 percent among youth who completed university education. This trend suggests that the higher the educational attainment of a young person, the higher his or her risk of unemployment. They are a number of reasons for this scenario. First, persons with higher educational attainment have a higher reservation wage, preferring to wait for a suitable employment (white-collar jobs) rather than accepting a job considered as inadequate or low paying (blue-collar jobs). Another possible reason may be the existence of mismatch between the qualification of the young and the skill requirements of jobs in the labor market (NISR, 2017).

2.3.4 Causes of youth Unemployment in Rwanda

There are various causes of unemployment in general and youth unemployment in particular. The high rate of unemployment in Rwanda is a result of poor education system which prepares young people basically for white collar jobs which have been declining across time (Anon, 2016). The government of Rwanda has embarked on increasing expenditure on education sector and this has led to increased labour force supply from vocational training institutions. This has

also led to increased demand for jobs within a tight labour market of Rwanda that is actually dependent on public jobs. This has led to a large crowd of unemployed young people based on the fact that the labour force supply exceeded the labour demands in the labour market. In addition, graduates from universities and TVET complete their education with insufficient knowledge and skills and as a result, only smaller number of young graduates is able to create their own employment.

In Rwanda, the private sector is mainly underdeveloped and this is also one of the major causes of a large crowd of unemployed young people in a country. In this case, the public sector remains the principal employer compared to the formal private sector (segment) yet public sector employs a small fraction of the employable people (Collins Mwai, 2017). In addition, (Amadeo, 2015) argues that the rate of youth unemployment remains high, in part because the economy and private sector are not able to generate enough opportunities to match the increasing supply of trained and untrained job seekers.

The agricultural sector is the largest employer among the sectors in the country, but this sector is largely less productive and this is due to smaller range (size) of land share as per-person in the country, the land is often very small with less than 1 (one) hectare per-person/ inhabitant (Nuwamanya, 2016). This shortage of land in rural areas coupled with the country's low level of industrialization is at the root of the high level of unemployment and underemployment.

Rural urban migration is also the major cause for increased urban unemployment. Migration to escape poverty and lack of opportunities in rural does not improve the lot of those left behind in rural areas, nor does migration guarantee jobs in urban areas. Migration compounds the unemployment challenge in the urban centers and constrains social service delivery (LMRC,2014). In addition, per capita income estimated at less than 800 US\$, does not allow significant savings or investment. This has overall negative effects on productive investment even among small enterprises, which typically account for a considerable share of employment. Lack of credit for unemployed youth further affects investment capacity and ability of the economy to create decent work.

According to National Employment Policy (2007), the following are the major constraints to employment generation:

- ✚ Shortage of technically skilled labor force to meet the labor market demands;
- ✚ A biased attitude towards traditional agriculture and livestock farming ;
- ✚ Low level of modernization in the agricultural sector that employs majority of the population;
- ✚ Low level of investment due to insufficient domestic savings;
- ✚ High illiteracy rate;
- ✚ Lack of incubation support structures for employment creation; and
- ✚ Inadequate national framework for coordinating and monitoring employment promotion;
- ✚ Youth attitudes towards work are still poor, young people tend to overlook certain kinds of job such as blue-collar, in preference of white collar office jobs. This further translates into a negative attitude towards learning skills related to those perceived blue-collar jobs
- ✚ Lack of an Entrepreneurship culture among Rwandan Youth.

2.3.5 Measures taken to deal with youth unemployment in Rwanda

The government of Rwanda has expressed its determination to combat youth unemployment. National Employment Policies elaborated underline the significance of creating employment. Strong policy framework for skills development and job creation has been put in place to promote youth employment, address gender disparities and ensure inclusion of people with disabilities and other vulnerable groups. Such policies include the Education Sector Strategic Plan (2008-12; 2010-2015), ICT Policy; the Rwanda Labor Policy (2009), the Non-Formal Education Policy (2005), the TVET Policy (2008), the National Industrialization Policy, the National Export Policy, the National Agriculture Policy, and the Action Plan for Women Employment (2007-11). Integrated Polytechnic Regional Centers to improve the quality and relevance of TVET education, and the Workforce Development Authority, which performs a regulatory role

Furthermore, measures to promote investment and trade, change the structure of the economy towards manufacturing and processing are being undertaken in addition to supporting value chain activities through infrastructure and technology development to ensure more decent jobs. The development of Micro, Small and Medium Enterprises (MSMEs) is prioritized in both formal and informal sectors.

According to Prime Minister during the Regional Forum for youth unemployment (2007), the government of Rwanda took measures to deal with youth unemployment. Among them there are:

- Establishment of the Workforce Development Authority (WDA) with a mandate of building and strengthening TVET; by equipping the workforce with hands on skills which prepare the youth either to be self- employed or to enable transition to the labour market.
- The Government has also embarked on promoting technology and innovation for new types of jobs.
- Establishment of the Business Development Fund (BDF) to assist youth and women in creating enterprises, especially in ICT; around the concept of “Made in Rwanda” products.
- Through the establishment of the National Employment Program (NEP) Rwanda also looks at optimizing the impact of employment interventions from public institutions, the private sector, development partners, civil society, youth and women for decent jobs.

In addition, to promote youth employment, the government initiated several projects. A National Employment Agency with district branches was established to provide information and advice to job seekers and provide contact with potential employers. The government has also licensed 416 *Umurenge* (district-level) Savings and Credit Cooperatives (SACCOs) to expand access to banking services (Nuwamanya,2016).

2.3.6 Employment status in Musanze district

The recent data on employment and unemployment in Musanze district are lacking. However, the report of Musanze District (2013) shows that most people aged 16 years and above in Musanze District are independent farmers (57.4%). The second most frequent main job is wage non-farm work (21.6%). The report indicates that agriculture is main branches of economic activity of employed persons (67%) followed by trade (8%), construction (6.2%) and other services (2.7%). Among those engaged in agriculture, majority are females and they are small-scale farmers (73%), 10% are wage farm workers and 6% are wage non-farm workers. Men working as small-scale farmers stand at 37% and 42% of them are wage non-farm workers and 9% wage farm workers. In addition, the report shows the distribution of the employed population by sector of employment. It reveals that the majority of employed persons were in private informal sector (76.6 percent) followed by private formal sector (10.7 percent), public sector (10.7 percent), and parastatal (1 percent).

2.4 Local Economic Development (LED) and Youth employment

Background of Local Economic Development in Rwanda and the activities of LED in Musanze district are described below.

2.4.1 Background of LED in Rwanda

Rwanda administrative districts have great economic potential and opportunities likely to generate handy revenues; scaling up resource to the disadvantaged people for local development. However, those potentials are not optimally exploited. Some existing economic potentials in different district of Rwanda are not profitably used, despite being a possible catalyst for short and long term locally based development. In the Rwandan context, LED is a mechanism for achieving:

- ✚ Creation of jobs, new employment opportunities and reduction of youth unemployment to alleviate poverty;
- ✚ Promoting economic transformation and reducing the population share in subsistence agriculture;
- ✚ Increasing income levels, thereby enabling people to pay for services;
- ✚ Improving municipal services and facilities;
- ✚ Promoting women's economic empowerment; and
- ✚ Linking developed and undeveloped areas of the country (MINALOC, 2016).

2.4.2 LED in Musanze district

The aim of LED is to enhance life quality of people via promotion of business, creating conducive environment to primarily meet the local supply and demand leading to creation of employments and economic growth with a multiplier effect in a locality (Musanze District, 2013) Under LED in MUSANZE district, 37 projects grouped into five Programs, namely (i) Tourism industry development, (ii) Infrastructure development, (iii) Private sector development, (iv) Agriculture value chain development, and (v) Skills development sector will be implemented during a period of six years (2017/18-2023/24). The total amount to implement entirely the LED strategy for Musanze District is estimated at **Rwf 131,453,000,000**. The main question one may ask is whether these projects and this big amount of money will generate jobs for all categories of youth job seekers. Will the jobs to be created sustainable and profitable for the youth?

2. 5 Musanze District localization

Musanze District is one of the six secondary cities and one of the 5 districts comprising in the Northern Province of Rwanda. Musanze City is about 110 km from Kigali on the major Kigali-Musanze-Rubavu-Goma road and it borders with Uganda and DR Congo in the North, Gakenke District in the South, Burera District in the East and Nyabihu District in the West. Rwanda's mountain gorillas(*Gorilla beringei beringei*) are found in the Volcanoes National Park, making Musanze District the most popular tourist destination in the country.



Source: LED Strategy 2017-2023, Musanze district

Fig. 3: Musanze District Administrative map

Summary

The chapter two discussed the literature review and theoretical framework. The chapter was subdivided into 8 sections. The first section introduced the chapter. The section two presented the working concepts and definitions. Section 3 presented how youth unemployment is real crisis in Africa. Section 4 presented the situation of youth unemployment in other countries: case of Kenya. Section 5 highlighted the status of employment and unemployment in Rwanda. Section 6 showed the measures taken by the government of Rwanda to deal with youth unemployment.

Section 7 described how LED may contribute to youth employment in Musanze district, while section 8 presented the theory underpinning this study which is “Employment search theory”.

To summarize the chapter in one word ‘Youth unemployment in Africa is real “crisis” or “ticking time bomb”. Unemployment remains high in Sub-Saharan Africa due to poor policies towards job creation and poverty in general. In addition, lack of decent jobs for youths in Africa is another challenge. The problem of youth unemployment is of serious concern for the government of Rwanda where 21% of active and educated youth are unemployed.

CHAPTER 3: METHODOLOGY

3.1 Introduction

As earlier indicated in Chapter 1, the primary objective of this research is to find out the extent to which Local economic Development (LED) projects in Musanze district have impacted youth employment; that is, to determine the effectiveness of LED in promoting youth employment. Chapter 1 provided an overview of the entire study including the problem and its background, research questions and objectives of the study. In order to achieve the study objectives, a conceptual and theoretical framework had to be developed based on sound theory from the literature. Chapter 2 was devoted to an in-depth review of literature on youth employment and unemployment leading to the development of the conceptual framework guiding the empirical study. This chapter presents and explains the methodology that guides the empirical study.

3.2 Research paradigm, research design and research approach

According to Denzin and Lincoln (1994), paradigm is defined as a basic set of beliefs that guide action. The research paradigm guides the researcher about how to interpret, understand social phenomena and how to explore the social world. It guides the researcher about the relevant data to be gathered and how to utilise and analyse them. In as far as the research paradigm for this study is concerned, classical analysis approach was used. Classical analysis approach is used to interpret meaning from the content of text data (Collis, & Hussey, 2009). In addition, they state that classical analyses are commonly thought to be both *a priori* and analytic. They look to be *a priori* since there is no empirical component essential to their justification, and in that sense classical analyses are knowable by reason alone. In fact, the method of seeking possible counterexamples to a candidate analysis is a paradigmatic case of justifying a proposition *a priori*.

3.2.1 Research design

A research design refers to some master plan that indicates the methods and procedures for collecting and analyzing data in a research (Collis, & Hussey, 2009). This study adopts descriptive design and critical analysis design. The descriptive design was used to collect qualitative information from a sample of youth representatives. The descriptive design helped to describe and know the current status of youth employment in Nkotsi and Muhoza sectors. As for critical analysis, Zikmund (2009) states that critical analysis is a three-step process of asking

questions about something regarding: how it looks; how it works (by taking it to pieces) and how it compares to other ‘somethings’ so as to make a judgement about its value or significance. It involves deeper analytic thinking to evaluate something. In addition, Kumar (2011) argues that critical analysis helps to identify the significance; Evaluate strengths and weaknesses; Weigh one piece of information against another; Make reasoned judgments; Argue a case according to the evidence; Show why something is relevant or suitable; Indicate why something will work best; Identify whether something is appropriate or suitable; and Weigh up the importance of the component parts .

In as far as the critical analysis is concerned; the researcher used critical analysis design to evaluate strengths and weaknesses of LED towards youth employment in Musanze district.

3.2.2 Research approach

As far as the research approach for this study is concerned, the qualitative approach was used. The primary data was captured in words through Focus Group Discussions (FGD) and in-depth face-to-face interviews, while secondary data was obtained through archives. This approach was used, because the researcher wanted to evaluate the opinions, feelings of young people on youth unemployment and their appreciations on the contribution of LED projects to youth employment in Musanze district

3.3 The target population and sampling procedures and sample size

In this section, target population, sampling procedures and sample size are presented

3.3.1 Target population

Russell, & Purcell, (2009) define a target population as the entire or complete collection or group of interest to the researcher of a study. The two target populations for this study included all youth in the district and staff members involved directly in employment and youth employment in particular. Knowing that this research was conducted in Musanze District, The total population of Musanze was 368,267 where youth population was 116,892 which represented 31.5% (NISR, 2012). It is worth to note that youth is one who has 16 to 30 years (Rwandan Law 001/2016 of 05/02/2016). This makes the target population in this study rather too large to be covered in its entirety, given the nature of limitations imposed by an academic study of this type. The large population size necessitated that the researcher select a sample that was representative of the target population.

3.3.2 Sampling techniques used

A sample refers to some of the members of a population (Collis, & Hussey, 2009). (Blumberg, Cooper & Schindler (2008), emphasized that the basic idea of sampling is that by selecting some of the elements in a population, conclusions may be drawn about the entire population. Purposive sampling method was used for this study.

The purposive sampling is a method of sampling whereby the researcher will use his own judgment about the respondents to choose and pick only those who meet the purpose of the study (Salkind, 2009). For better understanding how LED contributed to the youth employment, key informants who comprised of district staff and some members of JADF were judgmentally selected for interviews. Again, purposive sampling helped to identify and select some youth representatives who participated in FGDs

3.3.3 Sample size

(Leedy, P. D., & Ormrod, J. E, 2010) emphasise that a study must have adequate sample size relative to the goals of the study and that the sample must be big enough. Qualitative analyses typically require a smaller sample size than the quantitative analyses (Kothari, 2009). Qualitative sample sizes should be large enough to obtain feedback for most or all perceptions. Obtaining most or all of the perceptions will lead to the attainment of saturation. Saturation occurs when adding more participants to the study does not result in additional perspectives or information (Kumar, 2011). Creswell (1998) suggests minimum of 20 and maximum of 30 interviews. For the purpose of the present study a sample size of 40 participants was selected. 27 respondents from youth representative at District and Sector levels and 13 respondents from district staff members and experts from (JADF) intervening in the domain of youth employment.

3.4 Data collection techniques

In research, there are various ways in which data can be collected. (De Vos, A.S. Strydom, Fouche & Delpont (2011) emphasize that the data collection method would depend on the methodology used in a particular research. If a quantitative methodology is used, one would be attempting to measure variables or count occurrences of a phenomenon. On the other hand, if a qualitative methodology is used, one would emphasize meanings and experiences related to the phenomena (Kumar, 2011).

3.4.1 Primary data

The following methods were used to collect primary data.

+ In-depth interviews

For the purpose of this study, primary data were gathered using in-depth interviews. Two semi-structured interview guides were prepared, one for youth representatives and the other one for staff members. A part from face-to-face individual interview, Focused Group Discussions was organized to get more information from the youth.

+ Focused Group Discussions (FGDs)

The FGDs concerned NYC committees at sector and district level. In this regard, 9 young people in NYC at Nkotsi sector, 7 young people in NYC at Muhoza sector, and 9 young people in NYC at district level participated in FGDs.

+ Participative observations

Observation will be used to get some of the information from the respondents. Not all information can be collected by interviews. The presence on the field and having conversations face- to- face with the respondents helped to observe their living conditions and their feelings etc.

3.4.2. Secondary data

Documentary research through archives was used to collect secondary data. The study utilized secondary data from diverse sources, but mainly from the official government publications/documents related to the issue of LED and youth employment and unemployment. Internet sources were very crucial among other sources. Many other reports and relevant sources were also consulted.

3.5 Interview guide development

As indicated earlier, qualitative approach was used. Therefore, open-ended questions were predominantly used. The questions of the semi-structured interview focused to identify the level of youth unemployment and to identify the extent to which LED projects had impacted the youth employment. The questions of semi-structured interview for district officials focused on identifying challenges in youth employment and what the district and sectors are doing to promote youth employment. Both interview guides for this study were elaborated taking into account the problem statement, research questions and research objectives.

The interview guide had a cover letter explaining the purpose, objectives and rationale of the study. The cover letters also provided potential respondents with instructions on how interview will be conducted. In addition, before holding interviews with respondents, the researcher has first made contacts with all concerned via telephones calls. Again, interview lasted about 30-35 minutes maximum. FGD for each group took 30-45 minutes

3.6 Ensuring validity and reliability

Validity refers to whether a measuring instrument is actually measuring what it is supposed to measure (Walliman, n.d.). There are three common ways of ensuring validity namely by ensuring construct, content or face validity. Research experts such as Collis & Hussey (2009) all agree that basically, *construct validity* means the measuring instrument fits with theoretical expectations, *content validity* refers to sufficiency of items measuring a particular construct and *face validity* means that on face value (judgment by expert), the measure appears to measure what it is intended to measure. For this study, the items in interview guide covered fully the research questions and research objectives. Furthermore, the interview guide used was viewed and approved by the supervisor and again, submitted to other experts who gave inputs. This is in conformity with (Salkind, N.J, 2009) who states that opinion of expert can be used to establish validity of an instrument.

To ensure reliability special attention was put on some factors affecting the reliability of a research instrument (interview guide): Those are:

- **The wording of questions** – A slight ambiguity in the wording of questions or statements can affect the reliability of a research instrument as respondents may interpret the questions differently. Ambiguous questions were avoided and pre-testing helped to correct and re-correct unclear questions.
- **The respondent's mood** – The respondent's mood when responding to questions can change and may affect the reliability of that instrument. To ensure positive mood of the respondent, sensitive questions were avoided and the covering letter provided necessary instructions and clear purpose of the research
- **The interviewer's mood** – Interviewer's mood could affect the responses given by respondents thereby affecting the reliability of the research instrument. During interviews and FGDs, the researcher created positive and inspiring mood or environment.

- **The nature of interaction-** Interaction between interviewee and interviewer is very important. There should be mutual trust and respect. In this regard, the researcher ensured that mutual trust and respect characterize the interaction between her and the respondents.

Last but not least, collected information from FGDs were supplemented by the information from in-depth face –to-face interviews held with key informants and the quantitative data from archives. This triangulation has to some extent increased the validity and reliability of research findings.

3.7 Data analysis

Zikmund (2009) describes data analysis as a research technique for the objective, systematic, and quantitative description of the manifest content of communication. The process to analyze qualitative data from interviews and FGDs followed the following steps: (i) identify the main themes. The researcher checked the responses given by the respondents to each question in order to understand the meaning they communicated; (ii) Assign codes to the main themes. Identified main themes were attributed a code; (iii) Classify responses under the main themes. The responses from interview and FGD were classified into the main themes already created; (iv) Analyze and interpret themes and write the report

Some quantitative data from archives were integrated in the report to complement and supplement the qualitative information. This increased to some extent the validity and reliability of the findings.

3.8 Ethical issues

In this study, the researcher was abided by the following codes of conduct:

❖ informed consent

Before the researcher began collecting information, she explained the relevance and usefulness of the research and tried to convince the respondent to participate. The researcher tried to make aware the respondents of the type of information she wants from them, why the information is being sought, what purpose it will be put to, how they are expected to participate in the study, and how it will directly or indirectly affect them.

❖ Maintaining confidentiality

Sharing information about a respondent with others for purposes other than research is unethical. Therefore, you need to ensure that after the information has been collected, its source cannot be

identified (Kothari, 2009). In this study, the researcher ensured that at least the information provided by respondents is kept anonymous.

❖ **Incorrect reporting**

To report the findings in a way that changes or slants them to serve your own or someone else's interest is unethical (Sapford & Jupp, 2006). The researcher ensured correct and unbiased reporting of the findings.

Summary

This chapter provided a discussion on the research methodology of the study which focused on the research design, population and sampling, data collection methods, as well as on the data analysis process followed in the empirical investigation. In Chapter 4, the analysis, interpretation and results of the empirical study are provided and the major findings of the study are presented.

CHAPTER 4: DATA PRESENTATION AND INTERPRETATION OF FINDINGS

4.1: Introduction

The purpose of the study as indicated in Chapter 1 was to determine the contribution of Local Economic Development projects (LED) to the youth employment in Musanze District, specifically in Nkotsi and Muhoza sectors. Chapter 1 provided an introduction and an overview of the entire study whilst Chapter 2 presented the review of literature on youth employment, LED, and other related literature. Chapter 3 was devoted to the research methodology followed in this study. Chapter 4 presents and discusses in detail the research findings. It provides the details of information given by the respondents on the issue of youth employment in Nkotsi and Muhoza sectors of Musanze district, and on the contribution of LED project to the youth employment in the above sectors.

4.2 Field work process and profile of the respondents

Qualitative information was collected and used in this study. Therefore, the data collection techniques comprised of Focused Group Discussions (FGD) and Face-to-face interviews. Three days were used for focused group discussions. For the first day on 24th August 2018, the researcher met and had discussions with youth representative committee in Nkotsi sector and youth representative committee in Muhoza sector. The second day on 27th August 2018, the researcher met and had discussions with youth representative committee at district level, while the third day on 28th August 2018, the researcher met and held discussions with Staff in Business Development and Employment Unit (BDE) and other staff at the district, namely Director of planning, Director of education, Director of Business Development and Employment, Employment officer, SME start-up officer, Cooperative and MSME officer, JDFAF secretary and Vice-mayor in charge of economic affairs.

As far as face-to-face interviews are concerned, the researcher had in-depth face-to-face interviews with the selected key interviewees on the following dates. On 29th August 2018, the researcher had interviews with BDE officer in Nkotsi sector and Manager of SACCO Nkotsi. The focus of interviews was on the status of youth employment and interventions or strategies to deal with the issue of youth unemployment. On 30th August 2018, the researcher had face-to-face interviews with BDE officer in Muhoza sector; Manager of Musanze Employment Service Center (MESCC); and Business Advisor at Business Development Fund (BDF Musanze).

Table 4.1 Profile of the participants for FGDs and face -to-face interviews

| | NYC Committee – Musanze District | NYC Committee – Nkotsi sector | NYC Committee – Muhoza sector | District staff who participated in FGDs | Selected key interviewees for face-to-face interviews |
|-----------------------------------|----------------------------------|-------------------------------|-------------------------------|---|---|
| Respondents per sex | | | | | |
| Male | 6 | 7 | 4 | 5 | 4 |
| Female | 3 | 2 | 3 | 3 | 1 |
| Total | 9 | 9 | 7 | 8 | 5 |
| Respondents per profession | | | | | |
| Employed | 6 | 3 | 6 | 8 | 5 |
| Unemployed | 1 | 3 | 0 | 0 | 0 |
| Students | 2 | 3 | 1 | 0 | 0 |
| Total | 9 | 9 | 7 | 8 | 5 |
| Age group | | | | | |
| 20-30 | 9 | 9 | 5 | 1 | 0 |
| 31-50 | 0 | 0 | 2 | 5 | 3 |
| 51-60 | 0 | 0 | 0 | 2 | 2 |
| Total | 9 | 9 | 7 | 8 | 5 |
| Education level | | | | | |
| Secondary school | 4 | 8 | 4 | 0 | 0 |
| Bachelor | 5 | 1 | 3 | 8 | 2 |
| Master's | 0 | | | 0 | 3 |
| Total | 9 | 9 | 7 | 8 | 5 |

Source: Author's construct, August 2018.

The table above shows that participants in FGD and interviews varied in terms of sex, age, education level and profession. This was done for the purpose to have various opinions and perspectives on the youth employment and contribution of LED to the youth employment in Musanze district. All the participants were above 20 years and had at least secondary school level. This ensured that the information was provided by mature people and it increases the validity and reliability of the research findings.

4.3 Awareness on LED and youth unemployment

The NYC in Nkotsi sector defined LED as strategies set by the district to promote employment. The NYC in Muhoza sector defined LED as strategies set and implemented by the district and its stakeholders to accelerate the socio-economic development of the district. Finally, the NYC at district level defined LED as strategies identified by the district and its stakeholders to accelerate its development through tourism development, infrastructure development, skills development and agriculture modernization. By comparing the level of awareness of youth on LED, the researcher realized that NYC at district level understands and has more knowledge on LED than the NYC at sector level.

4.3.1 Awareness on youth unemployment rate

All NYC defined youth unemployment rate as youth who don't work and paid. However, youth unemployment is defined by ILO as youth who are out of work, but are available for work and actively looking for a job. This shows that their knowledge on youth unemployment is limited. For the question about the youth unemployment rate in Musanze district, almost all NYC who participated in FGD were not aware of this rate. Also, around 90% of selected key interviewees were not aware of unemployment rate in Musanze district which is 15.5%.

Lack or insufficient knowledge on the youth unemployment rate by district officials, even those who are in charge of Business development and employment is a big challenge, because it is difficult for one to intervene if he/she doesn't know the status and grandeur of the problem. It is also a challenge, because it will be difficult for youth representative to do advocacy for other youth if they don't know the magnificence of youth unemployment in Musanze district.

4.3.2 Opinions whether youth unemployment is a challenge or not in Musanze district

Though they did not exactly know the youth unemployment rate, all youth committees were of opinions that youth unemployment in Musanze district is a challenge. Likewise, elected key

interviewees confirmed that youth unemployment is a big challenge. However, the district official interviewed, found youth unemployment in Musanze district not a big challenge compared to other districts and national level, but a challenge to be handled and the district has set strategies to deal with it.

4.4 Category of youth most affected by unemployment in Musanze

NYC committee in Nkotsi sector said that the most categories of youth affected by unemployment are graduates from secondary schools and TVET graduates rather than uneducated youth. However, NYC committee in Muhoza sector and NYC at district level confirmed that the most affected category is university graduates, followed by secondary school graduates, TVET graduates and lastly the uneducated. This difference in opinions between NYC committee in Nkotsi sector and NYC committee in Muhoza sector is due to the fact that Nkotsi sector is rural and university graduates are not many, while Muhoza is urban where university graduates are many and their unemployment much more noticeable. On the question of youth category mostly affected by unemployment, one interviewee said *“University graduates often look for white-collar jobs and those kinds of jobs are nowadays scarce. This is the same for some young graduates from secondary schools. But, job opportunities for uneducated and TVET graduates are many here (agriculture, blue-collar and handwork jobs etc.). He further state that unless university graduates change their mentality, their unemployment rate will continue to rise compared to other categories of youth”*.

As far as sex is concerned, all NYC committees confirmed that females (educated and uneducated) are more effected by unemployment than males. This is due to the factor that some jobs are handwork jobs which require more physical energy. Again, cultural values which are still noticed whereby some prejudices limit females to execute some roles or jobs.

Specifically in Musanze district, female graduates are not interested as males to visit Business advisors in Business Development Fund and Musanze Employment Service Center (MESC) for assistance. The manager of MESC revealed that the center was put in place to assist young graduates find jobs by linking them to the job providers for permanent job or internship. It assists job seekers to improve their skills in languages, computer lab services, support in job application process: preparation of application documents like cover letter, curriculum vitae and interview; training in entrepreneurship, in IT, and in job search strategy and helps the job seekers to know

the minimum requirements of job providers. The data found in MESC office shows how much female graduates hesitate to visit MESC for assistance.

Table 4.2: Musanze employment service centre (Job seeker register in MESC database for getting MESC service)

| Month & Year | F | M | Total | % for F | % for M |
|-------------------------|------------|------------|--------------|----------------|----------------|
| Oct-16 | 20 | 50 | 70 | 28.57% | 71.43% |
| Nov-16 | 35 | 60 | 95 | 36.84% | 63.16% |
| Dec-16 | 22 | 45 | 67 | 32.84% | 67.16% |
| Jan-17 | 10 | 39 | 49 | 20.41% | 79.59% |
| Feb-17 | 10 | 31 | 41 | 24.39% | 75.61% |
| Mar-17 | 17 | 28 | 45 | 37.78% | 62.22% |
| Apr-17 | 7 | 18 | 25 | 28.00% | 72.00% |
| May-17 | 10 | 16 | 26 | 38.46% | 61.54% |
| Jun-17 | 13 | 51 | 64 | 20.31% | 79.69% |
| Jul-17 | 7 | 36 | 43 | 16.28% | 83.72% |
| Aug-17 | 56 | 137 | 193 | 29.02% | 70.98% |
| Sep-17 | 34 | 109 | 143 | 23.78% | 76.22% |
| Oct-17 | 27 | 70 | 97 | 27.84% | 72.16% |
| Nov-17 | 27 | 50 | 77 | 35.06% | 64.94% |
| Dec-17 | 8 | 40 | 48 | 16.67% | 83.33% |
| Jan-18 | 14 | 32 | 46 | 30.43% | 69.57% |
| Feb-18 | 12 | 47 | 59 | 20.34% | 79.66% |
| Mar-18 | 11 | 54 | 65 | 16.92% | 83.08% |
| Apr-18 | 19 | 22 | 41 | 46.34% | 53.66% |
| Total | 359 | 935 | 1294 | 27.74% | 72.26% |

Source: MESC date base (2018).

According to the table, only 27.7% of female graduates visit MESC. However, during interview, MESC manager revealed that *“About 80% of youth who visit the center have chance to get jobs. This means that majority of females who refuse to visit and seek assistance from MESC deprive themselves from job opportunities”*.

4.5 Factors contributing to youth unemployment in Muhoza and Nkotsi sectors

NYC committee in Nkotsi sector argued that the factors contributing to youth unemployment are among others: (i) ***lack or insufficient land for agriculture*** - Majority of youth in this rural sector is not educated or completed primary school. Therefore, their employment is in agriculture. However, due to many children in the family which results to fragmentation of existing small land, the youth found themselves with no land or with very small land for agriculture. This leads to youth unemployment and underemployment (Disguised employment); (ii) ***Migration to town-*** because of limited opportunities for jobs, Youth in Nkotsi sector have expectations to go to towns, such as Musanze, Gisenyi and Kigali hoping to find jobs. Sometimes, they sell their small properties (land, small livestock) to find the tickets and when you don't find the jobs in town they come back and stay unemployed, because they have nothing; (iii) ***Lack of skills*** – Interviewee in Nkotsi sector revealed that *“Today, young graduates at all level (university, TVET and secondary schools) lack required skills to compete on the labour market. With regional integration, labour market is open and our graduates find difficulties to compete for jobs with our fellow Ugandans and Kenyans for example”*; (iv) **Illiteracy of international and business languages, especially English and French-** NYC committee in Nkotsi sector all argued that in general youth in Nkotsi sector lack knowledge and skills in these international languages. They further revealed that centers or schools which teach or coach on these languages are located in Musanze town and all private and therefore, expensive.

Factors contributing to youth unemployment in urban sector of Muhoza are not different from the factors cited by NYC committee in Nkotsi sector (rural). However, NYC in Muhoza sector and NYC at district level emphasized that the rate of youth unemployment is increasing, because of discrepancies or imbalances between available jobs and job seekers, especially graduates from universities who seek white-collar jobs. In this regard, one interviewee said *“Every graduate expects to find white-collar job in public sector, but this sector is saturated. The private sector which is supposed to supplement public sector is not developed and some private*

operators don't trust the youth and therefore, hesitate to employ them. They rather prefer to employ the old and experienced people" Lack of required skills and master of international languages by the youth is another factor cited by NYC committee in Muhoza sector. They further argued that lack of start-up capital for those who want to create their own jobs is another hindrance. Lastly the main challenge is the population growth which exceeds the capacity of the economy and resources, the district have a density of 769 inhabitants/km².

4.6 LED projects and Youth employment

Before, asking the contribution of LED project to Youth employment, a question was asked to the respondents to elaborate on the available job opportunities for the youth. This question was asked to find out whether LED helps the youth to exploit those opportunities. It was revealed that tourism activities, volcanic and fertile soil for agriculture, agreeable climate, mine activities, expansion and development of the private sector due to the fact that Musanze town is among secondary cities in the country, opportunity of extended market due to geographical situation of Musanze town between big cities of Kigali, Gisenyi and Kisoro in Uganda, and high level of access to basic infrastructure, such as roads, water and electricity. One of the interviewees said *"Here in Musanze, there are many job opportunities for the youth. However, for the youth to size those opportunities they need to have skills, open their eyes, work hard and avoid old mentality that they can only do what they have learned in the schools or universities, and only work in office (white-collar jobs)"*.

LED projects helped the youth to find jobs and they have directly or indirectly helped the youth to seize the opportunities and create their own jobs. As it was revealed by NYC committees and interviewees, LED projects concentrated on: (i) infrastructure development (construction and rehabilitation of feed roads, construction and rehabilitation of water systems, construction and rehabilitation of electrical lines in order to connect households, commercial centers to electricity); (ii) Development of tourism (construction of hotels and development of touristic sites; (iii) Development of private sector (construction of Integrated Craft Production centers/ udukiriro; construction and rehabilitation of markets, etc. (iv) Development of agriculture (construction of progressive and radical terraces, construction of agro-processing plants; and (v) Development of skills and culture (construction of craft show rooms, to mention but a few.

Different stakeholders initiate many projects which are source of employment and permanent jobs are created through involvement of different partners by: (i) employability skills development through massive short term vocation training, rapid response training, industrial based training, internship and apprenticeship; (ii) entrepreneurship and business development through start-up toolkits loan facility for TVET and short term vocational training graduates (up to 50% grant and collateral by BDF), start-up SMEs coaching and promotion through proximity business advisory services (BDAs, 2 persons per Sector) facilitated by a subsidized voucher scheme up to 70%, MSMEs access to finance through supporting start-ups and growing MSMEs in collaterals/guarantees, grant schemes, leasing, and quasi equity; and by (iii) labor market interventions by mobilization and sensitization of beneficiaries of NEP-KORA WIGIRE interventions, employment services and skills in public works.

Table 4.3: IPRC & TVETs intervention in employability & skills development in MUSANZE District

| School name | Sector | Type of school | Trades | Status |
|--|----------|----------------|---|---------|
| Ecole Secondaire Technique de Busogo | Busogo | TVET | Electricity, Construction, Hospitality, Welding, | Public |
| Ecole Technique et de Formation Professionnel | Musanze | TVET | Automobile Mechanics, Welding, Carpentry, Sewing, Hospitality, Computer science | Private |
| TVET Busogo | Gataraga | TVET | Sewing, Carpentry | Public |
| TVET Gasanze | Muhoza | TVET | Automobile Mechanics | Private |
| Muhabura Polytechnic Integrated Center | Cyuve | IPC | Electricity, Construction, Tourism, Computer Science | Private |
| LYCEE DE RUHENGARI APICUR | MUHOZA | TSS | Accountancy, Construction, Secretariat, Tourism, Computer Science | Private |
| Integrated Polytechnic Regional Center MUSANZE | NKOTSI | IPRC | Hospitality, Irrigation, Agriculture and food, Construction, Electrical | Public |

| | | | | |
|---|--------|-----|--|---------|
| ECOLE SECONDAIRE ISLAMIQUE DE RUHENGERI(E.S.I.R) | MUHOZA | TSS | Accountancy, Computer Electronics, Tourism, Construction | Private |
| INSTITUT TECHNIQUE BAPTISTE | MUHOZA | TSS | Electricity, Computer Electronics | Private |
| GROUPE SCOLAIRE KIGOMBE CYUVE | CYUVE | TSS | Accountancy, Hotel Operation | Private |
| CBS KINIGI NYANGE | NYANGE | TSS | Tourism and Hotel Operations | Private |

Source: Musanze District Education Unit Office, 2018

One can notice from the table above that Musanze district has many technical and vocational training schools. This is a significant advantage and opportunity for youth as today technical skills (know-how) is the requirement to the labour-market. However, the youth to be equipped with competitive knowledge and skills, these IPRS and TVETs must be able to provide to the students adequate and enough market-demand skills.

Table 4.4: Summary of functions of stakeholders of MUSANZE District involved in LED

| | Stakeholder | Intervention sector | Geographic area | Responsibilities |
|--|-------------|---------------------|-----------------|--|
| | MINAGRI | Agriculture | All sectors | Is a key partner for LODA in both promoting agricultural potentialities |
| | RAB | | | Developing agriculture and animal husbandry through their reform and using modern methods in crop and animal production, research, agricultural extension, education and training of farmers in new technologies |
| | NAEB | | | Support the elaboration of policies and strategies for agricultural and livestock product export |
| | RDB | Private Sector | All sectors | Responsible for supporting private investment and business development |
| | PSF | | | Responsible for advocacy and organization of private sector members |

| | | | | |
|--|---|----------------------|--|---|
| | Musanze Employment Service Center (MESCC) | | Muhoza sector | Strong partnership and employment opportunities with various companies/institutions created and strengthened |
| | MININFRA | Transport | All sectors | Transport sector will have to implement some of the projects within this DDS |
| | RTDA | | | Provide technical and financial support in the construction, rehabilitation and maintenance of transport infrastructure and services |
| | RFTC | | | Increase the use of public transport services through the provision of customer-focused, safety and cost-effective passenger transport services using modern vehicles recommended in public transport policy. |
| | MININFRA | Energy | All Sectors | Energy sector will have to implement some of the projects within this DDS |
| | EUCL/REG | | | Promote sustainable energy use, as well as facilitating the building of energy and Construction, rehabilitation and maintenance of energy infrastructure |
| | MOBISOL | | Muhoza Sector | Provide and connect Solar energy to people |
| | BBOX | | | |
| | ZOLA ENERGY | | | |
| | AQUAVIRUNGA | | Water Supply, treatment and Connection from Mutera Source in Rubavu, Nyabihu and Musanze Districts | |
| | MININFRA | Water and Sanitation | All sectors | WATSAN sector will have to implement some of the projects within this DDS |
| | WASAC | | | Ensuring access to clean water and adequate sanitation |
| | MoE | | | Work closely with the district in the protection of mines through tree planting, digging ditches and putting all miners into mining cooperatives |

| | | | | |
|--|-------------------|---|-------------|--|
| | MININFRA, RHA | Urbanization and Rural settlement | | Design policies and implementation framework for Urban development |
| | WORLD BANK | | All sectors | Financing urban and rural development projects to promote local economic development |
| | REMA | | All sectors | Monitor energy and environment sector projects compliance to environmental standards |
| | MYICT | ICT | All sectors | Design policies and implementation framework for ICT Work closely with the district through encouraging an IT adoption at an early stage among the students |
| | REMA | Environment and Natural resources | All sectors | Ensuring environmental respect to during resources exploitation especially in mining subsector, discharge of regulations and environmental impact assessment of environment and energy sectors projects. |
| | MINIRENA | | | |
| | MoE | | | |
| | GGGI | | Urban Area | Provision of technical capacity in the efficient use and value addition to natural resources Resource mobilization for environmental management projects |
| | MINICOM | Financial | All sectors | Design policies and implementation framework for trade |
| | BNR and Banks | | | Facilitation of access to finance |
| | BDF | | | Provide specialized advisory business development service and partner with participating financial institutions to deliver access to finance products. |
| | | | | Facilitation of access to finance |
| | Umurenge SACCO | | | |

| | | | | |
|--|-----------------------------|------------------------------|-------------|--|
| | MINEDUC, REB, UR, WDA | Education | All sectors | Responsible for policy formulation, educational planning, coordination, monitoring and evaluation and regulation through setting norms and standards for the education sector. |
| | RHENANIE PALATINAT | | | Support in providing infrastructures for education facilities |
| | MINECOFIN | Public Finance Management | All sectors | Responsible for resource mobilization and allocation for public investments, planning and coordinating economic activities across sector Ministries and more recently ensuring population issues are integrated into sector priority setting |
| | RRA | | | Increase District revenue capacity |
| | NGARI | | | Local Revenues collection |

Source: Data Collection from Musanze district, 2018.

As it can be noticed, Musanze district has many stakeholders. The district must exploit this opportunity to generate employment for the youth. The activities of those stakeholders must be coordinated and the focus must be put on creating off-farm jobs.

4.6.1 LED projects in Nkotsi and Muhoza sectors

Specifically, in Nkotsi and Muhoza sectors LED projects concentrated on the following activities

Table 4.5: LED projects implemented in Muhoza and Nkotsi sectors

| FISCAL YEAR | NKOTSI SECTOR | MUHOZA SECTOR |
|--------------------|--|---|
| 2017/2018 | PW rehabilitation of Nyakinama-Musenyi-Gashinga murrum road in Nkotsi sector | Rehabilitation of Stade Ubworoherane phase II in Muhoza sector |
| | Planting agroforestry trees and maintenance of terraces in Nkotsi sector | Maintenance and rehabilitation of Muhoza multipurpose hall and Muhoza sector office |
| | Connection to electricity in Nkotsi sector | Maintenance of public light in Musanze Town |
| | Completion of works of constructing drainage | Maintenance of public light in |

| | | |
|------------------|--|--|
| | in murrum roads in Nkotsi sector | Musanze Town |
| 2016/2017 | Rehabilitation of pipeline Rukomati (Mupfundo) water supply system in Nkotsi Sector. | Provide water supply system to 100% of population in urban areas |
| | Construction of radical terraces on 50 ha in Nkotsi Sector | Conduct feasibility study of a modern slaughter house |
| | Feasibility study for murrum road in Nkotsi | Construction of 0.980 km of drainages |

Source: Nkotsi and Muhaza sector offices ,2018.

Participants in FGD and interview, all revealed that LED projects implemented under the aforementioned 2 sectors have contributed to the youth employment. The official data collected from Musanze district office show budget for LED and the number of jobs created through LED projects.

Table 4.6: Budget for LED projects and jobs created

| Budget year | LED projects Budget | Jobs created (50% were for the youth) |
|--------------------|----------------------------|--|
| 2014/2015 | 3,961,455,101 | 4,000 |
| 2015/2016 | 7,379,731,066 | 7,000 |
| 2016/2017 | 6,425,163,464 | 8,000 |
| 2017/2018 | 7,570,883,314 | 9,000 |
| TOTAL | 25,337,232,945 | 28,000 |

Source: Musanze district archive, 2018

As the table shows, 28, 000 jobs were created through LED projects from 2014/15 to 2017/18. The average is 7,000 jobs per year. As revealed by BDE director, 50% of these jobs were executed by the youth. As per case study, the jobs created through LED projects in Nkotsi and Muhoza sectors are presented in the figure 4.1 below.

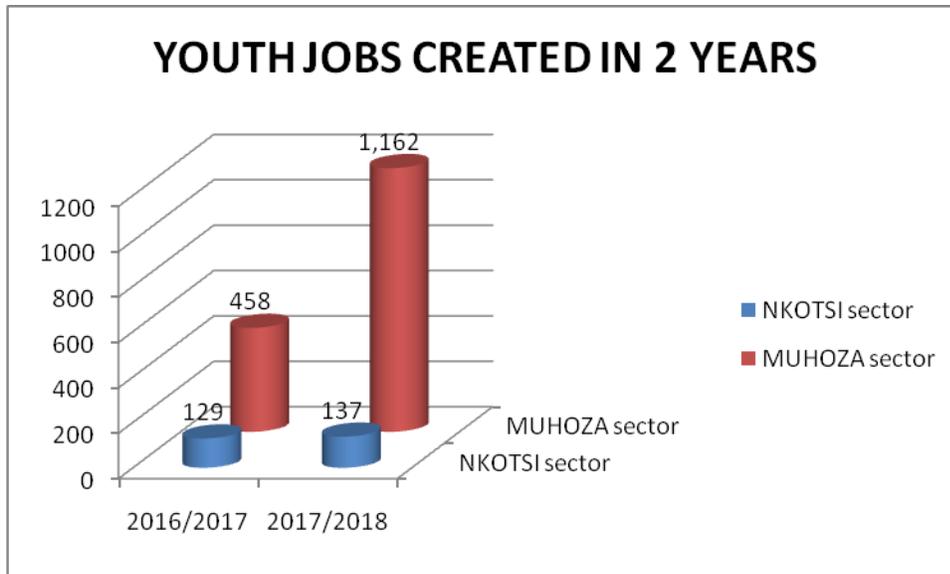


Fig. 4: Jobs created through LED projects in Nkotsi and Muhoza Sectors

Source: Compiled data from Nkotsi and Muhoza sectors

The figure 4.1 shows the significance differences on jobs creation through LED between urban and rural sectors. As it can be noticed, youth in Muhoza sector (urban) benefited far much more from LED projects than youth in Nkotsi sector. This shows how LED projects are concentrated in urban milieu rather than in rural areas. These imbalances should be addressed. In this regard, one participant in FGD said *“Important LED projects are concentrated in urban sectors, what they bring here in rural area is the construction of terraces and plantation of forests. These projects cannot help us to create own jobs, but only to gain money for a short period as these projects do not last long. They are short period projects. We need projects such as construction of hotels, craft show room, integrated craft production center (agakiriro), construction of selling point or a market) which provide jobs for a long period and sustainable jobs”*.

Furthermore, NYC committee in Muhoza sector revealed that youth who worked in LED projects managed to create their own jobs after the completion of LED projects. Some bought bicycles and became bicycle transporters (abanyonzi), motorcycles riders(Abamotari), other opened small shops, other acquired small livestock etc. one interviewee said *“even if I don’t have precise figures, I can confirm that majority of youth who worked in LED projects managed to create their own small jobs after the completion of projects. We have always encouraged them to save and work with micro-finance institutions and many did that. In addition, working in LED*

projects helped the youth to acquire some practical skills which increased their know-how level and therefore, the chances to get jobs elsewhere”.

However, the revealed positive impact of LED on youth employment in Muhoza sector was not observed in Nkotsi sector. NYC committee in Nkotsi sector revealed that majority of youth who worked in LED projects remains jobless after the completion of projects. For some, working in LED projects is an opportunity to find the ticket in order to migrate to towns of Gisenyi, Musanze and Kigali. Small proportions of youth who manage to create their own jobs fail after a short period of time. This is due to financial illiteracy and lack of skills in entrepreneurship.

4.7 Limits (challenges) of LED to youth employment in Musanze district

Although LED projects have contributed to youth employment in Nkotsi and Muhoza sector, some challenges remain and limit the contribution of LED to youth employment.

4.7.1 Not all categories of youth can find jobs in LED projects

All NYC committee members who participated in FGD confirmed that 90% of jobs created through LED projects are manual and are physical force demanding (black & blue-collar jobs). Therefore, majority of youth who find jobs in LED projects are uneducated and TVET graduates. It was noticed that often secondary school and university graduates ignore those manual and physical force demanding jobs (blue-collar jobs). Again, it is difficult for individuals with disabilities to find jobs in LED projects. As far as gender is concerned, the interviewees revealed that males are more employed in LED projects than females. This is due to nature of jobs created through LED which are most of the time physical force demanding.

4.7.2 LED projects create casual and short time jobs

Participants in FGD said that LED projects created jobs for a short period of time. The execution of LED projects can last 6 months or even less than 6 months. Therefore, due to short period of works money paid to the workers (youth) is not enough, and cannot help the youth to save enough money for future investment in income generating activities.

4.7.3 Information on job opportunities through LED not disseminated to the rural youth

Youth who participated in FGD revealed that information on job opportunities in LED projects are not disseminated to the remote and rural sectors. One participant said “We *have to wait the*

LED project which will be implemented in our sector. We don't have information about the LED projects executed in other sectors, so that we can go and find jobs”.

4.7.4 Delays in payment of workers

Most of the time, LED projects are executed by private companies (Rwiyemezamirimo), and they delay to pay the wages. They can delay to pay for 1 month, 2 months and even more. The delays to pay the wages put the youth in difficult situations where they sometimes borrow the money and they have to pay back with interest. In this regard, one participant said *“When youth who worked in LED projects are not paid their wages on time, their planning are disturbed, they cannot make savings and cannot think about investment”.*

4.7.5 Other challenges to the youth employment in Musanze district

The NYC committee in Nkotsi sector pointed out that the MESC services are not decentralized to sector level. Therefore, youth in remote and rural areas are underprivileged and cannot benefit from MESC. One participant said *“Today, information on job opportunities is very important and MESC is helping the youth to get informed and to connect them to job providers. However, we, youth in rural sectors are disadvantaged, because we cannot benefit from MESC services*

Though BDF was assigned the mission to promote and facilitate SMEs with access to finance, NYC committees in FGD said that the role of BDF to assist the youth with access to finance or start-up capital is not yet significant. Youth are still struggling to find start-up capital in order to create own jobs (self-employment).

The government has developed a number of vocational training institutions to help the young people to gain certain level of skills to enable them become self-employed and become creative with necessary skills that enable them to start their own undertakings (self-reliant). However, participants in FGD showed the constraints in vocational training institutions. In Musanze district, there are numerous vocational training institutions and most of them are private. These institutions lack adequate and sufficient pedagogical materials and equipment to help the young people to acquire strong knowledge and skills which will enable young people to fit- in the labor market and to create own jobs (self-employment).

Because private operators doubt the skills of TVET graduates, they prefer to employ old and experienced people even if they have not studied in formal schools. Those TVET graduates who

are willing to start their projects they face the challenge to find start up tool kits. The district tries to help, but provided tool kits are not enough compared to the number of youth in needs. The figure below shows the extent at which toolkits provided to TVET graduates are insufficient.

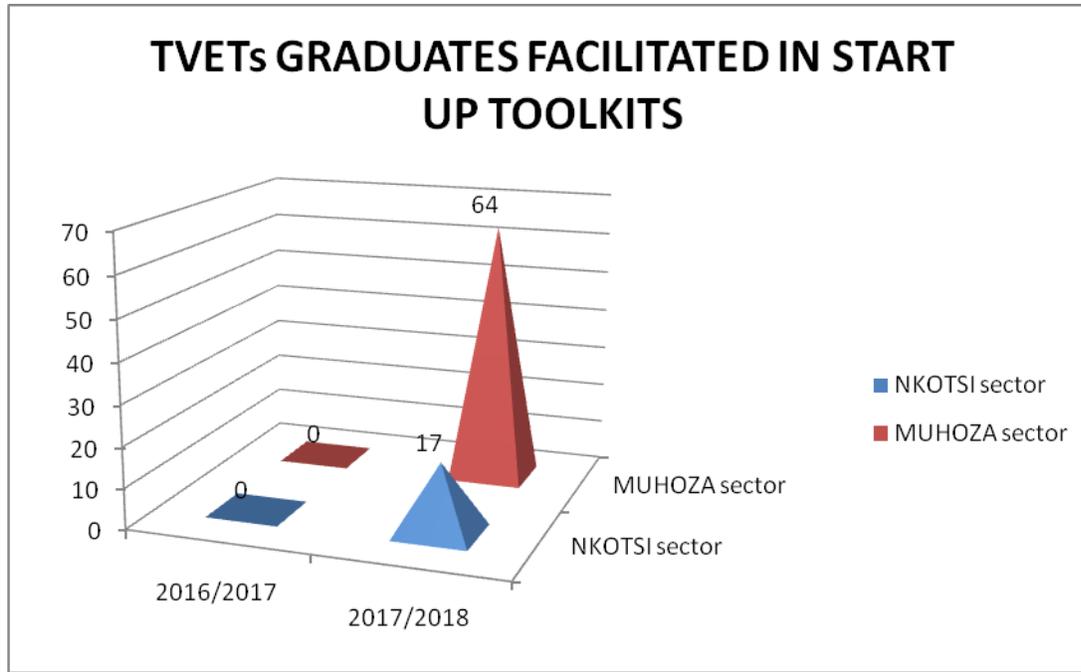


Fig.5: Number of tool kits provided to TVET graduates

Source: Data from Nkotsi and Muhoza sectors, 2018.

As it can be noticed, the number of start-up tool kits provided to youth are insufficient (a drop of water in the ocean) compared to the number of graduates who need those tool kits.

4.8 Strategies for LED to contribute significantly to the youth employment

As indicated in the previous paragraphs, LED projects have contributed to youth employment, but that contribution is limited. This is evidenced by the fact that the rate of unemployment stands at 15.5%. This rate might be even higher among university graduates. This state of affairs call for well thought strategies, so that LED contributes significantly to the youth employment (educated and uneducated youth).

4.8.1 Labor intensive projects

LED projects should be elaborated in such a way that they provide jobs to many people and of different categories. As indicated earlier, majority of educated youth do not find jobs in LED projects. In this regard, educated youth can find job if in designing LED projects they are considered.

4.8.2 Long lasting projects

The respondents said that the implementation of LED projects can last less than 6 months. This is a hindrance for the youth as they cannot gain enough money for savings and for future investment for example. LED projects should be designed so that they provide jobs to the youth for a long period of time.

4.8.3 Opportunities to increase workers' skills

LED projects should provide the youth with opportunities to increase their knowledge and skills. Activities in LED projects should not be of routine, but learning and challenging activities. LED projects should be designed in a way that youth working in them, feel as if they are in internship and mentorship programs.

4.8.4 LED projects should more focus on infrastructure development and agro-business development

Infrastructure development and agro-business development have multiplier effects on youth employment. For instance, connecting the commercial centre with electricity has multiplier effects on youth employment. It is the same when the agro-business plant is constructed in a certain area. This plant will have multiplier effects on the youth employment.

Summary

The youth unemployment is a challenge in the district Musanze where it stands at 21%. However, different measures were taken to deal with this issue and one is LED. LED was thought to be a process by which local government manages and exploits its existing resources in partnership with stakeholders to create new jobs and stimulate local economic development. From 2014/15 to 2017/18, an amount of 25,337,232,945 was spent in LED projects and 28, 000 jobs were created, and the youth benefited 50% of these jobs. However, not all categories of youth benefited from jobs created through LED. University graduates find difficulties to get jobs in LED projects, while uneducated have more chances to find jobs in LED projects. This is due

to the factor that the works are manual and physical force demanding (blue collar jobs). In addition, females and individuals with disabilities find difficulties to be employed in LED projects.

It was revealed that youth in urban sector of Muhoza benefited much more from LED projects than the youth in rural sector of Nkotsi. This is due to the fact that most of LED projects, especially in infrastructure development domain are concentrated in urban area rather than in rural area. Again, it was found that while youth in Muhoza sector utilize the wages gained from LED projects to buy bicycles, motorcycles and open small shops, the youth in Nkotsi sector utilize the wages as tickets to migrate to towns of Gisenyi, Musanze and Kigali.

The agencies created to help the youth to find or create jobs, such as MESC, YEGO Center and BDF are centralized at district level and youth in remote and rural areas do not benefit from these agencies. The private sector which is supposed to supplement the public sector in youth employment hesitates to employ the youth graduates, because they doubt on their skills. They give privileges to the old and experienced people.

CHAPTER 5: CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

The problem of youth unemployment is a global problem. Youth unemployment in Africa is believed to have reached crisis levels. In 2012 and 2014, the African Development Bank noted that most African countries experience youth unemployment rates that are more than double the adult unemployment rate.

In Rwanda, the unemployment rate stood at 17.8 percent in August 2017 compared to 16.7 percent in February 2017 and to 18.8 percent in 2016. It was higher in the urban areas (18.5 percent) than in the rural areas (17.5 percent). Similarly, the unemployment rate was higher among the female labor force (21.0 percent) than the male labor force (15.2 percent). Among the youth from 16 to 30 years, the unemployment stands at 21.7 percent, while for adults is 14.6 percent. By comparing unemployment rate in urban and rural areas, the figures of 2018 show that Kigali City has the highest unemployment rate of 20,1%, while Northern province has the lowest rate of unemployment of 12,8% .

In Musanze district, current data from NISR (2017) showed that the unemployment rate stood at 15.5%. However, different strategies were developed to deal with this issue of youth unemployment. Local Economic Development was among those strategies. The available data from 2014 showed that significant amount of money was spent in LED projects. However, the rate of unemployment especially for the youth increases year per year.

This study was undertaken to evaluate the contribution of LED to youth employment, the limits of LED in redressing the problem of youth unemployment and finally the strategies for LED to contribute significantly to youth employment in Musanze district. Qualitative approach was used and data were collected through documentary (archives), interviews and Focused Group Discussions (FGDs). FGDs targeted 4 groups where 33 participants participated; while interviews targeted 4 key informants and all participated.

5.2 Summary

The study comprised of 5 chapters, namely general introduction, literature review, research methodology; analysis and interpretation of research findings and general conclusion.

The problem statement for the study was evidenced by the rise of the rate of youth unemployment in Musanze district, while LED projects which are supposed to contribute to youth employment increase year per year as well as the budget for those projects. The general objective of this research was to determine the contribution of LED to youth employment.

The specific objectives were: (i) To identify the LED strategies set out in Musanze District and their contribution to youth employment; (ii) To compare if there is significant difference between rural and urban youth in terms of contribution of LED to youth employment; and (iii) To identify challenges/ limits of LED to sustainable youth employment and to propose recommendations. Furthermore, the research was undertaken to answer the following questions: (i) To what extent LED projects implemented in Musanze District contribute to youth employment? Is LED contributing significantly to reduce unemployment rate in Musanze district?; (ii) What are the challenges or limits of LED to reduce significantly the youth unemployment rate in Musanze district?; and (iii) What are the measures to be taken for LED to contribute significantly to youth employment in Musanze district?

As far as literature review was concerned, it was shown from the literature that youth unemployment is a global problem, but has reached crisis levels in Africa. Youth unemployment is likely to remain a difficult problem for Africa for a long time. In Africa, 10-12 million young people enter the job market each year, but most African economies are not able to generate new jobs to absorb them (UNDP, 2016).

In Rwanda, the results of the Labor Force Survey (LFS) by National Institute of Statistics of Rwanda (2017), showed that unemployment rate stood at 17.8 percent compared to 16.7 percent in 2017 and to 18.8 percent in 2016. It was higher in the urban areas (18.5 percent) than in the rural areas (17.5 percent). Similarly, the unemployment rate was higher among the female labour force (21.0 percent) than the male labor force (15.2 percent), and among the youth 16 to 30 years old (21.7 percent) than in adults (14.6 percent). By comparing unemployment rate in urban and rural areas, the figures of 2018 show that Kigali City has the highest unemployment rate of 20,1%, while Northern province has the lowest rate of unemployment of 12,8%.

The causes of unemployment have been explained: mismatch between skills supply and demand; lack of labour market information, networks and connections; and job selectivity or preference

for white collar jobs. Other causes are: global economic crisis; large number of technological advancements; jobs have become increasingly specialized; private companies prefer hiring few people on board; some people voluntarily choose to remain unemployed; a higher literacy rate among men and women; underdeveloped private sector; and poor education and curriculum systems.

In Rwanda, the causes of youth unemployment were documented, namely Shortage of technically skilled labor force to meet the labor market demands; a biased attitude towards traditional agriculture and livestock farming ; Low level of investment due to underdeveloped private sector; High illiteracy rate; Lack of incubation support structures for employment creation; Youth attitudes towards work are still poor, whereby young people tend to overlook certain kinds of job such as blue-collar, in preference of white collar office jobs; and Lack of an Entrepreneurship culture among the youth.

The consequences of unemployment are numerous. If unemployment rate continue to rise, the effect can quickly become unpleasant cycle for the economy. When there is high unemployment rate, people pay less in income taxes and also pay less in sales taxes, because they purchase fewer goods and services. The incapacity to pay for taxes by the people leads to the incapacity of the government to provide public services. On social level, crime rates raise as people are unable to meet their basic needs through work; divorce rates often rise; and rates for mental illness rise due to depression.

As for research methodology, this study opted for classical analysis paradigm and descriptive and analytical research design. Though some quantitative data were used, the research was predominantly qualitative. Research instruments for data collection were interviews and focused group discussions (primary data) and documentary (archives) for secondary data. The targeted population were all the youth (16-30 years) in Musanze district. But, through purposive sampling, members of NYC at Nkotsi, Muhoza sectors and NYC at district level were selected for FGDs. Also, purposive sampling helped to select key informants for interviews. Overall, the sample comprised of 40 individuals. But only 38 were available and participated in FGDs and interviews.

5.3 Conclusions on major findings

In this section, the major findings of the study are presented. All the three co-objectives that emanated from the main research objective were achieved through research findings as follows:

Objective 1: To identify the LED projects in Muhoza and Nkotsi sectors of Musanze District and their contribution to youth employment

The table 4.4 on page 48 showed the budget for LED projects which was 25,337,232,945 frw from 2014 to 2017. The implemented LED projects created 28,000 jobs and 50% of them were for youth. The table 4.3 showed the projects executed in Muhoza and Nkotsi sector. and from those projects, figure 4.1 shows that in Muhoza sector 458 jobs were created in 2016/2017 and 1,162 jobs in 2017/2018. In Nkotsi sector, only 129 jobs were created in 2016/2017 and 137 jobs created in 2017/2018.

The respondents revealed that jobs created through LED are insufficient compared with the demands for job (job seekers). Again, it was found that not all categories of youth find jobs in LED projects; 70 % of employed youth are uneducated and TVET graduates, while graduates from ordinary secondary schools and university graduates find difficulties to be employed in LED projects. In addition, females and individuals with disabilities are rarely employed in LED projects.

Objective 2: To compare if there is significant difference between rural and urban youth in terms of employment through LED

The figure 4.1 shows significant differences between rural and urban sectors. For instance, 1,162 jobs were created in Muhoza sector, while only 137 were created in Nkotsi sector in 2017/2018. This shows that LED projects are concentrated in urban sector of Muhoza than in rural sector of Nkotsi. In other words, youth in urban sector benefit more from LED projects than the youth in rural sector. The participants in FGD revealed that LED projects in Nkotsi concerned the construction of terraces and plantation of forests. These projects last for a short period of time and the youth don't gain much from them. In addition, it was revealed that while the youth in urban sector of Muhoza invest wages in small income generating activities (buy and ride bicycles, motorcycles, open small shops), the youth in Nkotsi sector use the wages as tickets to migrate to towns. This is due to the difference in financial literacy and entrepreneurship skills.

Objective 3: To identify challenges/ limits of LED to sustainably contribute to youth employment and to propose suggestions

The limits of LED to the youth employment were identified. The respondents revealed that the jobs created through LED are very few compared to the number of job seekers. Most of the time, LED projects offer manual and physical force demanding jobs, and therefore difficult for females and individual with disabilities to find jobs. Again, these kinds of jobs are not appropriate for the university graduates.

The delay in payment of wages is another challenge. Private operators (Contractors) who contracted for the execution of LED projects delay to pay the wages. This affect negatively the youth, because it disturbs their planning. The LED projects are executed in a very short period of time. Therefore, the wages gained are not enough for the youth to plan and save for future investment.

5.4 Strengths of the study

This study examined the LED projects and determined their contribution to the youth employment. The information collected helped to attain the objectives of the study and to answer the research questions. In addition, the findings and formulated recommendations are valid and relevant and will help the policy makers to redress the limits of LED projects, so that they contribute significantly and sustainably to the youth employment.

As for limitations, the geographical scope for the study was two sectors of Muhoza and Nkotsi in Musanze district. Therefore, the findings cannot be generalized for the whole district. They are valid and applicable for the concerned sectors. The availability of respondents in FGD was a challenge. But, through good communication, the researcher managed to put them together and FGD were conducted successfully.

5.5 Recommendations

From the findings, the following recommendations were made:

- LED projects should focus more on infrastructure development, especially in remote and rural sectors
- Planners should consider sequencing and seasons for the execution of LED projects. They should consider and ensure that LED projects are executed during the period of low intensity of jobs in agriculture.

- Regular training sessions for youth on financial literacy and entrepreneurship
- Increase the budget for LED and length or span of LED projects
- Empower BDF so that it provides start-up capital to more youth and with less conditions
- Establish production incubations and technology demonstrations and ensure access to improved production equipment
- Construction of integrated craft production centers (ICPC)/ Udukiriro at least 1 in every sector. This will serve as incubation centre and centre of internships and industrial attachments;
- Reinforce the lending capacity of Umurenge SACCOs, so that they are able to cater for the needs of the youth;
- Decentralize MESC to sectors, especially remote and rural sectors;
- Increase the number of youth who are provided with start-up tool kits
- Help the youth, especially the university graduates to change the mentality on job selectivity.
- Reinforce cooperative development among youth in order to increase economic value through joined capital and promotion of savings.

Recommendations for further research

As earlier mentioned, one of the limitations of the study is that it covered only one District and therefore quite limited in generalizing the findings to all districts in Rwanda. Therefore, there is a need to conduct a similar study at a much larger scale. Furthermore, based on the findings of this study, further researches are recommended:

- Assessing the role of private sector on youth employment
- A comparative study on youth employment among girls and boys graduates from higher learning institutions in Rwanda: Opportunities and Challenges.
- Assessing the effectiveness of agencies and programs, such as Business Development Fund (BDF) and Employment Service Centers (ESC) and National Employment Program (NEP- KORA WIGIRE) on youth employment.

Summary

The chapter 5 summarized the content of the study, whereby objectives of the study, some literature were recapitulated. The methodology followed was perused and the conclusions of the findings rediscussed. Last but not least, the recommendations which emanated from the research findings were formulated.

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APPENDICES

Appendix 1: DATA COLLECTION INSTRUMENTS

A: QUESTIONNAIRE GUIDE FOR FOCUS GROUP DISCUSSION WITH YOUTH REPRESENTATIVES IN MUSANZE DISTRICT

PART ONE: GENERAL INFORMATION

1.1 Identification:

Age:

Sex:

Education:

Occupation:

Sector:

1.2 What is the Musanze LED strategy?

1.3 What is youth unemployment?

1.4 Is youth unemployment a challenge in this district/ sector?

1.5 If “Yes” which category of youth is mostly affected?

- a. Uneducated
- b. Graduates from secondary schools
- c. TVET graduates
- d. University graduates

1.6 Skills are a key driver of youth employment or youth employability; do you think job seekers(graduates) in this district/ sector have those required skills?

1.7 Basic mastery of international languages such as English and French is one of the conditions for employment; Do you think job seekers (graduates) in this district/ sector have that basic mastery of international languages?

PART TWO: LED STRATEGIES & YOUTH EMPLOYMENT

2.1 Which employment opportunities available in this district/sector?

2.2What are LED projects implemented here and that have contributed to youth employment?

2.3 Are LED projects contributing significantly to youth employment in this district/ sector?

If “Yes” which category of youth is most benefiting from LED projects?

- a. Uneducated
- b. Graduates from secondary schools
- c. TVET graduates
- d. University graduates

PART THREE: LIMITS OF LED TO YOUTH EMPLOYMENT IN MUSANZE

3.1 Is it easier for youth to know the information related to job opportunities in LED projects?

3.2 Under which sector, most of LED projects are oriented in?

- a. Agriculture (Irrigation, construction of terraces etc.)
- b. Tourism development
- c. Arts and handcraft promotion
- d. Infrastructure (Construction of roads, schools, health centres, market infrastructures, etc.)
- e. Mining

3.3 Considering the sector in which LED projects are mostly oriented, do you think that sector is labour intensive employment?

3.4 Can all categories of youth (Uneducated, secondary school graduates, university graduates) find jobs in LED projects?

3.5 Can youth with different skills (TVET graduates and General schools graduates) find jobs in LED projects?

3.6 Is the income gained from the employment in LED projects sufficient for youth to think of and start income-generating activity (self-employment) after the LED project?

3.7 Can LED projects help the youth to gain new skills which are needed and helpful in the labour- market?

PART FOUR: STRATEGIES FOR LED TO CONTRIBUTE SIGNIFICANTLY TO YOUTH EMPLOYMENT IN MUSANZE

4.1 What are the challenges does the youth face in searching and finding the jobs?

4.2 How can LED assist the youth to overcome those challenges?

PART FIVE: OTHER QUESTIONS

5.1 How does Musanze PSF contribute to youth employment in your Sector?

5.2 How does Musanze Employment Center impact on youth employment in your Sector?

5.3 How does BDF impact on youth employment in your Sector?

5.4 How does Youth training center contribute to youth employment in Sector?

B: QUESTIONNAIRE GUIDE FOR FOCUS GROUP DISCUSSION WITH STAFF IN MUSANZE DISTRICT

PART ONE: GENERAL INFORMATION

1.1 Identification:

Age:

Sex:

Education:

Occupation:

Sector:

1.2 What is the rate of youth employment in this district/ sector?

1.3 Is the youth unemployment a big challenge in this district/ sector?

1.4 a. If “Yes” What are the causes or factors contributing to youth unemployment in this district/ sector?

1.4 b. If “Not” What have you done to avoid this phenomenon of youth employment?

PART TWO: LED STRATEGIES & YOUTH EMPLOYMENT

2.1 What are the challenges does the youth face in finding the employment in this district/sector?

2.2 Have LED projects contributed significantly to youth employment in this district/sector?

If “Yes” How LED projects have contributed to youth employment?

2.3 By estimations, how many off-farm jobs have been created from LED projects for the period 2014/15-2017/18?

2.4 Which category of youth has mostly benefited from LED projects?

- a. Uneducated
- b. Graduates from secondary schools
- c. TVET graduates
- d. University graduates

2.5 Which employment opportunities are available for youth in this district/sector?

2.6 How LED has helped the youth in exploiting and benefiting those opportunities?

PART THREE: LIMITS OF LED TO YOUTH EMPLOYMENT IN MUSANZE DISTRICT

3.1 Have all categories of youth (Normal and disabled; educated and non-educated) found employment in LED projects?

3.2 What is the quality of jobs created through LED projects?

- a. White-collar jobs
- b. Blue-collar jobs and physical or Handwork jobs
- c. Permanent jobs

d. Casually or short term jobs

3.3 Are the jobs created through LED projects sustainable?

3.4 Is the income generated from working in LED projects helping the youth to save and create income-generating activity (self-employment)?

PART FOUR: STRATEGIES FOR LED TO CONTRIBUTE SIGNIFICANTLY TO YOUTH EMPLOYMENT IN MUSANZE

4.1 Considering the challenges that youth is facing in finding the employment, what can be done to overcome those challenges?

4.2 What can be done for LED to contribute significantly to youth employment in this district?

C: QUESTIONNAIRE GUIDE FOR SEMI STRUCTURED INTERVIEW FOR STAFF AND EXPERTS IN MUSANZE DISTRICT

PART ONE: GENERAL INFORMATION

1.1 Identification:

Age:
Sex:
Education:
Occupation:
Sector:

1.5 What is the rate of youth employment in this district/ sector?

1.6 Is the youth unemployment a big challenge in this district/ sector?

1.7 a. If “Yes” What are the causes or factors contributing to youth unemployment in this district/ sector?

1.5 b. If “Not” What have you done to avoid this phenomenon of youth employment?

PART TWO: LED STRATEGIES & YOUTH EMPLOYMENT

2.1 What are the challenges does the youth face in finding the employment in this district/sector?

2.2 Have LED projects contributed significantly to youth employment in this district/sector?

If “Yes” How LED projects have contributed to youth employment?

2.3 By estimations, how many off-farm jobs have been created from LED projects for the period 2014/15-2017/18?

2.4 Which category of youth has mostly benefited from LED projects?

- a. Uneducated
- b. Graduates from secondary schools
- c. TVET graduates
- d. University graduates

2.5 Which employment opportunities are available for youth in this district/sector?

2.6 How LED has helped the youth in exploiting and benefiting those opportunities?

PART THREE: LIMITS OF LED TO YOUTH EMPLOYMENT IN MUSANZE DISTRICT

3.1 Have all categories of youth (Normal and disabled; educated and non-educated) found employment in LED projects?

3.2What is the quality of jobs created through LED projects?

- a. White-collar jobs
- b. Blue-collar jobs and physical or Handwork jobs
- c. Permanent jobs

d. Casually or short term jobs

3.3 Are the jobs created through LED projects sustainable?

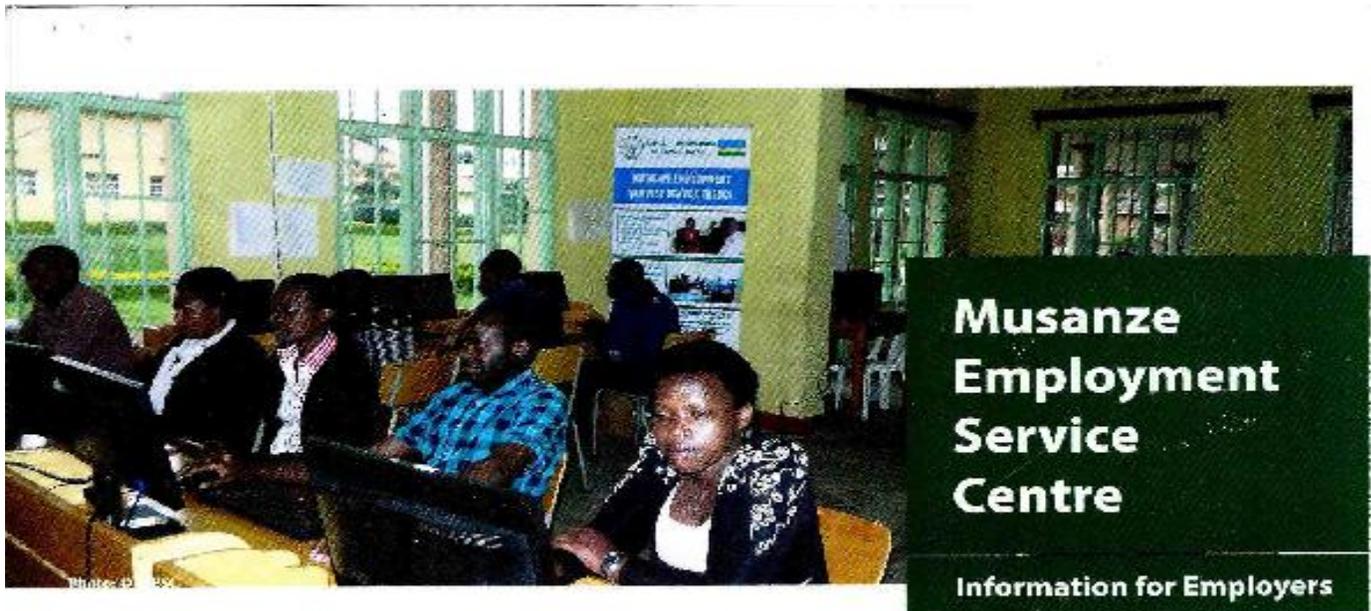
3.4 Is the income generated from working in LED projects helping the youth to save and create income-generating activity (self-employment)?

PART FOUR: STRATEGIES FOR LED TO CONTRIBUTE SIGNIFICANTLY TO YOUTH EMPLOYMENT IN MUSANZE

4.1 Considering the challenges that youth is facing in finding the employment, what can be done to overcome those challenges?

4.2 What can be done for LED to contribute significantly to youth employment in this district?

Appendix 2: MUSANZE EMPLOYMENT SERVICE CENTER



Our vision is to be a centre of excellence that satisfies the needs of employers and job seekers.

About us

Musanze Employment Service Centre (MESCC) was established in collaboration between the Ministry of Public Service and Labour and Musanze District. It was launched officially in December 2016.

Our clients are both employers and jobseekers. Currently over 1,300 job seekers with different educational backgrounds are registered at MESCC. That makes us confident in saying that we will find the right candidate for your company.

What is special about MESCC? In line with our vision it is our duty to prepare selected candidates very well before starting a job. Together with the job seeker, we carefully analyse their profiles and explore job opportunities. We strengthen their communication and work readiness skills through individual coaching, organising specific trainings and arranging internships. We know who we recommend.

MESCC is located in the heart of Musanze City, jointly with the Youth Empowerment for Global Opportunities Centre (YEGOC) and close to the Business Development Funds Musanze Branch.

Why choose us?

Finding the right candidate for a position in your company can cost a lot of time and money. With MESCC you have a strong partner who helps you through this process.

Services we provide:

- Free recruitment services upon request.
- Collect information about local skills needs from the employer's perspective and contribute to minimizing mismatching.
- Provide guidance to employers on the labour market.
- Improve employability through knowledge of and access to the local workforce opportunities.
- Develop on going relationships with employers that hire.
- Work with career advisory offices.

Our applicants are ready to work. We make sure they have

- a realistic understanding of their skills and strengths;
- good communication skills; *and*
- are well prepared to start working.

Supported by:



What clients say about us?



“We have continually been taking the services of MESC to receive suitable candidates in our clinic and recently signed an MoU with the centre and our collaboration is growing. We are very satisfied with applicants who have applied through the centre. They are well prepared and committed to the job. We had our first intern Aline in May 2017 for six months who was very well prepared by the centre. She demonstrated strong skills that were an asset for our company. She is now our employee. We now have a second intern, Zita, through MESC.”

Dr. Eugene Rutayombya / Managing Director, Clinique Mpore Liberté

“As soon as I finished my study at ULK in accounting, I approached MESC. Two months after registering, I landed an internship opportunity with the Clinique Mpore Liberté, which ended up with an employment contract. This has made me an independent woman.

MESC provided me trainings on entrepreneurship and job search and supported me throughout the recruitment process by teaching me how to apply, how to write an application letter and how to behave during interviews. I encourage the youths to visit the centre.”

Aline Umutoni / Cashier, Clinique Mpore Liberté



“Hiring employees in the hospitality sector is competitive and challenging. There are very few employees and many people seeking jobs. Often we receive people who lack career direction, qualifications or are not ready to handle the position.

What MESC is doing is commendable, preparing young people with no experience to acquire the skill-sets that are required in various jobs. From an employer’s point of view, the services that MESC offers is very helpful, for example, pre-screening saves me a lot of time. Hence I can consider working with MESC.”

Fabrice Kwizera / Managing Director, Best View Hotel.

“It was difficult finding a job after I finished my education in 2014, until I joined the MESC. The centre was very supportive, providing various trainings on ICT, inter-personal skills, English language, preparing CVs and applying online. I did not know about customer care or good service delivery, but now I am well equipped and confidently putting it into practice everyday.”

Umurerwa Yvonne / Intern, Best View Hotel



Photos: © GIZ

Opening hours/days
7am-5pm/Monday-Friday

Musanze Employment Service Centre (MESC)

Musanze District

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Musanze Employment Service Centre @MUSANZE_ESC