

**IMPLICATIONS OF YOUTH UNEMPLOYMENT ON UGANDA'S NATIONAL
SECURITY**

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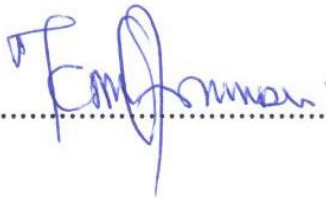
**A RESEARCH PAPER SUBMITTED IN PARTIAL FULFILMENT OF THE
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DECLARATION

I Ndagije Emmy Msozi hereby declare that this is my own work and that it has never been submitted to any university or academic institution for any award.

Signed.....



Date.....



NDAGIJE EMMY MSOZI

2016/HD03/3103/U

APPROVAL

This research paper has been written under my supervision and it is submitted for examination with my approval.

Signed..........

Professor: Murindwa Rutanga (PhD, Jadavpur University)

Date.....16/09/2019.....

DEDICATION

This work is dedicated to the Uganda People's Defence Forces.

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I acknowledge Prof. RutangaMurindwa my supervisor for his direction of this study, his guidance and contribution to have it accomplished.

I am enormously grateful to NRA/UPDF which has made me what I am from the foundation stage to date. Without what they put in me; this study would not have been possible.

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Finally, I thank all my colleagues/ course mates who encouraged me when carrying out this study and the whole course, their support made a significant contribution towards the completion of this study. My acknowledgement goes to all the people whose work I have referred to in this study.

The good work of this study is attributed to all I have mentioned, and the errors are mine.

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LIST OF ABBREVIATIONS

AAU	:	Action Aid Uganda
ADF	:	Allied Democratic Forces
BTVET	:	Business, Technical and Vocational Education and Training
DRC	:	Democratic Republic of Congo
EAC	:	East African Community
GDP	:	Growth Domestic Product
NITA	:	National Information Technology Authority
NGO	:	Non-Government Organization
NPA	:	National Planning Authority
OECD	:	Organizational for Economic Co-operation and Development
SACCO	:	Savings and Credit Cooperative Society
UBOS	:	Uganda National Bureau of Statistics
UDHS	:	Uganda Health Demographic Survey
UNDP	:	United Nations Development Programme
UNESCO	:	United Nations Educational, Scientific and Cultural Organization
UN	:	United Nations
UYDEL	:	Uganda Youth Development Link

ABSTRACT

This study is on the implications of youth unemployment on Uganda's national security. It was a literature review; the main sources including secondary data and library records. National security concerns freedom from the danger of threats to a country's core values ensuring the protection of its people, their property, territorial integrity, national sovereignty, the economic and social wellbeing of its citizens. Unemployment is the condition where people with skills and willing to work are not able to secure work for pay. The study found that youth unemployment is a global problem experienced in all continents and countries even though cross-national variations exist. Factors contributing to youth unemployment include lack of adequate and/or relevant skills, limited access to finance, lack of entrepreneurship skills, and rural urban migration. The limitation factors pre-dispose youth to engage in criminal activities and acts of civil disobedience. To mitigate the risk of youth unemployment to security of Uganda, this study recommends creating opportunities through improvement of agriculture, industrialization, maximizing efforts and budgetary allocation to business arms of government institutions like NEC. In addition the study recommends encouraging the youth to fully embrace Operation Wealth Creation as a platform to harness employment opportunities. Skills limitations should be addressed through capacity building on diverse fronts – technical skills, attitudinal change & values clarification through the Business Technical Vocational Training Framework. Finally placement of stringent rules to govern activities that are prone to addiction - sports betting, gaming and substance abuse. This will significantly reduce the potential threat that youth unemployment presents to the security and stability of Uganda.

SECTION ONE

INTRODUCTION

1.1 Introduction

This research paper is on the socio-economic problem of youth unemployment in Uganda and how it is likely to affect Uganda's national security. Unemployment is the condition where people with skills and are willing to work are not able to secure work for pay. When considering unemployment in Uganda, the aged and children are not affected. It is only the youth and adults in the employment bracket that are affected by unemployment. According to the United Nations (UN), a youth is a person of the age between 15-24 years of age (UN General Assembly Resolution 36/28, 1981). States and international bodies have divergent definitions of youth but the universal definition by the UN stands central and pivotal to most of the member states. The definition of youth differs by setting and in accordance with the set standards and constitutional circumstance of a country (ActionAid, 2012). The programme definition according to the Commonwealth regards a youth as any person between 15 to 30 years of age (Mukembo et al, 2015). The Uganda National Youth Policy refers to a youth as any young person (male or females) aged between 12 - 30 years with physical, emotional and psychological changes that call for social support to enable them transition from their adolescence through adulthood (Ministry of Gender Labor and Social Development 2001). The Ugandan youth definition therefore sets base for the preparation and development of young people in bid to assume adult responsibility at a later time through their youthful times.

Youth unemployment refers to the unemployed persons in the ages between 15-24 years (UN General Assembly Resolution 36/28, 1981). Global youth unemployment has been characterized

by a distinct circumstance specifically of any individual within the youthful age having no work or job to do. The phenomenon is a crisis internationally and nationally causing threats to growing economies such as Uganda with a large youth population. The increasing Youth Unemployment in the world poses a great policy dilemma to address across the globe but more specific to Africa (particularly Uganda). The situation is linked to the devastating effects of insecurity, instability, criminal behavior, etc. which wholesomely affect national growth and development (ACODE, 2014).

Security is understood to entail freedom from danger of threats of nation, groups and individuals. It is also extended to international systems or beyond a nation's physical environment. Security is composed of political, economic, social, environmental, human and food security. National security concerns freedom from the danger of threats to its core values ensuring the protection of its people, their property, territorial integrity, national sovereignty and both the economic and social wellbeing of its citizens. The components of security are safeguarded by prioritizing and apportioning sizable budgetary proportions to them.

1.2 Background

Youth unemployment is a global threat irrespective of geographical location or development index. With the increasing youth population, finding work to do has become more challenging across the world (UN-Youth Envoy, 2016). Globally, The International Labour Organization (ILO) estimated youth unemployment at 13 percent by 2016. In Africa of the 420 million youth 31 percent are unemployed (African Development Bank March 2016). As a social issue, youth unemployment has affected gender differently with a higher female percentage unemployed at 40 percent of the entire unemployed individuals in the world. However, while this holds in highly gendered countries like India and continents like Europe and America it is not likely the case in

Uganda. In Uganda's urban and peri urban areas most of the domestic workers are females in the youth bracket. Wherever a group of people stay/work during the day, it attracts females to come and provide food services e.g. at building and construction sites, bobaboda stages (public transport by motorbike), carpentry/ metal fabrication and formal offices. Women are the bulk of labour force in the leisure, hospitality industry healthcare services as nurses and midwives.

Youth unemployment has been a strong associate to the social, political and economic challenges including, instability situations, insecurity, protests, high crime rates, violence, etc and this presents a big burden to the state (Chadwick, 2013). Youth are more likely than adults to be unemployed in the world today posing a future challenge given the estimation of global population increase which will affect developing countries (World Bank, 2013). This is because of demographic characteristics of several countries in Africa, Asia and Latin America where the youth population is higher and growing faster. In addition, youth lack the relevant skills, the patience and positive attitude towards work.

The worrying scenarios of the world population projections place youth unemployment at the top of all priorities to address by international bodies and governments (Pletscher, 2015). The trend of youth unemployment was anticipated to rise globally to about 13 percent through 2018 (ILO 2010). Inherently, the effect of youth unemployment is quite detrimental to safety and security due to the increased competition for the available employment opportunities (ILO, 2017). In Uganda 400,000 youth are entering the job market every year and the country only manages to produce less than 100,000 jobs in a year (Lwanga 2017). Such trends have the potential to

causetensions on the security patterns of the region with threats on the economy to create jobs for the youths to avoid the wrath of their unemployment.

Ninety percent of Africa's youth live in low and lower-middle income countries and the biggest challenge they face is the lack of formal jobs. In these countries, 10 to 15 percent of youth labor force participants find wage employment, while 30-50 percent are employed without job security. In contrast, upper middle-income countries such as Algeria and South Africa have higher wage employment and lower vulnerable employment, but high overall unemployment rates, with almost one in every five-youth unemployed (African Development Bank 2016). The labor conditions of job market for youths in the whole of Africa present a challenge, for example, formal youth employment opportunities in South Africa are limited and those available require skills and experience that the youth don't have (Playfoot& Hall, 2009).

In Zambia, Chinguta (2002) established that about 73.8 percent of youths were not employed at all while only 25.2 percent reported to have been engaged in some form of employment. This was attributed to several pushing factors including though not limited to, lack of capital, limited experience, and low levels of education, (Munyao, 2014). South African countries are experiencing population growth with low absorption rates of youths in the labour market as a result of advancement of technology e.g. robots replacing human interface. This creates a scarcity of work due to the limited possession of the most precious resources i.e. education and experience. Absence of education and experience implies that employers then seek solutions in recruiting labor from outside the community/ country which heightens the challenge of youth unemployment. This is worsened by the lack of training and employable skills by majority of

youths (Bakan, 2010). It increases the intensity of exploitation of labor through working long hours, no weekends and getting interviews and trainees as free labor. In addition, the challenge youth face in seeking employment due to limitation in skills and experience implies the necessity of a national programme for community monitoring and skilling to produce the required labor at any given time.

Without sufficient skills, qualifications and venture capital, youths have been incapacitated to get engaged in productive work causing poverty and committing crimes as well as other related negative acts (Tregenna, 2015). Crimes are committed by a certain social category of people with certain expectations living with the affluent class with no equal economic capacities. They find a way out for survival through criminalities. The relationship between youth unemployment and national security is a fundamental feature of the high burden and pressure to national resources. This is exacerbated by high population growth, migration challenges, and capitalist activities this culminates in apportioning a bigger percentage of the national budget to the security sector to curb insecurity.

By implication, youth unemployment heightens insecurity with high likelihood of conflict as well as civil unrest which directly links to loss of foreign exchange by discouragement of tourists and investors in the country (Sharu & Guyo, 2013). Additionally, youth in Uganda like elsewhere in the Africa find survival-type means of work to generate income for their wellbeing including criminal activity as an alternative in extreme cases. This is as a result of degeneration of morality, governmentality, governance and culture being inculcated in the youth. The current youth do not receive any training on this not even ideological one on nationalism. Youth's norms

are further influenced by external influence e.g. films that inculcate a culture of violence, drugs, robbery and destruction. Breeding a culture of accessing ‘free things’ without laboring for them. Western media influence also develops norms that encourage opulence without labor and hard work.

The increasing rural-urban migration in Africa has exacerbated youth’s hopes to find productive work in the urban setting whereby if unemployed, majority of youths turn to extreme conduct and activity including sex trade, drug abuse and criminal behavior (Tangri&Mwenda, 2013). With the divergent literacy levels across the five countries of East Africa, the increase in youth unemployment has been attributed to inadequate skills, experience and orientation to deliver quality services (ILO, 2017). The increasing need for skilled labor in the job market has not been met since majority of youths do not have the required skills for employability which is a growing global and regional concern. However, there are youth with skills but without employment opportunities. Youth attitudes coupled with the countries’ inability to provide quality basic education has enhanced the rates of the phenomenon calling for quick response(Munyao, 2014).

Youth unemployment in Uganda has been a crisis given overstretched age bracket by the National Youth Policy definition (15-30 years) comprising of approximately 77 percent of the country’s population (UBOS, 2014). Estimated in 2014 by the Advocates Coalition for Development and Environment, youth unemployment in Uganda stood at about 64percent with an annual release of over 400,000 youths into the labor market. This has increased the high rates of competition for jobs with only 100,000 jobs reportedly available by both the public and private sector. This is due to shrinking production opportunities, the low level of industrial growth and

stagnancy in the construction industry. About 30 percent of the youth are qualified but unable to access jobs given the semi-skilled as well as unskilled orientation (ACODE, 2014). With one of the fastest growing populations in the world, Uganda's high fertility rates coupled with the increasing population has escalated the effects of youth unemployment which triggers disturbing effects on the national economy. The fact that a majority of youths are at the forefront of all violence, social unrest and political turmoil, national security is compromised and needs attention (ActionAid, 2012).

Pettersen (2017) affirmed that the illiteracy levels among youths have heightened their vulnerability and yet threatened national security. Unemployment channels youth to the informal sector hence the temptation to engage in illegal ways of survival as the informal sector does not require cumbersome legalization processes for instance the need to set up video halls, and kiosks. It's from gatherings in locations such as video halls and local 'alcohol drinking joints' that ideas like protest on dissatisfaction towards service delivery are likely to be hatched (Kyamulabi, 2012). Criminality as a trait has been a characteristic of youth unemployment with engagement in activities including though not limited to, sports betting, prostitution, pick pocketing, theft/robbery among others. ActionAid (2012) revealed that the increasing rate of youth unemployment strongly correlates with drunkenness and drug abuse in Uganda, effects that include bold aggression, hallucination acts as a vehicle to engage in illegal activities.

The introduction of government interventions including the Youth Livelihood Programme in 2013/14 aimed at enriching youths' potential to obtain gainful employment opportunities steadily. The Youth Fund was also geared towards enhancing youths' ability to access funds for

capital investment in preferred ventures (UBOS, 2016). These measures are a positive step in addressing the issue although they are supposed to operate all over the country their results seem minimal and sparse across the country.

This study intends to examine the nature of youth unemployment and how it is likely to affect insecurity in Uganda. When the NRM came to power on 26th January 1986, it stabilized Uganda's security as a whole. It resolved 26 insurgencies the bitterest being the Holy Spirit Movement led by Alice Lakwena, the Lord's resistance Army led by Joseph Kony and the terrorist Allied Democratic Forces led by Jamil Mukulu based in the jungles of the Democratic Republic of Congo. This was as a result of the NRM clear military and political policies and strategy. Economic policies were however derailed and problematic because emphasis was put on these insurgencies at that time. However, contrary to the increasing economic growth, in the past decade or so, the country has experienced increased acts of criminality, civil disobedience, and some inter district conflicts. In other instances, the country has experienced a few isolated acts of terrorism and an upsurge of armed robbery, kidnaps and murder. Police criminal records indicate that the perpetrators of these crimes especially aggravated armed robberies, kidnap and murder to be majority youth.

Among the potential risks to Uganda's security is the population structure. Uganda's demographics are unbalanced with a huge youthful population (individuals ages 12-30 years). Currently 78 percent of the population is 30 years and below this is approximately 31 million of Uganda's 40 million population (Lwanga 2017; UBOS 2017). With the country's high fertility rate of 5.4 children per woman, this trend is expected to continue exacerbated by lack of capacity

to envision the future. The advantage of a big population is a big market as is in the case of countries like China, however certain measures have to be in place to have aggregate demand. Compounding the risk further is the state of the youth, specifically their ability to be engaged in productive activities/ employment. Uganda faces a high youth unemployment rate, 65 percent of youth aged between 18 – 30 years are currently unemployed (Uganda National Household Survey, 2016/17). Each year, 400,000 youth are released onto the job market by tertiary institutions in contrast to less than 100,000 jobs that are offered on the market (Lwanga 2017). The International Monetary Fund advises that Uganda has to create 600,000 jobs annually to stay on track with its poverty reduction goals (IMF 2015). Youth unemployment is highest in urban centers as youth migrate from the rural to urban seeking better employment opportunities in comparison to agriculture which is the main form of employment in the rural areas (ACODE 2014). Unemployment also has gender dimensions with male youth more likely to be in employment compared to females with nearly 17 percentage points' difference (UBOS, 2017).

A number of interventions have been put in place to address youth unemployment including the Youth Livelihood project, Management Training and Advisory Centers in some districts, Entrepreneur training by the Uganda Investment Authority. There are a number of strategically identified sectors for funding and the NRM government has put emphasis on these and they are continuously being improved upon, these include beauty salons, bodaboda riders, fabrications, carpentry, joinery workshops, modernizing washing bays, women groups and artisans. Despite these interventions' crime statistics remain high with annual crime rate of 667 per 100,000 people as reported in 2017(Uganda Police Annual Crime Report 2017). This presents a potential compromise to the security and stability of the country and not much has been documented about

the link between youth unemployment and it's potential to destabilize the security and stability of the country. This research paper presents a literature review of the same.

SECTION TWO

LITERATURE REVIEW

2.1 Introduction

This section reviews literature on youth unemployment and insecurity, as well as the factors responsible for youth unemployment and those factors that can lead to public security improvement. It is handled thematically.

2.2 Theoretical Background

This study is guided by the securitization theory. Securitisation theory shows us that national security policy is not a natural given, but carefully designated by politicians and decision-makers. It posits that, political and social issues are constituted as extreme security issues to be dealt with urgency when they are labelled ‘dangerous’, ‘menacing’, ‘threatening’, ‘alarming’ and so on by a ‘securitising actor’ who has the social and institutional power to move the issue ‘beyond politics. As such security issues have to be articulated as problems by the securitising actors (Eroukhmanoff, 2017).

This theory explains that if ‘an object’ is under a security risk, then its existence is threatened. Therefore, labelling a security threat ensures that extra-ordinary measures have to be taken for its survival (Taureck, 2006). This theory identifies 2 critical elements necessary for classifying a security issue. These are; identification of threats, and emergency action necessary (Buzan et al 1998). This discourse is based on three assumptions, audience-centeredness, context-dependent and power-laden (Bertel, 2016). Critics argue that this theory is based on power and the ability to socially and politically construct some security threat vis – a

vis other units (Taureck 2006). This notwithstanding it provides a useful framework for this study to investigate how youth is likely to influence national stability and security.

This study will base on the three components of this theory for identifying a security threat these are: puts out for identifying a security threat. The magnitude and nature of youth unemployment, the contributory factors to the persistent youth unemployment, and the potential threats to national security and stability in all spheres – political, social and economic.

2.3 The Nature and Extent of Youth Unemployment

Worldwide, 53.5 million youth are unemployed as estimated by the International Labour Organization. The labour force participation rate worldwide presents a gender gap of 6.4 percent with manifestation that women are more unemployed than men (ILO, 2017). Globally, youth unemployment was estimated to stand at 13 percent although there was a significant decrease of unemployed youth from 76.7 million in 2009 to 70.3 million by 2015 (ILO, 2017). The National Population and Housing Census (2014) revealed that Uganda has got the second youngest population globally with over 77 percent below the age of 30 years at the time, Uganda is second to Niger. Youth unemployment (18—30 years) in Uganda stands at 64 percent which poses a threat to national resources and security at large (Ahaibwe, et al 2013).

Uganda's youth population being the highest in Sub-Saharan Africa, over 80 percent is not in employment making it the highest percentage in the region as compared to Tanzania with the lowest rates (ActionAid 2012). Majority of youth are working involuntarily with vast numbers undertaking part-time opportunities, internships, or even unpaid labour (Pletscher, 2015). Unemployment has been more pronounced among the educated youth who after their studies

seek white collar jobs wherewith if no job is found on the hunt, they resort to go back to school. Exponentially, youth unemployment is a total reality with incumbent risks including security threats, increasing crime rates and unrest in some areas (Ahaibwe, et al 2013).

Youth who were unemployed in Eastern and Western Uganda especially in BugiriIganga, Mbarara and Kasese were recruited in the Allied Democratic forces based in the forests of DRC. ADF attacked Uganda on several occasions including when they attacked and killed many students from Kichwamba Technical Institute. Majority of youth tend to negate job opportunities as based on nature, rewards, remunerations, perceived benefits, quality, etc. yet they are very scarceand competitive. The prospects of obtaining white collar jobs have been prioritized in the changing corporate world as majority would want to take on jobs of their dreams but not survival (Maselli, 2012). The limited alternatives in the job market in the African setting is constrained by the lack of entrepreneurial skills, experience and willingness to work. Uganda's high youth population has been threatened by assertiveneighbouring youth from Kenya whose vocational skills are from the backbone of their education system unlike Uganda's (Young Leaders Think Tank for Policy Alternatives, 2012). Despite the rising literacy levels, youth unemployment is still high impacting on the economic, social, political and environmental spheres of the country (Kyamulabi, 2012).

After completion of studies, majority of youth normally expect dream jobs with better pay grades, annual leave and possible insurance premiums among other privileges which would seem far-fetched at the onset. The biggest absorption of youth is in the informal sector or self-employment of a kind where it may be easy to join or to quit with minimum or no direct

implication (Devlin, 2013). The wide spread idleness among youth has characterized their conduct and actions with manifestations of bar congregations. The gaming industry has brought trends of sports betting which are heavily engaging youth with hopes of hitting the jackpot the quickest way in which majority engage in laisses faire activities with high likelihood of developing a criminal culture or behaviour. Crime debuts start with minor lifts, pick - pocketing, prostitution, robbery, etc. among others which have had a negative bearing on the internal security. Youth correlates with drug abuse and drunkenness which increases one's chances to engage in illegal activities in the community setting (ActionAid Uganda, 2012).

Action Aid Uganda conducted a survey in 2012 where 61.6 percent of the youth respondents asserted that they were unemployed despite having completed their education at tertiary level (Action Aid, 2012).Aweke (2012) reported that about 90 percent of deaths happening after violence are registered in the world's poorest nations where crime rates are tagged to youth unemployment. Most African conflicts pose insecurity in their governments which incites youth to engage in war crimes and violent behaviours in search for livelihood and survival (Akaade&Okuwa, 2009).

The threat to national security in Uganda has been propagated through the conflict situation for political discontentment, economic disparity and discrimination. Religious and ethnic conflict as experienced during the Rwanda Genocide in 1994 took mainly youth who were unemployed, poor, deprived and discriminated against which raised serious security concerns resulting into mass killings (Etfo&Lufumpa, 2014). Youth have been absorbed into the international crime racket to participate in illegal activities including drug and human trafficking due to the wide

spread unemployment in their countries. The widely changing social-economic environment has caused youth to become vehicles for political expression and demonstrations to express discontentment. (Filmer & Foley, 2014).

2.4 Factors contributing to persistent youth unemployment

The Africa Youth Report (2011) revealed that there is a high lack of parental guidance due to negligence which has been caused by factors such as significant number of children in the family whereby parents have not been able to offer the best advice required by children for development. In Uganda, the rate of school dropout is related to the poverty among parents who cannot afford to send their children to school.

Given the high population and widespread poverty in Uganda, some parents have not taken up full responsibility of their obligations to nurture their families offering career and general guidance to their children. Not only parents but also schools have not wholly assumed the position to offer career guidance to students in preparation for their future responsibilities (Delvin, 2013). Adegoke (2015) postulated that upon the gaps created by lack of guidance, youth do not get opportunities to develop and thus practice their abilities to expedite the talents and skills in a more productive way. Often, parents tend to make decisions for their children by dictating the courses and careers they should take as this is commonly manifested in Uganda where parents force their children to take up selling courses such as ICT, medicine, law or business, etc. Such trends have been found to be in contradiction with the children's interests and this has been a great avenue leading to unemployment in Uganda and the world at large (Action Aid, 2012).

ILO (2010) reported that the Ugandan education system presents a mismatch between the employers' expectation and the actual output of the youth employees in the job market. It was reported that the Ugandan education system is more theoretical than practical and thus not able to adequately prepare students for the challenging work environment because majority lack appropriate employable skills despite the jobs falling within their field of study. Pletscher (2015) asserted that the outdated education system in Uganda has significantly contributed to skills mismatch and insufficiency of youth seeking employment. Furthermore, the National Development Plan II confirms the mismatch between the curriculum of tertiary institutions and requirements of the labour market (NDP II 2015 – 2020). ILO (2010) revealed that unemployment is wide spread among individuals with high education achievements in Sub-Saharan Africa.

The mismatch of the education system in Uganda results into skill gaps among the population since the relationship between the two factors determines employability. Adegoke (2015) shared that in Nigeria, the national education system does not fully prepare youth who formally go through the system for challenging skill demanding tasks after school. Lack of necessary employable skills because of the deficient education system has led to high rates of unemployment which in turn has increased crime rates and wide spread poverty among youth. Playfoot and Hall (2009) found out that a 70percent estimate of people going through the South African education system are said to lack adequate numeracy and literacy skills to compete in the job market as this poses high need to address the basic education system to streamline the skills of the labour force. In Uganda, 85percent of the Ugandan labour force is based in the rural setting where subsistence agriculture is the dominant income earning activity. The agriculture and informal sector employs most of illiterate class of youth (Ahaibwe&Mbowwa, 2014).

In Africa, youth have limited access to financial capital and assets because they lack collateral. Without capital, it is prudently difficult to start an income generating activity as recognized by the International Labour Organization (ILO, 2017). Youth are majorly faced by barriers in accessing and using formal financial services especially in Africa and Asia which include poor youth financial capabilities, inappropriate financial products/services and stringent legal and regulatory frameworks (UN, 2012). Legally, accessibility of financial services depends on requirements such as age and financial position of individuals who want to engage in loan schemes. IFAD (2011) revealed that majority of African youth lacked financial knowledge and experience which has limited their ability to benefit from banking services especially in the rural setting. Credit institutions hesitantly allow youth to access credit services because they cannot ably provide collateral. During the G20 Young Entrepreneurs' Summit in Toronto-Canada in 2010, over 200 youth entrepreneurs expressed difficulty in accessing credit finance in their countries because they possess or own few assets that could act as security (Ernst and Young, 2011). In Swaziland, lack of collateral security affected youth's access to credit for investment citing reasons related to limited business experience and thus depicting high risk to unemployment. Additionally, 60percent of youth fail to access loans due to lack of financial history thus denying them entrepreneurship and investment (UNESCO, 2011). Despite the developed banking and financial sector, many Kenyan Youth farmers were faced with lack of adequate and affordable credit services which affected their productivity and kicked many out of the booming sector (Kangai, et al 2011).

Unemployment among youth is highly associated with the increasing rural-urban migration posing a challenge to the resources and opportunities in the urban setting (National Development

Plan, 2014). The biggest proportions of people migrating from rural areas are those in their youthful and productive ages 18—35 years of age who are shunning away from the agricultural sector to join the service sector in the urban centers. This has negatively impacted on the urban social service sector wherewith competition for resources has increased (International Youth Foundation, 2011).

While agriculture is the biggest employer especially in the African setting, many youths have opted for boda-boda riding (public motorbike transportation), construction site work and industrial service jobs. Currently, 16.2percent of Uganda’s population lives in the urban areas as compared to 6.7percent in 1980. Over a third of the rural youthful population is absorbed into urban centers to provide labour in the service sector (UBOS, 2014). With increasing rate of migration, competition shrinks the opportunities for each one and thus creates a vast gap to bridge by the Government and its partners. Rural-urban migration was considered high (22.4percent) in slum areas around Kampala such Katwe, Kamwokya, Kabalagala, Kasokoso, Bwaise, etc. It is evident that such places have been ravaged with an increase in crime rates as the population seeks to make ends meet (Mukwaya et al., 2011). Majority of youth in Uganda are more attracted to the capital city-Kampala because of its countless opportunities in education, work, trade, family ties, etc. The high rate of migration has increased youth engagement in the informal sector where over 92percent are part of the sector of which 43percent are self-employed. Fifty four percent of youth engage in competitive wage employment that is not permanent and is characterized by insecurity due to lack of formal appointment and commitment by their employers and the rate is expected to rise by 2050 (UN, 2011).

2.5 The potential effects of youth unemployment on security

The United Nations Development Programme (2013) cited that the implication and objective cost of youth protests was because of their severe frustrations as caused by the high rates of unemployment. A substantial proportion of youth are the dominant subjects in the rampant violent demonstrations rallied against Government, companies or any establishment with regards to their dissatisfaction in one way or another. Youth have been very visible and instrumental in carrying out demonstrations and protests with an aim of advocating for good governance and human rights (Ahaibwe&Mbowa, 2014). Due to unemployment, youth' involvement in public and political demonstrations has been related to the increased instability as they are vying recognition in the power hierarchy of the community setting.

Political participation among youth is highly impeded due to the high rate of unemployment impacting their involvement in decision making (Akisimire, 2010). Perceived oppression brought about by unemployment may lead to insecurity or violence as coupled with discrimination in the social context. Given that majority of unemployed youth are poor, social isolation has forced them into illegal acts which are criminal and violent in nature. Kirby (2011) pointed out that youth unemployment conventionally raises insecurity as it results into income loss or deprivation which thus affects their ability to afford payment of bills, provision of necessities for their families and increases the dependency ratio. ACODE (2014) reported that as a social ill, unemployment can strongly spark off insecurity through demonstrations and riots as witnessed around Kampala suburbs of Bwaise, Kalerwe, Kisekka market, Kampala road, etc. (Mukwaya et al., 2011).

The socio-economic consequences of unemployment have forced majority of youth to engage in illegal activities of a survival-type like gambling-commonly sports betting to generate income to meet family and personal needs. In the event of being forced to find alternative for survival youth have ended in risky employment probably extreme cases like assassination, pick pocketing, highway robbery, locomotive theft drives, etc. Such trends have threatened security across the world (Adegoke, 2015). In Uganda, locomotive theft drives have been common in taxis and boda-bodas around urban centers especially in Kampala where increasing events of kidnapping have risen perpetuated by unknown assailants with hidden motives (ACODE, 2014). Given the belief that social opportunities and more jobs are available in the urban setting, rural areas are robbed of their energetic youth who seemingly offer community security leaving their rural families and places insecure and susceptible to attacks. The Ministry of Internal Affairs (2013) reported that general unemployment and unbalanced economic development have increased the level of desperation that have increase youth vulnerability to trafficking into the international and regional labour markets.

Critical pull and push factors as imbedded in the migration laws and options have expedited youth unemployment to indulge youth in illegal migration activities with the guise of accessing employment but instead lured into war activity. This was evident during the existence of the Allied Democratic Front-ADF in western Uganda which took route to recruit youth and young children into their forces at the cost of deceitful job opportunities at the Western border (National Planning Authority, 2017).

Mbasalaki (2011) shared that the search for cheap labour has increased social problems in the context of illicit activities like drug abuse. Social costs about security were tagged to the increased criminal activity by unemployed youth increasing their likelihood to commit property crimes including robberies in order to meet their personal and family needs. Consequently, youth unemployment has been a perpetuating phenomenon for increased criminality in Africa causing significant losses in foreign exchange because investors fear to invest in insecure countries. In Uganda particularly, most foreign investors have cited rampant crimes committed by youth especially to be the major deterrent to investment (Pettersen, 2017). Hopelessness brought about by youth unemployment has exacerbated youth receptiveness of drug abuse which has led to increased crime and civil disorder on the African continent. Imminently, given the security and safety threats to national and transnational borders, local and transnational investment has been impeded containing country development in Uganda (Wyrod, 2008).

Unemployed youth have been vehicles for public figures and political subjects to express their dissatisfaction and grievances on matters of interest to community and government at large. Youth have been used to engage in demonstrations a medium of expression and discontentment in articulation of interests across the globe: Africa, America, Europe and Asia. Although some protests have been instrumental in causing change, youth basically remain a threat to national security despite their involvement in challenging the existing rules and structures (Mukembo et al, 2015).

In East Africa, the threat of youth unemployment has been recognized by the newly formed coalition of the East African Community which places antecedent focus on curbing the consequences brought about by the wide spread youth unemployment (Youth Action

International, 2011). It is stature, the EAC cited in the increase in violence and crime caused by the youth movement which has escalated the criminal activity and general insecurity in the 5 countries. The engagement of youth in illicit activities such as drug abuse has led to the has had a considerable socio-economic effect on the community as it increases the drive for youth involvement in illegal acts including theft, robbery, commercial sex Lamido (2013) asserted that youth unemployment in Nigeria has led to increased manifestation of armed robbery incidents in the country's South East which have heavily impacted on the security conditions retarding economic growth and investment. The vice was also found to be responsible for the increasing arson and militancy in one of Africa's strongest economic countries (Nigeria) with high rates of terrorism performed in the northern and north-central part of the region by the renowned Boko-Haram Terrorist group (Awogbenlu&Iwuamadi, 2010).

SECTION THREE

DISCUSSIONS OF FINDINGS

3.1 Introduction

This section discusses some findings on the implications of youth unemployment on Uganda's national security. This section brings out the magnitude of the problem, effect and the way forward. The section presents projections and future trends of youth unemployment and its associated effects.

3.2 The Magnitude of Youth Unemployment and Main Causes of Youth Unemployment in Uganda

The definition of youth in Uganda by the national Youth policy puts youth at 15 – 30 years. Youth constitute 77 percent of the country (UBOS, 2014) and this means that youth unemployment poses significant challenges because the country's demographic is predominantly youth. This has intensified the high rates of competition for jobs where with only 100,000 jobs are reportedly available annually (National Planning Authority 2017). The rise in unemployment levels has its consequences on all aspects of the economy, social services and community structures which consequently bears upon the country's security.

In Uganda the employment rate measures the number of people who have a job as a percentage of the working age population. Uganda's national labourforce survey of 2016/17 indicates Uganda's labourforce to be about 9,332,000 people (UBOS, 2017). The employment population ratio of youth aged between 18 – 30 years is 59 percent for males and 41 percent for females.

Sectors engaging the working population include agriculture, forestry & fishing, manufacturing, and provision of services. Uganda's private sector is dominated by micro, small and medium enterprises comprising approximately 1,100,000 (UBOS, 2017). These enterprises employ approximately 2,500,000 people, equivalent to 90% of total non-farm private sector. The forms of work include own use production work (subsistence agriculture – 41 percent), employment work (59 percent), unpaid training work, volunteer work and other forms of work which takes less than 1 percent. Employment forms of work comprise work performed for others in exchange for pay or profit (UBOS, 2017). However other members of the population are not anywhere in the mentioned forms of employment, neither in agriculture, industrialization nor in the service sector. With the advancement of technology there has been creation of artificial intelligence and robots which has replaced human labour and rendered most of the population and youth in participar redundant. This is as a result of the quest for maximum profit and minimal production costs influenced by macro economic models fostered by the global north.

Gemma and Swaibu (2016) mentioned a number of factors that cause youth unemployment these included (and not limited to) the low literacy levels among youth; lack of adequate skills; negative attitude towards certain jobs; limited job opportunities; lack of capital; lack of entrepreneurship drive; etc. These and many more explain the trends in youth unemployment over the years in Uganda.

3.2.1 Low Literacy Levels

It was established that low literacy levels among youth were the leading cause of unemployment whereby the biggest majority are school dropouts with no qualifications of any kind to base on to

seek employment. Pletscher (2015) revealed that literacy levels have been the biggest challenge towards getting employment among youth in Uganda. Literacy levels empower and upturn an individual's self-esteem, increasing their morale to participate in any activity and opportunities which are available to them. Therefore, literacy levels area vehicle to employment if enhanced and well upheld.

There were varying patterns in literacy levels contrasting the rural and urban settings where youth in the urban areas tend to hold higher literacy levels as compared to their counterparts in the rural setting. Literacy levels were determined by the education systems in place and the Ugandan education system was regarded outdated by Pettersen (2017) because it was still in reflection of the colonial systems which were set in play in the 1960s. The system had not paid full attention to the needs of the youth and failed to address the inherent needs of its population.

3.2.2 Lack of Adequate Skills

Due to low literacy levels, youth lacked adequate skills to compete in the job market. Majority had been incapacitated to engage in the competitive world of opportunities. About 79 percent of youth engaged in the Youth Policy and Programming Exercise reviewed by Action Aid, were found to have low education levels and/or illiterate. This made them ill-equipped with adequate skills and inhibited their participation in the job market due to lack of power to make decisions and problem solving. The low levels of literacy further hinder their ability to actively learn, keeping them out of the employment scope. The inadequacy of skills denies youth the opportunities to participate in decision making because they lack sufficient training and or access to suitable information which would enable them to make an informed judgment. Therefore,

Action Aid (2012) reported that youth are unwilling to engage in ventures where they feel they lacked requisite skills to make ends meet.

3.2.3 Negative Attitudes

Akismire (2010) mentioned that there were high manifestations of negative attitudes among youth towards work. Majority of youth had a common tendency of job selectivity. She further established that majority of youth do not like to engage in agriculture. The negativity of youth towards some form of work has caused them to shun away from all forms of employment in wait for 'better' opportunities. Youth attitudes are characterized by an expression of general laziness, lack of ambition and motivation, no self-efficacy and drive to achieve which limits employment ability (ILO 2017). Most youth are reportedly picky with regards to some jobs because they look forward to attaining white collar jobs avoiding hard physical labour. The majority of youth prefer quick ways of making money and this consequently side-lines their interest and engagement in formal employment. The growing gaming industry has a strong bearing on youth attitudes towards permanent work because it gives them hope to make money in the quickest way without a lot of effort. It is a growing syndrome whereover 60% of youth in the urban areas engage in betting activities to gain in the fastest way out of poverty.

3.2.4 Limited Access to Financial Capital

Youth are affected by limited access to capital. ILO and the Uganda Youth Network recognize lack of financial capital as a salient cause of youth unemployment (ILO, 2017). The phenomenon is also associated with barriers like restrictions in the regulatory and legal environment of financial institutions; the inaccessible and unsuitable financial products offered by service providers; and the limited skills in financial management among youth (UN Capital Development Fund, 2012).

Gemma, (2014) explains that stringent requirements such as minimum age to open accounts, identification documents and access to loans services affects over 75 percent of youth in Uganda to invest. Also, in cases of access to youth below age of responsibility, financial institutions need legal authorization from caretakers i.e. parents or guardians to consent to obligations set in place. This trend has reportedly robbed youth of their independence and flexibility hence limiting their access of the desired financial services to boost their economic endeavours.

3.2.5 Lack of Entrepreneurship and Managerial Skills

Fontes Foundation goal in establishing Potentiam Youth Development Centre in Uganda was hinged on the fact that many of the youth were short of entrepreneurship and managerial skills which was the leading cause for the failure of their small start-up businesses. It was found out that at least 29 percent of youth start or manage new enterprise which demonstrated a spirit of entrepreneurship amongst the population in near reach of the youth centre (Fontes Foundation, 2018). Most of youth engaged at the youth centre have a strong desire to be self-employed but are limited by insufficient management and entrepreneurship skills.

As an experiment Potentiam Youth Development Centre, encourages and motivates youth to nurture self-employment skillsthrough learning set up and ran their own businesses such as retail shops, small restaurants, boutiques, etc this is a model that can be replicated to address youth unemployment. The lack of capacity and skills building in Uganda limits the entrepreneurship spirit among Ugandan youth with implications for unemployment. The feeling of incapacitation coupled with the lack of business culture means we have less youth opening their own enterprises in preference of formal employment (Omidyar Network, 2013).

3.2.6 Rural-Urban Migration

Rural urban migration is one of the causes of youth unemployment this affects youth between 18-30 years. Over 29.3 percent of the Uganda youth population migrate to urban centres for better opportunities (Mukwaya et al, 2011). The trend of rural urban migration is motivated by perceptions of better income earning opportunities in the urban centre. Since majority of the youth endeavour to improve their standards of living, they decide to migrate from rural settings to urban areas and this contributes to the high levels of youth unemployment. Table 1 below shows the distribution of internal migrants from rural areas to urban areas in Uganda.

Table 3.1: Distribution of Rural-urban Migrants by Selected Characteristics and Sex in Uganda

	Men	Women	Both sexes
Age			
Under 15	237,300	264,200	501,500
15–29	277,200	326,400	603,600
30–59	138,200	95,100	233,300
60+	10,100	12,100	22,200
Literacy			
Literate	417,400	396,700	814,100
Illiterate	77,400	122,600	200,000
Economic activity			
Working	302,800	192,400	495,200
Looking for work	20,900	17,400	38,400
Not working	109,100	233,000	342,100

Source: International Organisation for Migration (2013)

A migration trend recorded indicates a higher rate of migration among people under the age of 15 and those between the ages of 15 and 29 (who constitute the youth population). As per the IOM survey, majority of youth indicate that they choose to migrate to urban areas, even youth in

rural area who are engaged in agriculture still look forward to better employment opportunities in the cities (IOM report, 2013). The economy is unable to absorb the entire population of new job seekers who move from the rural areas trying to find employment and or better their standards of life. This poses a problem to the security and stability of the country as they must find ways of earning a living as they wait for the right job which can cause desperation and crime as an alternate.

3.3 Consequences of Youth Unemployment on Security and Stability

Youth unemployment is correlated with insecurity and instability in which the unemployed youth need to find means for survival to sustain themselves and their families by engaging in crime (Ahaibwe & Mbowa, 2014). Youth have been found to be the ring leaders of thug gangs, violent protest demonstration drives, robberies, killings and all kinds of criminal activity. Most violent demonstrations witnessed in Kampala in the recent past were led by unemployed youth who were ready to operate in any kind of condition that enabled them to earn a living. Political figures have been accused of riding on the youth as vehicles for championing their ideas and discontentment with governance system. Youth's participation in violent protests and demonstrations exposes them to dangerous threats and vulnerabilities such as death, loss of limbs, imprisonment, detention, etc. Therefore, the need to gain survival has led youth to engage in extreme actions of violence including highway robbery, car robberies, metal iron bar gangs—"obutayimbwa" (iron bars), rape cases and killings among others. (Mukwaya et al., 2011).

Challenges posed by youth unemployment include the growing vice of prostitution where several female youths are generating daily income to make ends meet especially in Kampala where sex business is reportedly booming. Over 75 percent of the respondents in a study conducted by

Wage indicator Uganda (2016) revealed that prostitution has been fuelled by the rising youth unemployment in Uganda especially in the urban areas like the capital city where sex goes as low as UGX 2000. The nature of this work has several security implications, most female sex workers stage at dangerous spots where business is transacted which exposes them to a range of hazards including robbery and murder. In addition, these sex workers have been reported to at times connive with criminals and rob their unsuspecting clients of vast amounts of money as well as aiding and abetting other criminal offences like kidnap.

The prostitution business has caused transnational threats where several females have been trafficked into sex vending especially in the Gulf States. At least 33 percent of security cases in Uganda were related to human trafficking with high probabilities of female engagement due to the high rate of unemployment in Uganda (Ayres, 2013). The vice was reported to have increased the security risk to government especially during the times when women were being murdered in Entebbe, Kampala and other parts of the country.

According to the Annual crime report (2017), there was a 35 percent increase in theft and it was indicated that most of the theft actions in Kampala are masterminded by unemployed youth which threatened human life and properties. The increasing toll of theft and robbery cases consequentially stretch the government security organs. The socio-economic concerns associated with youth unemployment lured majority of youth to try illicit activities for survival. For example, Makindye division registered over 65 percent cases of theft and robbery on a weekly basis. Also, just like other divisions, Makindye had a tune of over 35 betting companies in which youth involved themselves for a quick gain and if not lucky to win, they looked for

ways to make ends meet (Makindye Division Annual Reports, 2015/16). Youth in the suburbs like Swangali and Kibuye storm betting houses at around 10am to place odds and go off in wait for the results which sometimes deliver negative information thus generating fear and loss of hope. Resultantly, the affected youth are reported to be victims of circumstances in perpetuation of crime in the area because they lack basics like food, clothes and medicines themselves (Makindye Division annual reports, 2015/16). Idle youth in Kampala were compelled to engage in criminal activity including though not limited to pick-pocketing, taxi robberies, boda-boda robberies, etc. This situation has become common in other divisions as well (Ministry of Internal Affairs, 2013).

The ADF era was at a time of high youth unemployment in the country which the rebel outfit exploited by recruiting young strong boys to join the force (National Planning Authority, 2017). Due to the increasing insecurity in Uganda and other parts of Africa, investors are scared away in fear of loss of resources or investment (Pettersen, 2017). Foreign investment has been lower by scared investors where they suspect an insecure environment which constrains national development. The demystification of the gun has made it possible for majority of the youth to use that knowledge to engage in criminal activities. (Youth Report, 2016).

3.4 Way Forward to Solve Youth Unemployment

3.4.1 Government

Youth Livelihood Programme

Gemma (2014), revealed that government put in place youth programmes such as the Youth Livelihood Programme. Given its projection of employing over 200,000 youth, the program

requires more efforts to sustain and realize its goals and objectives. The government program has been under implementation since 2013 and has been expedited by over 6,181 projects by December 2015 with an aim of providing youth with grand opportunities to invest in productive ventures (National Planning Authority, 2017). In response to the high youth unemployment, the government took responsibility to allocate UGX 68.42bn into the program to support youth in opening up income generating activities since its inauguration in FY2013/14 (National Planning Authority, 2017). As a community demand driven programme, YLP is implemented under the guidance of the Central Government and Local Governments whereby funds are advanced to the formed Youth Interest Groups as a revolving fund to enhance their investment capacity as well as sustain the program for future beneficiaries (Pletscher, 2015).

Some youth groups were given money, but it was reportedly not sufficient to boost their businesses. The youth have either cut their budgets or look for top up to the money received if they want to fill the budget. Reduction on the youth budget and activities implies low multiplier effect and fewer people are employed (Maryet.al, 2016).The government hasnot engaged youth themselves to manage the program and was this is reported to affect its operation and success. With its projections of employing many youth, the program had not yet fully addressed the needs of the youth (Pettersen, 2017). The Youth Livelihood Program (YLP) needs to be strengthened and bottlenecks addressed to ensure it is effectively responsive to the challenge of youth unemployment in Uganda.

Public-Private Partnerships

The government together with its partners has tried to engage investors to put up industries, construction projects and capital ventures to help cover the span of youth unemployment

although this is mainly in the urban areas (National Planning Authority, 2017). It is understood that government collaborates with investors, youth unemployment will be curbed to realize the goals of the national development agenda. It is assumed that the presence of investors will tap into the youthful manpower in the country. The investors having benefited from the cheap abundant youthful labour attract more investment in the country and have a cyclical effect on increased employment opportunities (Mukembo et al, 2015).

Public Youth Resource Centres

Significantly, Gemma (2014) mentions that over 75 percent of the youth believe that government should revamp the structure of public youth resource centres to attract and sensitize youth on labour matters at hand. If the youth resource centres are put in place they will motivate youth to engage in social activities that would nurture their conscience on issues relating to livelihoods. More still, it is revealed that youth centres offer space for youth interaction to share ideas and get solutions on issues pertinent to their survival and social wellbeing.

Promote Online Jobs

The government has enabled improved internet coverage through telecom companies which has provided a wide range of services where youth can work from and make online transactions although this has not covered the whole After the UN declaration of internet as a human right, city. the government through National Information Technology Authority (NITA) enabled free wifi hotspots in the city where youth could go and access free internet to socialize and make online transactions between 6pm and 6am daily but this did not cover the whole city. It was specifically in the central division i.e. at City Square and Centenary Park (NITA, 2016). The government's commitment to increasing electronic applications presence should target youth especially those coming out of tertiary institutions according to Pettersen (2017).

Some youth are making a living out of social media through online marketing hubs and You-Tube channel postings. Also, development of distinctive basic ICT skills like web development, word processing, designing, animation, etc. would help youth earn an income for survival. Pettersen (2017) shared that one can begin small to make an online marketing hub using social media and make profits with increased traffic caused online. Small videos posted on You-Tube channel can generate profits for bloggers. Youth in the developed world have expedited internet by developing apps that have generated a fortune such as Zuckerberg the owner of Facebook, he started it as a youth in 2005 and it has grown into a serious investment (Omondi, 2013).

Business, Technical and Vocational Education and Training (BTVET)

Through the Ministry of Education, Sports, Science and Technology, the BTVET scheme and the Directorate of Industrial Training (DIT) the government has endeavoured to train youth in various vocational skills to promote self-development in a network of about 110 government institutions across the country. The BTVET Act 2008; provides for higher education and training and non-formal training in terms of in-service and new entrants to the labour market. The scheme is in the National Development Plan with a strategic plan running from 2012/13 through 2021/22 but still needs to be widely spread.

Financial Assistance

Youth entrepreneurs need access to financial capital through the existing financial institutions so as to invest in profitable ventures. Financial institutions need to reduce on the requirements or reconsider youth's access to accelerate their development and involvement in country productivity (Wanjohi, 2011). Microfinance institutions should take risk to provide adequate and affordable credit services to enable youth to access finance for investment. This will increase their contribution to the growth of the national GDP. Through Youth SACCOs, financial

institutions should engage to increase their liquidity and offer credit to groups to support them in investment (Ramachandar&Pertti, 2009). Government should increase the number of credit facilities in the country and make universal access to eligible youth to access financial services, promote asset financing and investment. It should be made possible for youth to access long-term capital to support micro, small and medium enterprises (World Bank, 2013).

3.4.2 Non-Government Organizations

Capacity Development Programmes

NGOs such as Action Aid Uganda (AAU), Uganda Youth Network, Uganda Youth Development Link (UYDL), etc. have been at the fore front to help youth in creating and managing businesses. NGOs have created programmes to ensure youth change their mind-set and attitude towards work and take opportunity to make a living. According to the UYDL report they (UYDL) mainly focuses on girls by providing training mainly in hair dressing and crafts making. NGOs have taken time to teach youth on matters of business and financial management which has motivated many to engage in business. Through the trainings offered, youth have gained skills and built potential to compete in the job market (Mbasalaki, 2011).

Youth Hubs

NGOs have created youth hubs which serve as reference points for the youth to access information on business management and share experience with peers. In Kampala, UYDL and engaged quite several youths but mostly girls respond actively to the call. Through the Youth Hub, several youths across Kampala have addressed skills deficiencies and managed to secure employment despite having no academic qualifications (ACODE, 2014).

Youth hubs attract successful business men and women to share their experience with the unemployed youth. These business owners later offer to provide mentorship and coach them in business management. Youth have been helped at the youth hubs to secure internship placement and job opportunities. Osakwe (2013) shared that Youth employment hubs have been reported to be significant in creating opportunities for youth in the way that they help them especially students to connect with potential employers who might provide future employment opportunities. For example, Fontes Foundation has created an extensive network in Kampala Metropolitan Area through which different employers have opted to solicit reliable and skilled manpower (Pletscher, 2015).

Hubs are stocked with mentors, coaches and inspirers that play a liaison role in preparation for employment in various organizations and companies. Through hubs, companies place orders with preferential characteristics of employees needed including experiences, level of education, gender, status, etc. The hubs therefore provide a bridge between the youth and the employers in which they provide adequate information regarding such companies and organizations so as to best suit youth employees to operate within their frameworks. Youth resource center have been a key in connecting youth to available opportunities across the globe (ILO, 2012).

Financial Assistance

NGOs are currently supporting many youth groups with funds for business start-ups and linked them to financial institutions where they could access financial credit. According to UYDL, majority of the youth in their programme reveal that UYDL has given hope to many youths by providing them with a financial boost to help them start off their businesses. Through NGOs, youth have been assisted to quickly access financial credit from banks and microfinance

institutions. Also, they have shortened the process of acquiring loans because they stand in as guarantors (Wanjohi, 2011).

3.4.3 Community

Savings and Credit Cooperative Society (SACCO)

Several SACCOs in Uganda exist and they are uniting a diverse range of people especially youth. This arrangement is uniting many individuals for a common cause including saving and borrowing in a group setting where resources are pulled together and made accessible to the members. (Action Aid Uganda report, 2012). At least 75 percent of youth have subscribed to a SACCO in the past 24 months. Youth have been able to acquire some capital and business knowledge from SACCO members. The SACCO structure can enable youth to achieve their goals and address unemployment.

SECTION FOUR

CONCLUSION AND RECOMMENDATIONS

4.1 Introduction

This section presents the summary, conclusion and recommendations as per the discussions in the previous section. The recommendations are based on an analysis of the discussion and present options for policy and practice.

4.2 Summary

The actual situation of youth unemployment presents a threat to the development of the country making it a big concern that requires immediate and comprehensive attention. It has been established that majority of youth especially in urban areas are not employed posing a great burden to the government. The severity of youth unemployment in urban areas especially Kampala translates into undesirable effects which bear a negative trend to the stability and security of the country.

Youth unemployment is caused by different factors, including low literacy levels, and high school dropout rates in the country. This trend spells out that majority of youth are ill-equipped to engage in the labour market. Youth demonstrate negative attitudes towards certain types of jobs as they envisage occupation in the white-collar employment market. Also, youth have been incapacitated due to the lack of adequate financial capital to start and maintain business enterprises. Lack of adequate managerial and entrepreneurship skills limits youth's employment opportunities.

Youth unemployment has led to negative effects. Consequences include increased criminality, political instability, deteriorated moral behaviours and prostitution. The tension witnessed around Kampala with violent demonstrations, and political rally chaos has been perpetuated by mainly by youth. The majority of youth in Kampala and other urban areas who are reported to be 'idle' engage in illicit activities which encompass civil disorder, drug abuse and criminality in a bid to earn a living. As such, engagement in such illicit activities poses a substantial threat to the security and stability of the nation as it increases security expenses by the government and its partners. The state of joblessness among youth makes them vulnerable to manipulation and therefore compels them to engage in deviant behaviour which threatens security and stability. Illegal and extreme acts of robbery and theft have threatened human life and properties in the city challenging government security.

Government has put in place initiatives like the Youth Livelihood Programme to address challenges including youth unemployment, there is a need to strengthen the monitoring to make it more effective. The government should put in place measures to attract and partner with potential investors to create employment through joint ventures with private firms and organizations. Government's commitment to mainstream Business, Technical and Vocational Education and Training (BTJET) into the school curriculum is another way to meet youth needs because it will equip youth with employable skills and prepare them to compete in the ever-changing labour market.

4.3 Conclusion

Youth unemployment as a problem has been reportedly increasing and its magnitude is high. It has therefore been recognized that it has a negative influence on the security and stability of

Uganda. The core causes of youth unemployment are; low literacy levels; lack of adequate skills; negative attitudes; limited access to financial capital; lack of entrepreneurship and managerial skills; and rural-urban migration. The potential threats posed on Uganda's security and stability include but not limited to; formation of thug gangs, city demonstrations, robberies, theft, killings, prostitution, threat to and loss of human life and properties, conflict, civil unrest, and strikes among others. Such assertions threaten the peace and stability of the country. Without proper strategies to curb the situation, youth unemployment can lead to security challenges. In line with Pettersen (2017), youth unemployment requires concerted efforts from all stakeholders to ensure that it is addressed to create a stable and secure country. Close monitoring of government programs such as the Youth Livelihood Programme is important as it comprehensively takes charge to cover the whole nation. Also, attraction of investors and establishment of industries are among the key issues. Therefore, mitigating youth unemployment would significantly respond to security threats and instability in Uganda.

4.4 Recommendations

As per review findings, the study recommends the following:

1. Modernised agriculture should be one of the main ways forward. Small pieces of land should be consolidated and amalgamated not disintegrated. This promotes modern agricultural methods which would provide employment for the youth. When it is consolidated the proceeds of the amalgamated land can be sold for bigger profit.
2. More industries/ factories and construction estates should be set up so as to employ the youth population in gainful ventures.

3. The Ministry of Defence should maximize the efforts and budgetary allocations to national enterprises corporations, the business arm of the ministry. Its subsidiaries like Luweero Industries, Kyoga Dynamics, NEC Pharmaceuticals, Uzima Water, NEC Katonga Farm should be expanded upon to employ more youth than they already are employing.
4. The NRM ideology and strategy on development should be inculcated into the youth. Youth should be given more sensitization tours so that they become more exposed on national issues and challenges.
5. Operation Wealth Creation is a milestone in curbing unemployment vice amongst the youth. It has introduced and implemented various programs like tea planting coffee planting, fish farming and many sensitization gatherings across the country. This should embrace the youth and it becomes a platform for the youth to harness employment opportunities.
6. Demonstration modern agricultural farms like the Namunkekera farm in Kapeka, Nakaseke, District, is an example of what can alleviate youth unemployment in Uganda. The vast agricultural farms and industries in the complex can impart knowledge and exposure to the unemployed youth.
7. As stated in Vision 2040 national values system to change citizen's mindset more especially the youth should be developed and mentored. This will permit patriotism and enhance national identity.

8. Ideology and strategy should be strengthened, the National Leadership Institute in Kyankwazi, needs to be expanded to impart nationalism and patriotism among the youth leaders. Patriotic groups should be introduced in all schools and villages to target the growing youth population.
9. Youth should form groups and desist from working as individuals. This will make them engage in different production activities and add values to locally made products. Examples are group managed maize processing machines, skilling in tailoring, baking, weaving, knitting, embroidery, shoe making and other leather related activities.
10. The retiring UPDF officers and men go with vast knowledge of managing groups of people. If availed with equipment and machines they can set up ventures which can employ a big part of the youth.
11. Government should ensure to place stringent rules on the growing gaming business which engages youth most part of the day. Given that majority engage in sports betting during active working hours of the day, there is need to regulate these activities by committing to enforce law and order in terms of when to open, emphasize the age limits of those that can place bets and ensure to levy high taxes on them to reduce their severity.
12. Based on the BTVET Framework, government should ensure systematic designing of programs tailored towards meeting youth needs by building their capacity to engage in productive ventures.

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