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## An Assessment of the Causes and Consequences of Urban Unemployment in Small Towns of Ethiopia: The Case of Sawla Town, SNNPR, Ethiopia

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### **Abstract:**

*Unemployment is one of the multidimensional problem in every society. According to this study examined the cause and consequences of urban unemployment in Sawla town, SNNPRS, Ethiopia. The study used the cross-sectional research design and by using simple random sampling technique, 332 samples were recruited for the study. To collect primary data, the researcher employed questioner, interview and observation methods. And used secondary data also used for the analysis. By using triangulation and cross case analysis, the study found that unemployment in Sawla town is highly increasing as well as in a big towns and cities of the country and in contrast to other urban centers. The main causes of unemployment identified were lack of quality education, mismatch of the skill, complex and inappropriate credit provision procedure, weak social network, poor entrepreneurship and capacity constraints of government. Stressed life, dependency, addiction, miserable life and false naming are some of consequences of unemployment for unemployed individuals whereas poverty, disagreement and weak cordiality among family members are few of consequences of unemployment at parent levels. For the societies it had born fear of theft, stealing and robbery. Based on the result of the study, the researcher recommend that, the government policy and focus of job creation and employment opportunities not should be emphasized mainly on big towns and cities rather to all small or intermediate urban centers, the parents of unemployed individuals, should encourage and develop options to their sons and daughters on attitudes to create and for self-employment rather waiting from government sectors. The unemployed individuals themselves should be a committed and motivated life to engage and run any job opportunities rather selecting jobs.*

**Keywords:** Urban Unemployment, cause, consequences in small towns

### **1. Background of the Study**

Unemployment is perceived differently from the personal point of view and national contexts. But the ILO put the three criteria or conditions to say somebody is unemployed or not. Thus, ILO (2007) defines unemployed people as numbers of economical active population who are without work, but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work. It is a worldwide phenomenon and it is one of the socioeconomic problems common for all countries of the world (both developed and developing) nations. Unemployment has long been one of the several features of the urban phenomenon in many countries and some countries suffer by more rate of unemployment than other depending on their level of economy and strong labor market environments (B. Pael and Finazir, 2005). In this context, in Africa in general and Ethiopia in particular, the situation of unemployment is true and related as seen in the global contexts. This is due to emerging economy and poor labor marketing procedures. In Africa labor market outcomes tells higher rates of unemployment in urban areas than in rural areas due to many people come from countryside to towns and cities in searching for better life (ECA, 2005).

Fitsum D. (2014) viewed developing nations experience high rate of rural-urban migration which accelerating the unemployment problem of urban areas. Fitsum on her journal paper also discussed the problem of unemployment in the Ethiopian experience. According to her, as any other developing countries, in Ethiopia, the urban areas are inadequate to absorb the labor market, thus unemployment presents a particular challenges particularly in urban centers. According to NEPS

(2009) also argued even some improvements in economy Ethiopia yet face high job losses and limited job creation in urban area. NEPS shows the overall unemployment rate is 22.9 percent in 2004 and 20.4 percent in 2009. This Survey data states although the decaling rate of unemployment in the country the labor market in Ethiopia in general characterized by huge inefficiency and under employment. Two years later, the Urban Employment-Unemployment Survey revealed the rate of urban unemployment rate stood (26.2% in 2003 to 22.9% in 2004 and further to 16.7% in 2006) and but increased 18% in (2011). The Urban Employment-Unemployment Survey concludes, in urban Ethiopia, the labor force grow up with an increasing proportion whereas the country's employment opportunity is very limited space. According this Survey, though the decaling rate of unemployment in the country the labor market in Ethiopia in general characterized by huge inefficiency and under employment. By the same token, World Bank (2007) reported that in Ethiopia, labor supply by far exceeds labor demand and thus many men and women are looking but unable to find jobs and stay unemployed.

As other regions of the country, the problem of unemployment in Southern Nation Nationalities and Peoples Regional State (*SNNPRS*) is a common and increasing from the time to time. In urban perspective, at different levels of towns of the region unemployment exists as common and more urban phenomenon. Respect to this, *Gamo Gofa zone* is one of zone of *SNNPRS*, of Ethiopia and it is suffering the problem of unemployment particularly, urban unemployment. CSA in (2007) reported that the unemployment rate of *Arba Minchi* town is 21 percent. The same source also point out that Arba Minchi is zonal city of *Gamo Gofa Zone* and still characterizing by large number of urban unemployment in the region and at zonal level.

In *Sawla* town many women and men seeking job, but they are unable to find job opportunities and thus staying as unemployed. Associated with this, some of social problems are frequently happening in the town. Some of these common social problems happening in the town are stealing, criminality, dishonesty and other negative social vices are highly increased between three consecutive years 2012, 2013 and 2014 (*Gofa Zuria District Police Office*, quoted by Esys, A. 2015). Those problems in the town are mostly created by unemployed individuals. Berhan Abera (2013) claimed frequently crime rates raise as people are unable to meet their needs through work. However, this doesn't mean the crimes linked solely with unemployed person, but the share of these problems are highly associated or related with unemployed people than employed individuals in general.

## 2. Statement of the Problem

Unemployment is a serious multidimensional problem facing all age groups of every society. It is not only a socio-economic dimension, but also it has socio-political aspects as well. (Sulaimon A. etal. 2015). The growing mass of urban unemployed and under-employed is regarded by many as a great social problems and a prime source of human tragedy (C. R. Frank, 2010). According to him, unemployment may cause people to flee the rural or small towns to big urban centers. This in turn result high rate of crimes and unemployment to big urban centers. In general, author noted unemployment can lead to the following consequences: loss of esteem and economic strength, psychological injury (hopelessness), loss of responsibility, identity and respect, loss of purchasing power (loss of income), reduction in the tax and revenues of the state. Those all forces individuals as well as the societies to live with poverty. The poverty level of individuals and societies directly determines the nation's economy. Sum up, the consequences of unemployment is multi-dimensions ranging from individual to nation level in respect to economic, social and political aspects. (Syson, 2011) also added, today in most of the developing countries the problem of unemployment is more in urban areas than in rural areas.

In the face of Ethiopian's some progress in economy at least over the recent past years, the development challenges facing the problem of unemployment especially urban areas (MUDC, 2013). Likewise, WB (2011) stated that in Ethiopia regardless of its some improvement in economy in recent time, unemployment is high particular in urban areas and becoming one of the socioeconomic problems in the country. Urban unemployment has been and is growing areas of concern for the government of Ethiopia. And recently, it is becoming an urban phenomenon and continues to be serious social problems in Ethiopia. This is mainly a result of rapid population and labor force growth (on the supply side) and limited employment generation capacity of the modern industrial sector of the economy (on the demand side). Observing the trend of unemployment, urban joblessness has been increasing from time to time and its rates are much higher in urban areas (Zelalem Bezabih, 2014).

In South Nation Nationalities and Peoples Region, between the four Urban Employment Unemployment Survey periods, the urban unemployment rate is recorded as 14.1, 15.5, 14.2 and 11.8 percent in 2004, 2009, 2010 and 2011 respectively. Even though the rate is some extent declining, the figure is higher and serious (CSA, 2011).

In the light of other towns of the country in general and *SNNPRS* in particular, unemployment is common and persistent socioeconomic problem in *Sawla* town. A lot of educated and uneducated individuals in all age groups are unemployed. As a result, they are facing the consequences of the unemployment discussed above. However, as stated in literature part, almost all researchers were conducted their study at nation's capital, regional cities and big towns of Ethiopia and there were less attention was given to small and medium/intermediate towns of the country. In the same time, they were emphasized mainly on youth age groups. Because of this facts and realities, the problem of unemployment is not studied well yet in *Sawla* town

Therefore, conducting study on the causes and consequences of unemployment has numerous significances. In this stand, this study would be conducted at *Sawla* town and it included all unemployed age groups. This makes the study differ from the previous researchers. After the findings of the study, researcher would try to recommend possible suggestions to

overcome the problem of urban unemployment in small and intermediate towns of the country in overall and *Sawla* town specific.

### 3. Objectives of the Study

#### 3.1. The General Objective

The general objective of the study is to assess the main causes and consequences of urban unemployment in *Sawla* town, SNNPRS, *GamoGofaZone*.

#### 3.2. The Specific Objectives

To achieve the main objective of the study, the following specific objectives were proposed.

- To assess the extent of urban unemployment in the study area.
- To identify the major causes of urban unemployment in study area.
- To investigate the consequences of urban unemployment at unemployed individuals, parents and community levels in the study area
- To examine the measures taken by the urban government to minimize the problem of unemployment in the study area.

### 4. Methods and Materials

#### 4.1. Data Sources

The researcher used both primary and secondary data sources. And gathered through quesnnaires, Interviews and observations.

#### 4.2. Method of Data Analysis

This research used both qualitative and qualitative data analysis methods. As it is social perspectives and phenomenon, the study used more the qualitative data analysis. Liam Delaney (2011) suggests unemployment is inherently social experience and the exploring the experience of unemployment can be understood from both individual and the social perspective. The authors also dealt the themes in their study by using qualitative method. In this study the researcher followed several steps of the qualitative data analysis method. The data was transcribed, translated, codified and analyzed as much as possible. After this, the semi-processed and organized data was set to be analyzed by two most common techniques of social science data analysis tools-triangulation and cross case analysis.

Triangulation is the process of corroborating evidences from different individuals (e.g. principal and student), type of data (e.g. observational field notes and interview), or method of data collection (e.g. document and interview) in description and themes in qualitative research (Creswell., 2011). In social science, it refers to the combination of two or more theories, data sources, methods and investigators in one study of single phenomenon to handling on a single concept and can be employed in either quantitative or qualitative studies (Yeasmin, 2012). In sense of this study, it is used as in a qualitative way. There are four common types of triangulation methods are frequently discussed in many literatures. But some researchers classify triangulation in to five forms. Thurmond (2001) classified triangulation in to five namely data sources triangulation (in reference of three data sources, time , space and person), investigator triangulation (involves using more than one observer, interviewees or coder), theoretical triangulation (is the use of multiple theories or hypothesis when examine the phenomenon), methodological triangulation, also called multi-method or mixed method or methods triangulation (using more than one method or data collection techniques) and analysis triangulation (is the combination of two or more methods of analyzing data. Among those five triangulation forms, this research employed three triangulation forms (data source triangulation, investigator triangulation and methodological triangulation

Cross case analysis is the other mechanisms of data analysis used in this research. It is the qualitative methodology widely used in a social science. Using cross case methodology have to make a sense of masses of qualitative data from multiple sources to ensure findings are objective, reliable and valid (Lee.,1994). Case studies in this research were parent (1), (2) etc. and representatives of government and their views and responses were compared with sample respondents, each other and other similar respective themes and results. In the part of quantitative analysis, few statistical manipulations (quantitative methods) were used in whole process of the study. Because qualitative research requires the use of numbers, where one asks questions such as to what extent? and how many? (Creswell, 2011). Therefore, the quantitative techniques such as, percentages, frequencies, simple graphs and cross tabulations are drawn in order to further display the analysis by using SPSS version 19. In general, the data collected from both primary and secondary sources more organized, structured and analyzed on the basis of qualitative analysis. The data collected was cross-examined and compared with the existing literature to hold an improved understanding of the unemployment phenomenon.

#### 4.3. Sample Size Determination and Sample Size

Based on the available data, there are a total of three thousand seven hundred one (3701) unemployed populations are currently known or registered as a job seekers in Sawla town in 2017 of whom 2221 were male and the remaining 1480 were female. And they found in to two sub towns namely *Bolla – Sawla* and *Yocha – Sawla* sub-town having each of 1908 and 1793 respectively (Sawla Town Municipality, 2017). To determine sample size from those individuals, the researcher used Taro Yamane's statistical formula.

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

Where,

n= is sample size (required sample size)

N= is the total target population

e= is error margin (0.05)<sup>2</sup>

1 = is constant(Yamane, 1967).

$$\text{Thus, } n = \frac{3701}{1+3701(0.05)^2} = 361$$

Out of the total 3701 unemployed individuals, 361 individuals were proposed to select for the sample enumerations/accounts. However, the actual data are gathered from 332 sample individuals (92%) and the remaining 29 questioners were not replayed due to the unwillingness of the respondents and other related factors. In addition six key informants are interviewed for gathering thus the overall data is gathered from 341 samples.

### 5. Data Analysis and Discussion

This section is insights about the collected raw data and its discussion and interpretation by using different simple statistical and non-statistical methods. The overall presentation and discussion was focused on the investigation of the extent, causes, consequences and the effort taken by the government on the problem of unemployment in Sawla town.

#### 5.1. Demographic Characteristics of the Respondents

The researcher has gathered a wide range of information which is important to the interpretation of the findings and result of the research on the issue stated above. To do this, from the varieties of data gathered, the study used the demographic and socio-economic backgrounds of the respondents. These demographic and socio-economic profile of the respondents included were sex, age, migration status(place of birth), marital status, education, job preference and work experience are presented in this section by using frequency tables, cross tabulation and figures like pie charts, bar graph and other simple statistical tolls as necessary.

It is better to examine the demographic and socio-economic characteristics of unemployed populations to recommend and develop an appropriate policy on the problem. And in addition to the sample respondents the cases (interviewees' responses) are presented accordingly in this study. The responses of these key informants (cases) are presented according to interview guideline. The first cases of study are government representatives and the parents of unemployed individual. Observation data were presented and discussed as the second case. In this case the interviewed parents denoted parent (1), parent (2)... the number 1, 2, indicates the number of head of parents who responded or interviewed and the government representatives were presented by their office's and the position of the informants.

#### 5.2. Sex Structure of the Respondents

Sex Group	Frequency	Percent
Male	211	63.6
Female	121	36.4
<b>Total</b>	<b>332</b>	<b>100.0</b>

Table 1: Sex Structures of the Respondents in percentages  
Source: Sample Survey, 2017

Sex is used as one variable to discuss demographic features of respondents. In the case of this study, the majority of the respondents are male in their sex. The above table shows that 211(63.6 %) were male respondents and 121 (36.4%) were females. From this figure one can understand that males were more participated or included in this study. This was happened due to two main reasons one is fortunately in demographic profile, from the total population, men (male) were greater than women (female) population sizes. By this natural difference similarly in unemployment status, the numbers of unemployed male were significantly exceeds the female unemployment. The second reason was during a time of data collection, male

respondents were easily accessible than female. Because male respondents simply found everywhere, in contrast females were found at home and sometimes they engaged in casual work at home or in a certain places.

However, this doesn't mean males are more vulnerable for unemployment in allover at small and intermediate towns of the country. Because many evidences and facts shows that Ethiopia in particular and Africa in general, female unemployment rate in urban area is exceeds the male unemployment rate. For instance, Tsegaye G and Nazinga (2005) explain that there is a significantly higher unemployment among female as compared to male in Ethiopian urban centers. CSA also stated urban male unemployment rate highly declined and the same time female unemployment rate is increased in 2005. But in the case of Sawla town, the number of male unemployment is much exceeds the female number and thus the study argued that males are more affected by the problem of urban unemployment than female in Sawla town.

### 5.3. Age Categories of the Respondents

Age Groups	Frequency	Percent
10-19	20	6.0
20-29	149	44.9
30-39	82	24.7
40-49	64	19.3
50-59	14	4.2
Above 59	3	.9
<b>Total</b>	<b>332</b>	<b>100.0</b>

Table 2: Age structure and distribution of the respondents

Source: survey Data, 2017

In relation to age group, the above table clearly shows that both males and female age group 20–29 were predominantly unemployed. From the total sample respondents these age group accounts 44.9%. The second age categories affected were 30–39 and this age group account 24.7% of the total sample respondents. The age groups of 40–49 and 10–19 accounts only 19.3% and 13% of the respondents respectively. This in all shows that, out of the 20-39 age brackets in both sexes the percentage of unemployment show decreasing in the rest age groups accordingly as shown in the table above. Jacob and Kleinert (2008) posit that young people between the age of (18 and 24) who have fewer resource and limited work experience and thus they are more affected by unemployment.

The Ethiopian Central Statistical Authority of National Labor Force Survey in 1999 and 2005 also reported the two age categories 10–19 and 20–29 year were more vulnerable for urban unemployment in Ethiopia. As the survey figures the age between 10–19 years constitute 36.2% at national level while 20–29 years old accounted 34.8% from unemployed population in the survey period. There is no significant difference in findings of this research in age categories of unemployed population in the Sawla town. It is more likely to the findings of CSA. In the survey data of CSA, the most percentage of unemployment is the age group for 10–19 however, in this study the most the percentage is goes to the next age group (individuals whose age ranges from 20–29). This is because of CSA is mostly done on bigger towns and cities where many young's are arrived from the smaller and rural areas in to these towns and cities than the small and medium towns. And thus young's' are a primary victims of urban unemployment in the bigger towns and cities. Off course, there is an incoming of young strangers in to smaller and intermediate towns, from rural and emerging towns, but the share is relatively less than that of bigger towns and cities. This is why the young 10–19 age groups hold a greatest percentage during the survey period of CSA in 1999 and 2005. Therefore, it is possible to argue that the age between 20-39 were more vulnerable for the problem of urban unemployment in Sawla town in particular and urban Ethiopia in general. This age group constitutes both youth and adult age categories. Thus, the relative risk of unemployment is severing for youths and adults than young or old age brackets

### 5.4. Educational Status of the Respondents

Educational Status	Frequency	Percent
Never Educated	82	24.7
Can read and Write	11	3.3
Primary Education	94	28.3
Secondary Education	112	33.7
College Certificate/Diploma	27	8.1
Degree and above	6	1.8
<b>Total</b>	<b>332</b>	<b>100.0</b>

Table 3: Education Structure of the Respondents

Source: Survey Data, 2017



Education plays a key role in contributing to access employment opportunities at the labor market. However, by different reasons it may be a custom once students (someone) have attained their education, they feel and think low skill requiring occupations is not suit for them. They think such occupation needs less education or skill, and hence they become unemployed rather to participate in every work type without selection and felling of inferiority in reference to their education status except if the possibility to choose their. This is because in the current time, every work starting from simple to qualified work positions requires skill and knowledge to be profitable and productive work where he/she working or employed it. Out of the total unemployed population in the sample 82 (24.7%) were unable to write and read whereas 112 (33.7%) were secondary education and 94(28.3%) were attained their primary educations. And the rest education levels (certificate/diploma and degree) shares the minimum percentages of the respondents.

One important thing observed from the above table is that the problem of unemployment is primary affected the low educated population in the town. This authenticity is maintained by Martin S. Mwinga, (2012) notes that unemployment is particularly severe and concentrate among those without formal education, primary and secondary education. Due to this, low level of education many individuals influenced by large extent on personal employability and creativity to self-employment and which itself reduced the personal commitment and value to the town development. This doesn't mean the existing job needs only skilled ones rather the probability and opportunity to participate in a job market particularly in a government sector is easier for educated ones than non-educated. This is why the most unemployed are low educational status in the town.

No	Unemployment Group in their Education Status	Year		
		2016	2017	Difference
1	Uneducated	290	540	(+)250
2	1-8 <sup>th</sup>	832	1141	(+)309
3	9-12 <sup>th</sup>	729	1573	(+)844
4	TVET	343	402	(+)59
5	Degree and above	39	45	(+)6
<b>Total</b>		<b>2233</b>	<b>3701</b>	

*Table 4: The Number of Unemployed Population in Sawla town between 2016 and 2017*

*Source: Sawla Town Municipality, 2017*

This number tells us how the numbers of unemployment is increasing in smaller and intermediate towns of the country. As shown in the table above, in regardless of their education status, the numbers of unemployed individuals were increased significantly in two sub-consequent years. Only in one year gap or difference 1,468 unemployed individuals were added. This number may be exceed because those were only known and registered jobseekers (unemployed), but it might be a large number of unemployed individuals who were not be registered or known. In clarifying this situation, the head of the municipality pointed that as any other towns of the country, unemployment is perceived by the government is as the common and a serious problem in the town. The head mention, in spite of such the government perception and effort given the problem is arising from the year to year in the town. In such small/intermediate urban hierarchy, the increasing of this much number of unemployed people in one year is so much pressing problem for the every small/intermediate towns.

#### 5.4.1. Low Quality of Education

The majority of the respondents responded low level of education as a main cause of their unemployment. It accounts 103 samples (31%) of the respondents sighted low education status as prime source of unemployment. As everyone knows and it supported by empirical evidences education and unemployment have a positive linkages. Because if someone educated well he/she have an opportunities to get better job and vice versa. Mincer (1991)point's educated workers (individuals) enjoy at least three advantages over less educated individuals in the labor market. According to him, well-educated individuals have a possibility to higher wages, greater upward mobility in income and occupation and greater employment stability. It is true and supported by many other empirical studies. For instance, Alison M. and Macdonald (1998) views that people low education and skills are more likely to be unemployed or to have low wages and that school completion is lower for young people with parents who have low education and unskilled occupational background and thus who are more likely to be unemployed. However, the majority of the respondents in Sawla town were low education status. As shown in the table 4.4 82 (24.7%) of were uneducated, 94 (28.3%), 112 (33.7.5) were primary education and secondary education levels respectively.

This shows that how long the education level of respondents left back. Based on this it doesn't make any confusion to say education status as the main challenges for unemployment of the individuals in the town. However, it is not fair to say unemployment affected only low educated individuals, but it also affected a significant numbers of educated individuals (certificate/diploma) and few number of degree graduates were also unemployed in the town. This is supported by Human Capital Theory, which states that education increases the individuals knowledge and technology and this increase the individuals employability lifelong income. In duration of the unemployment, less educated individuals stayed longer than those achieved their certificate/diploma and degree educations; let us see the table below.

### 5.5. Unemployment Reductions Mechanisms of Government

Ways of government measures	Response	Frequency	Percentage
Credit provision	Yes	18	5.4
	No	314	94.6
<b>Total</b>		<b>332</b>	
Creating urban Agriculture	Yes	31	9.3
	No	301	90.7
<b>Total</b>		<b>332</b>	
Cobblestone work	Yes	121	36.4
	No	211	63.6
<b>Total</b>		<b>332</b>	
Steel and lumber processing	Yes	15	4.5
	No	317	95.5
<b>Total</b>		<b>332</b>	
Vocational training	Yes	96	28.9
	No	326	71.1
<b>Total</b>		<b>332</b>	
Tailor work	Yes	12	3.6
	No	320	97.4
<b>Total</b>		<b>332</b>	
Garage work	Yes	10	3
	No	322	97
<b>Total</b>		<b>332</b>	

Table 5: The Ways/Mechanisms of Government in Reductions of Unemployment  
Source: Sample Survey, 2017

Government (policy) measures for unemployment comprise a complex set of programs to prevent the undesirable socio-economic, political and psychological consequences of unemployment (Yi, 2003). According to Yi these measures classified in to the economic intervention and the social intervention of the government. As the author's note the economic intervention held through monetary, fiscal and wages-income policies based on the belief that appropriate macro-economic management could minimize the unemployment. While social intervention of the government is based on the idea of the state's responsibility to alleviate the sufferings of the unemployed through public welfare provision. The same source also notes that government of any country establishes various programs of social intervention aiming at mitigating the worst consequences of unemployment through employment creating measures such as public job creation, job maintenance subsidies and vocational training and income compensation procedures such as public assistance in cash and kind to guarantee a stable means of support.

Covering or studying both economic and social intervention of government to mitigate unemployment is require more data and time and plus the former one (economic intervention) is a wider concept and it deals with broad issues. For this reason, this study focused or emphasized on the social interventions of the government tackle the problem of unemployment. Thus, the following section discuss about the social interventions taken by the government to curb unemployment in Sawla town. Before to perceive the extent and the mechanisms used by the government, let us examine the response of the respondents for the question "Did government take any measures to reduce unemployment in Sawla town?" As signposted in table 4.9, 86.14 % of the respondents "yes" while 13.66 answered "no". This implies that the majority of the unemployed population in the town received or observed the support from the government and however few were not received (observed) any support and interventions. Those who answered "no" have a number of reasons or causes to answer as no some of the has less duration of unemployment period by which the opportunities are done by step to step and thus primary gone for one who are stayed long periods and by this he/she waiting the next plan or stages of interventions, some are come recently from other areas and they strangers for the town in all aspects and they couldn't get such advantages. Still others lived in the town for a long time with unemployment but they lacked the opportunity due to rent seeking behaviors of some officials. Due to this combined cause they answered negatively or no for the government provision of opportunities and interventions on the problem of unemployment.

In areas of measures or mechanisms of government to curb unemployment, the respondents who answered "yes" for the above question points some mechanisms in the table 4.9 which they observed and few of them received those opportunities but it couldn't escape them from the problem. As notified by the respondents most of the measures take are temporary based others were requires prerequisites like training (skills), initial capital and the like characteristics of the government efforts and measures highly retired the capability of the individuals in getting the available opportunities freely

and easily. Among training or skill requiring government measures include steel and lumbering process, tailor, garage so on for such opportunities the propriety is given for those who completed at least their secondary education whereas others like urban agriculture, cobblestone and related work were mainly likely for those who have lower education levels and credit provision is typically for graduates unemployed. As the notion of the respondents, almost all created job opportunities are temporary based like as shown in the above table cobblestone work alone accounts 36.4% and vocational trainings 28.9% and the training types constitute very limited shares. According to the town administrative office suggestion, among the many package including small and micro enterprise activities, construction are remarkable in absorbing large amount of unemployed population and far the most Omo Micro Finance takes a great contribution in provision of credit for youth cooperative work. The head of office also said likewise temporarily basis in cobblestone, construction and service sectors are employed significant number of population and at the end of their work period, the town government planned to enter them in urban agriculture, (cattle production, poultry, vegetable cultivation), garage, and also to train in TVET one who has completed their secondary education for their further job opportunities. The chief of Omo Micro Finance in turn suggested that many unemployed as indicated above are being benefited from the programs. According the words of chief, some unemployed individuals, particularly youth are heard complaining about our precondition of minimal deposit (10%) for the startup credit provision. The reason for this prerequisite, as the chief's response the government or organization need the capital because the money they get is from other saving institution and they need the money as startup the same as they ask youth unemployed. Added the principal, other reason is to encourage a saving culture of the youth as well as the society as a whole. This is why there is no well worked in credit provision for youths and adults. Finally, the chief suggests the youth must improve the culture of looking from both the government and the people should start their progress. Accordingly, the head of the municipality stated in 2016, the municipality organized university graduates and each member's saved 20000birr however the credit from the Omo Micro Finance is not on paid timely and expected manner due to different factors. By this many individuals leaved from team and complain the credit provision system of the government.

## 6. Recommendations

Unemployment particularly urban unemployment is increasing alarmingly Ethiopia in general and Sawla in particularly. Therefore, based on the findings of the study several recommendations are made. The recommendations are made for government, parents of unemployed individuals and unemployed individual in their possible roles and contributions for the reduction of the problem. This because in dealing about the mitigation mechanisms of unemployment needs to be enacted at different levels and requires also joint actions. In looking at coping strategies in Ethiopia, it is mostly related to a governmental task and responsibility and more recently the private sectors are begun to play their own roles in side of government role. Many of these mitigation mechanisms are researched and a number of evidence-based actions have been developed and also assessed its effectiveness. In like manner, based on facts and findings from this study, the following points are recommended for government bodies, parents and unemployed individuals as area specific and research based evidences.

### 6.1. For Government

- ❖ The government projects and plans in areas of job creation and employment opportunities not should be emphasized mainly on big towns and cities of the country rather to all urban centers including small, intermediate and every emerging towns as well. Because result of the study shows that the problem of unemployment is increasing alarmingly in the every growing town - Sawla. This immediately causes unemployment for the next level towns.
- ❖ The government program for youth's like credit provision structures and procedure should be easier and accessible for youth's who have no initial capital and other related economic obstacles.
- ❖ The government must increase to commitment, transparency and effort to reduce the problem of unemployment in one hand and should take action against corruption and other governmental weakness on the other hand.
- ❖ It is observed that there are many people who come from the surrounding rural and emerging towns and become unemployed at Sawla town. Thus, the concerning government should take action on flee of peoples from rural setting and emerging towns to medium and growing towns rather than simply taking measures and effort on urban unemployment. This because it could play great role for reduction of unemployment on the big towns and cities of the country.
- ❖ Further, the government must develop employability programs to include job creation together with the work experience, work relevant training and unemployment coping skill for both educated and uneducated social groups.
- ❖ The government cannot do the above points alone, and thus it will have to collaborate effectively with other social partners and with key stakeholders below to ensure and achieving the increased employment opportunities and scoring low unemployment rate.

### 6.2. For the Parents

- From the parents of unemployed individuals, these whose sons/daughters are unemployed should encourage and develop options to their sons and daughters in getting job opportunities. As discussed the perception of parent (1), their daughter stayed one year unemployed and she got the opportunity to working hotel. But her parent not



permitted her to working in hotel. They fear that their daughter may be entering to unusual life activities. Thus, parents should develop their attitudes (positive thinking) towards job selection and fear of gender based thinking.

- Therefore, societies and parents should think positively and wisely how to make the youth's competent on labor market and not making gender based thinking and aspirations for job selection.
- Parents should give hope and motivation to participate in any activity for sons, daughters and their neighbors who are facing the stressed life because of unemployment.

### 6.3. For Unemployed Individuals

- Individually, the active and positive thinking is equally important to escape from the problem and to bring positive changes for themselves as well as for others.
- The unemployed individuals may got little support from parent or government bodies, thus they would be play their own role in creativity and the diversification of the support they received either from their parent or government and ready and a committed life to release from the problem of unemployment
- As the results of the study directed many peoples unable to meet some job vacancies at different parts of the town on time due to misinformation and weak social networks. Thus, the unemployed individuals as well as their parents should build and maintain a social network with peers, relatives or any bodies who are working to inform durably what and where the organization or sector are looking for, and find out opportunities on a required time and possibly work position for them.
- In generally, the unemployed individuals must be practical and optimist in building their employability capability by taking further formal education, developing work experience and be stimulated to gain employment opportunities.

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