

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF SOCIAL SCIENCES AND HUMANITIES



**Assessment of Youth Employment Policies Efficacy among Educated Youths: A Case
Study of Harare Province**

(HARARE)

BY

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the requirements for the Bachelor of Science Honours Degree in Peace and Governance.

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Abstract

This dissertation studies the assessment of youth employment policies efficacy among the educated youths in Harare Province, Zimbabwe through the lens of Human Capital Theory. Thereby use of qualitative approach, this study includes semi-structured interviews with the Ministry of Youth Empowerment, Development & Vocational Training two graduate trainees and fall over to in-depth interviews with the youths including female and males whom both among the educated ones, as they had explore the effectiveness of youth employment policies and how they are connected and contributes to the causes of unemployment such as curriculum mismatch & lack of industrial based education system, poor implementation of macroeconomic policies by the government. According to the study, youth reviewed the effects of these youth employment policies along youths behavioral and character changes due to poor implementation of macroeconomic policies by the government, lack of representation on decision making. However, the study also pin-points the youth empowerment agendas in addressing the youth's problems in empowering the effectiveness of youth employment policies which definitely aligns with the Human Capital Theory by ordering participatory, ecological solutions. This study contributes to a wide range debate on effectiveness of youth employment policies and addresses the agendas been undertaken these youth problems in obtaining improvement on youth employment policies thereby the government participation on this context.

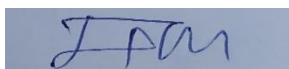
KEY WORDS: Youth employment policies, effectiveness, educated youths

Declaration Form

I, B210859B, hereby declare that all information used in this research project comes from my independent scholarly study and that proper credit has always been given to others for their contributions. Paraphrases and quotes are appropriately and explicitly cited. In this research, citations were made in compliance with the Department of Peace & Governance's criteria.

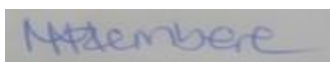
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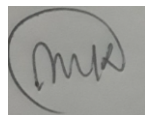


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List of Abbreviations & Acronyms

CZI - Confederation of Zimbabwe Industries ILO

GEEP - Graduate Entrepreneurship Employment Programmes

ILO- International Labor Organization

LDC - Less Developed Countries

NGOs - Non-Governmental Organization

NYC – National Youth Service

NYDA -National Youth Development Agency

ZANU-PF- Zimbabwe African National Union-Patriotic Front

ZiNEPF- Zimbabwe National Employment Policy Framework

ZYC - Zimbabwe Youth Council

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CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the study

Since Zimbabwe has attained the 1980 independence, youth unemployment is still one of the widespread and oldest problem the government of Zimbabwe failed to remediate. Although, the government of Zimbabwe has introduced National Youth Policies that signifies a pronouncement that put much concern on areas based on addressing the youth issues and also outlines some strategic interferences that are required for the development of young women and men. The government of Zimbabwe has implemented some policies bases on employment in Zimbabwe which include National Youth Policy (2020-2025), Zimbabwe National Employment Policy Framework (ZiNEPF) aims to promote employment opportunities for youths and National Youth Development Agency (NYDA). The government of Zimbabwe almost brings a vast of projects in creation for employment to the former freedom fighters and other deactivated groups who actually disadvantaged because of war disruptions. Although, Zimbabwe developed its first National Youth Policy in 2000 and been informed to the third National Youth Policy which will cover the period of 2020 to 2030. However Around 2000, The republic of Zimbabwe encountered many challenges which drove hyper-inflation causes the collapse of national currency as well as the adoption of multi-currency system governed by United States dollar (U.S) and South African Rand since February 2009 (Hartmann and Werner (2011). Due to this rough terrain, the educated youths seeing themselves as their credentials were no longer relevant to any formal jobs since the whole Zimbabwe had left around 10% of

industries been functioning, the rest been out of work, Zimbabwe's industry capacity utilisation had dropped to 10% according to the Confederation of Zimbabwe Industries (CZI Reports 2013, (International Journal of Business and Management Review No.2, Vol.4, Pg78,). The situation meant only the preference to self -employment because the education qualifications were no longer to bring any change towards the excessive inflation. In regard to these statements, unemployment in Zimbabwe has been the oldest problem never resolved because around 2009 there was disorder again to be named Liquidity. The previous chaos was all about the distribution of goods in the country but with little money (United States dollars and South African Rands) and that same little money was used for importing goods from other countries. The country has 18 universities and 10 polytechnics that produce over 16,000 job seekers each year and this creates competition among job seekers. This was leading to the increase of less opportunities, mostly towards the educated youths. For the educated ones, the situation become tense because the importation of goods was a totally disaster of economic downfall meaning there was no other hope for employment creation (Blanche and Munzwembiri 2014).

1.2 Purpose of the study

The purpose of the study focuses on assessing the efficacy of youth employment policies among the educated youths.

1.3 Statement of the problem

Zimbabwe National Employment Policy Framework (2009) highlighted that the Republic of Zimbabwe faces great difficulties towards the issue of resolving the high levels of unemployment rates as well as native poverty. This issue has garnered considerable attention among policy actors (Goldin et al., 2015; OECD, 2013). The Zimbabwean economy actually experienced inflation challenges whilst absorbing new participants into the labour market

although with increasing high levels of education. The risk of unemployment for young people is three times higher than for adults (World Bank, 2018). Bulk of the Youths including the educated youths are not unemployed. according to the Confederation of Zimbabwe Industries (CZI Reports 2013 ,most Zimbabweans including the educated young turned to the informal sector and flooded the streets, selling anything from vegetables to cheap imported goods and second-hand clothes, and other also venturing into vending activities which are not are illegal in Zimbabwe and this study did not count illegal activities as employment.

1.4 Research objectives

To evaluate the effectiveness of youth employment policies in Zimbabwe.

To improve on the youth development skills

Examine the threats weakening the implemented policies.

1.5 Research questions

How effectiveness are youth employment policies in Zimbabwe?

What are specific youth development skills that can be introduced to improve the standards of living for youths?

What measures can be taken to improve the youth employment policies such as ZiNEPF among the youths?

1.6 Assumptions of the study

A number of Zimbabwean youths were not aware about the existence of other implemented programs.

Most few of Zimbabwean youths have benefitted from the empowered programs such as Kurera/Ukondla Youth

Zimbabwean youths are well assured about the implemented policies but they are devastated since unemployment still arising instead of reducing.

1.7 Significance of the study

This work adds more beneficiary information towards the policy makers, the researchers as well as the academics concerning the assessment of youth employment policies efficacy among educated young. Therefore, the findings of this study are very vital and useful to other big institutions such as government, private sectors as well as Non-Governmental Organizations so that they may participate in boosting educational programs and also promote financial facilities through financial institutions to promote entrepreneurship and employment creation through income generating projects such as Youth Development and Employment Creation Fund.

Due to all concerns of this study, the latter becomes so crucial because it took a reminder to the government that there's need for peace actioners in terms of educated youths so that the peace actioners provide sympathy on developmental skills so that they can venture into some different employment opportunities, helps the youths to be well critical thinkers in terms of able to produce what is on ground with the few resources available for them to sustain their lives.

1.8 Delimitations of the study

This study is basically for the educated youths who are not employed in Harare and in the study, the professionals of the departments for the youths such as Ministry of Youth

Empowerment, Development and Vocational Training are going to be interviewed for this research as they are the right department upholds the youth interests mostly in terms of empowerment and employment creation. The study analyzed and reviewed the cases on the effectiveness of youth employment policies among the educated youths between January 2023 and January 2024. The study is very transparent because it focuses on the main theme or aspect of the problem which is the youth employment policies efficacy among the educated youth. The research only focused on exploring the assessment of youth employment policies efficacy among educated young.

1.9 Limitation of the study

This study is expected to be responded by the unemployed educated youths in Harare and it will also include some legal institution such as National Youth Service, Zimbabwe Youth Council and these institution are rarely to explore the reality situations going through the causes of unemployment among the educated youths although they are not the exact group suffering or experiencing the obstacles of unemployment effects. This study might be tricky in the sense that the participants sometimes they couldn't explore everything in their hearts, they could capture some of the in

formation for themselves as others seemed to develop some self in-securities in revealing some information.

1.10 Ethical considerations

This study has been taken with all due respect on informing fair justice among the individuals or groups of the specific group the researcher has been conducting the study. The researcher has been reserving the human rights justly without any form of discrimination, the respondents should felt the feeling at home so as for them to disclose every uphold feeling towards the

questionnaire to be asked. The researcher have to promise to be honesty and transparency in each and every interaction expressions to the participants. Despite how asents or tones differ, the researcher has to handle every situation in a good way which does not offend the respondents. The participants are very aware of their respect autonomy to make decisions about their own lives. Once individuals felt to be manipulated on their information, they are became so resistant to answer any questionnaire so the researcher have to set and hold all these principles for able to obtain the accuracy information.

1.11 Dissertation outline

This study comprises the following chapters:

Chapter one: Introduction - This chapter introduced the research by providing a clear background on the research issue. The research problem was defined and placed into context for readers. The objectives and significance of the study were declared and brings well explanatory detail. This chapter also provides an outline of the dissertation and layout of chapters.

Chapter two: Literature Review and Theoretical Framework – This chapter outlines the research literature about the circumstances of unemployment educated youths. The causes of unemployment and how these policies effective among the educated young were to be reviewed in this chapter. There's also informed theories in this whole detail.

Chapter three: Research Methodology and Design- This chapter gave an outline of the research methodology for the dissertation, by showing evidence based on tactics that connect the listeners to the research process in line with the objectives of the study. The researcher provided an overview of data collection techniques, including secondary and primary data analysis, and interviews held with respondents. The chapter also outlines the scope of the study.

Chapter four: Data presentation, discussion and analysis- Data that was generated in this study was presented, discussed and analyzed in this chapter. The chapter focused on the assessment of the youth unemployment efficacy among educated youth.

Chapter five: Summary, Conclusion, Recommendations and areas for further research-

This chapter provides a summary and conclusion for the dissertation as well as offering recommendations for development practitioners with a special focus on primary data research findings.

1.12 Proposed time frame

Literature Review : 3 weeks

Data Collection : 4 weeks

Data Analysis : 5 weeks

Writing and Revision : 7 weeks

CHAPTER TWO

2.0 LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

Literature review refers to the analysis of what others have researched concerning a particular topic and is mainly found in secondary data such as text books, journals, archives, and newspapers among others, (Krueger, 2018). It helps the researcher to intervene in the problem of interest with already outstanding findings been done with other researchers and also assists with a broad understanding of the entire community regards to the study underpin.

This Literature basically shows more about assessing on youth employment policies. Aydin, Nyadera (2020) states that some scholars have attempted to examine the cause of unemployment from different socio-political-economic and cultural levels. Youths have particularly been disadvantaged when it comes to employment in Africa. Although, this is not only affecting those with negative behaviours but also the educated youths and most governments have and still disastrous to develop fundamental measures to address youth unemployment, forcing many to end up being used in conflicts and drug abuse.

Gorlich (2013) suggests that the definition of unemployment varies from country to country and relating to this study which was carried out in the territories of the Zimbabwean situation. Youth unemployment has defined as a situation where an individual of the age range 15 to 35years who completed full-time schooling, has not worked for a continuous period of six months yet by the time of study he/she would have been actively looking for a job or would have given up but willing to get full time employment translating to a salary of more than US\$2 per day. However, this study has not be done much on assessing the effectiveness of youth employment policies among the educated youths and this research intends to fill this gap. This

chapter will outline the scholar's views concerned on assessment of youth employment policies among the educated youths and factors led to rising of highly unemployment rates.

2.2 Theoretical Framework

Sullivan (2010) defines theory as a set of statements that explains the relationships between phenomena and he, also illustrates that the key roles of theories is to tell others the reason on why something happened. The Human Theory developed in 1954 by Arthur Lewis, this theory contends that skills and knowledge are primitive for human capital and workforce development (Schultz, 1961). It assumes that through education and training, people are able to acquire knowledge and skills which are commonly referred to as capital. Becker (1994) states Human capital as regarded as an investment in education and training which foster economic growth and develops the workforce while increasing the social and private benefits. It is vigorous to train the youth as employers would rather recruit trained employees than fresh graduates who lack skills and work experience (Mohd Puad, 2018). The Human Capital Theory framework is a win-win situation between the youth and the economy and it does not benefits the youth only but also boosts the country's economy and reduces youth unemployment.

The Human Capital Theory framework explains how individuals may be very productive and increases the marginal product of labour. The Youth Employment Programme believed to invest in human capital and as a must to reduce unemployment among the youth and its aim is to enable the youth to join the labour market, get a job and ease the shift from training to employment. Moreover, youth are mainly interested in high quality programmes which match their field of study (Sherab & Thapa, 2015). In the context of youth employment in Harare, there are several youth programs or policies implemented such as National Youth Policy (2020-2025) has been addressed, aiming to curb youth unemployment among the youths including the educated ones. The Human Capital Theory could lighten up on the issue of interest of

youths towards high quality programs which suite their field of study although young people stay longer in conditions of joblessness or often switch from one training or temporary low-quality employment and some scholars name or capture it as a gig economy. were aimed at reducing youth unemployment in Zimbabwe include Graduate Entrepreneurship Employment Programme (GEEP); the National Youth Service; Kurera/ Ukondla Youth Fund; Youths in Agriculture Programme; Training for Rural Economic Empowerment (TREE); Community Share Ownership Scheme/ Trust (CSOS/T). However, these programs had a minimum positive effect on limiting the unemployment in Zimbabwe just because some of the programs had only to benefit a few youths who shows to participate in politics or having a political connection or maybe some personal relations or ties with the people tasked to do the implementation of programs or policies. Moreover, political interference in the implementation processes put the programs on a path of failure because the intended benefits did not reach the deserving youths (Macheka and Masuku, 2019). Although the government failed to put up a good program management mechanisms on checking the activeness of the programs however international organizations such as United Nations ,Africa Union makes a joint for work together on creating programs aimed at improving youth employment on Africa Union member states(International Labour Organisation,2012).A

World Bank (2019) positions Zimbabwe as the fifth most literate country in sub-Saharan Africa. Zimbabwe has a high rate of literacy, and it is largely attributed to the Education for All policy which applied by former president Robert Gabriel Mugabe immediately after attaining independence in 1980. The effectiveness of the programmes/policies such ZINEPF is based on the three components of a policy that are process, program, and politics which determine the success or failure of a government policy (Nyadera and Islam, 2020). The government have also carry out its own reforms in the tertiary education by supplement an

additional of one academic year for industrial attachment. The drive is to train university or college students with the various labour industries. All state universities and colleges in Zimbabwe have underway through and still on-going with the implementation of reforms. For example, Midlands State University has increasingly been producing more graduates with one year of industrial attachment (Garwe, 2015). This has actually been done to improve the better quality of work the graduates to produce in the industrial sector although this reform is undermined by the recruitment of universities with more graduates strains the industrial sectors and end up fail to comply with as many graduates.

The education system is designed in such a manner that it encourages and prepares students for white-collar employment and it is undermined to prepare youths with appropriate technical and tactical skills that are increasingly needed in the labour industry (Chirisa, 2011). However, some consequences met up with local industry sector in terms of lack of industry based education system in Zimbabwe due to the fact that some necessary assessments towards education system are based on foreign industries only. Despite education system based on foreign industries, a lot of graduates produced from education system whom are unemployable in Zimbabwe but they got employable to different outside nations therefore leading to brain-drain and migration (Michaels, et al., 2017). Zimbabwe's skills structure is largely theoretical with very minimal opportunities for young people to gain practical skills in the field through either relevant internship or practical skill training opportunities.

World Bank (2012) emphasised that long absence from employment makes it more difficult for young people to get new employment opportunities. In other words, unemployment among young people will likely breed more unemployment that may convert into a permanent state of unemployment. In Kosovo, males from urban regions were enrolled under the Public Employment Services and had higher chances of being employed (Elezaj et al., 2019). In Mauritius, rural dwellers are inclined to undertake vulnerable employment commonly referred

to as temporary, contract and entrepreneurial jobs as compared to urban dwellers (Gokhool et al., 2018). Gyampo (2012) explains about the youth in Ghana obtained a 2-year contract job but they were terminated, failed to secure permanent jobs as those on the National Youth Employment Programme (NYEP) in Ghana were poorly paid. Smee et al. (2014) clarify that for every youth applying for a job and attending an interview should be work ready and is expected to hold fundamental factors and soft skills such as self-care and resilience, informed traits required for both skilled and unskilled jobs.

Worldwide, it has recorded that, about 500 million people aged 15–29 are unemployed, underemployed or working in insecure jobs, which translates to almost 43% of the global youth labour workforce either being unemployed or working but still living in poverty (Goldin, Hobson, Glick, Lundberg, & Puerto, 2015; ILO, 2015) which poses a major constraint on the potential of the demographic surplus to accelerate economic growth. This issue has bring in grave attention among policy actors (Goldin et al., 2015). Supply-side interventions that offer business skills and entrepreneurship skills development establish the governing approach basically in combination with some loan or small grant. In recent years, a number of meta-analysis studies have been undertaken about bad humour the interest for supply-side interventions evidence suggests that few projects have produced sustained employment and/or increased earnings (Blattman & Ralston, 2015; Fox & Kaul, 2017). Currently, as policy actors are becoming more aware of the shortcomings of supply-side interventions, efforts are constant to shift the attention to work more expansively. The bridge the gap between supply-side and demand-side approaches. However, emerging evidence shows that even these efforts may not produce secure, safe or desirable jobs (Blattman & Dercon, 2016).

2.3 Causes of Youth Unemployment

2.3.1 Curriculum Mismatch & Lack of Industrial Based Education System

Bhebe (2016) claims that curriculum mismatch is one of the causes of youth unemployment in Zimbabwe. Most of the youths who were unemployed in Zimbabwe were merchandises of an education system that was inappropriate to the requirements of the existing industries and this had to lead to totally misfit of the type and quality of education with the economic desires in Zimbabwe. The material taught in Zimbabwe compared to the industrial setup, there, a big difference and it has led to increase of unemployed youths. Nherera (2018) says that there's also a lack of a local industry-based education system in Zimbabwe in the sense that the fundamental beliefs of the education system are based on overseas industries. For example, Zimbabwe is a landlocked country with infinite fertile land as one of the intended natural resource, the education system has focused less on agricultural-related subjects leading to underutilization of the fertile agricultural land for production. Such a mismatch has been one of the drivers of youth unemployment in Zimbabwe. The problem is based on Zimbabwe skill structure which basically more theoretical with less opportunities for the young people to improve on practical skills within the field through relevant internship or practical skill training opportunities. The education system is structured in such a manner that it encourages and prepares students for white-collar employment and therefore undermined to prepare youths with appropriate technical and entrepreneurial skills that are increasingly needed in the labor industry (Chirisa, 2011).

The majority of learning institutions in Zimbabwe do not have adequate capacities to enable them to render education and training programs that meet the contemporary technological demands of industries (Ngwenya & Boshoff, 2018). Lessem, & Schieffer (2016) states that the technology transfer had a negative impact on youth unemployment in Zimbabwe (Mamukwa, Lessem, & Schieffer, 2016). It is around two cases in which the divergence between the

technology and industry can be enlightened and on the first case, it previews that most of graduates studied traditional technology that is no longer available within real industry. And another provoke along the youths is that they are studying courses which are kind so far behind and this still increases youth unemployment in Zimbabwe after completion of their training programs (Kang'ethe & Mafa, 2015).

2.3.2 Poor implementation of macroeconomic policies by the government

Around 1990s, there was introducing of macroeconomic policies such as Economic Structural Adjustment Programs (ESAPs) and Fast Track Land Reform Program (FTLRP) introduced in 2000 and during that process, thereby increase the youth unemployment. According to (Muvunzi, 2011) says that the implementation of these 1990 policies such as ESAP has generated the wave of youth unemployment in Zimbabwe and been criticized by the whole continent for its failure. Although the plan for macroeconomic policies such as ESAPs has been financial aid for the countries who were in need of finance from Bretton Woods Institutions (Saungweme, Matsvai, & Sakuhuni, 2014). The problem has increased due to the conditions by ESAPs policy and particularly disadvantages the youth civil servants who were yet gain experience due to cut down government expenditure leading to massive loss of employment. The state of Zimbabwe has lost the massive workforce of youth and migrated to neighbouring countries such as South Africa in search of better standard of living and the country grounded with high rate of unemployment. This has affected the Zimbabwean youths and by the beginning of 2000, there was execution of another policy entitled Fast Track Land Reform and it was aimed to empower black Zimbabwean citizens with land (Ncube, 2000). However, the implementation of this program resulted in the end of agricultural processing industries and attracted economic sanctions from the European Union and the United States of America. In the conclusion, the implementation of macroeconomic policies was not settled and not sustainable, then cause the high rate of implementation.

2.3.3 Government implemented employment policies since 2000

There was implementation of various youth employment policies and programs to provide and create job opportunities for youths and also aimed at reducing unemployment. According to the Constitution of Zimbabwe, Chapter 2 Subsection 20.1 states that youths in Zimbabwe should be afforded opportunities for employment and other avenues for economic employment. This can be intended to success by including youth employment as a right guaranteed by the constitution. This has been the government assumptions to address the issue of youth employment. However some of the policies implemented by government has not succeeded. In fact government totally failed to aim this commitment on youth employment. The government formulated the National Youth Policy in 2000 as a framework for empowering youth to participate and contribute to the socio-economic development of the country (Ministry of Youth, 2013). In some certain circumstance, the youth policy framework has designed to open widely the opportunities for sustainable means of support and formal work for Zimbabwean youths (Bhebhe, 2016). According to McGovern (2013) says the policy framework would have then spread the effect by not reducing the rate of HIV/AIDS among youths thereby creating a health workforce and minimize youth migration and crimes. Some of the youth policies implemented by the government such as Youth Empowerment Fund (YEF); Technical and Vocational Education and Training Programme (TVET), although this policy did not yield fully its goals mainly because of resource limitations. Some of the success policies interventions had been on the establishment on the Youth Development Fund aiming to support on youth entrepreneurship through the provision of security free loans. These loans were acquired to age limit from 18 to 35 years to apply for security free loans that were assured by the business asset, government almost invest 40 million for the program and about USD 2,6 million was shared, around 2015 for about 3 601 loan applications were approved for loans with the ranging amounts from 2000 to 5000 USD dollars. These loans have been dispersed to various sectors

of the economy such as agriculture, mining, manufacturing then the rest 53% have been shifted to the youths, whom focused on agricultural business plans.

Additionally, the government has launched skills for youth employment and rural development in cooperation with Denmark as the main investor of the whole processing program as it contribute USD 6.881 million around 2009. This agenda was planned as from 2011 to 2011 and continued on its second phase around 2012 till 2014 and the programme benefitted over 6400 youth beneficiaries. According to International Labour Organisation (2016) states that the agendas target of 3,780 youths almost controlled for beneficial employment was also exceeded by 279% whilst an extra 5,457 assimilated training by 2015 (ILO, 2016). Generally, 10,292 youths became beneficiaries of this program through wage-employment or profitable self-employment.

2.3.4 The Failure of Pro-Employment Policies in Zimbabwe

However, not all employment policies succeed, most of them almost failed as it has been mainly affected by performance of the economy. Youth employment programs were constructed and implemented but the programs still waiting for specified targets as Zimbabwean youths still facing chronic unemployment difficulties. Even though, economic inflation has strike in Zimbabwe for almost two decades but also political interference in the implementation process has led to the programs breakdown because the benefits did not reach to the intended youths for starting their programs in striving to fight over unemployment (Macheka and Masuku, 2019). Some of opportunities were shared based on political affiliation and loyalty, favours for the youth supports Zimbabwe African National Union-Patriotic Front (ZANU-PF) party benefited from these programs. To the lesser part, those received loans through the National Youth Fund empowering youths through entrepreneurship but failed to pay back the loans (Khumalo, 2016). The ZANU-PF played its role on defending their youth

against the banks thereby accusing banks of having stiff payment plans conditions which destabilizes the aims of the program.

2.4 Chapter Summary

The chapter presented the relevant literature and theoretical framework to the subject matter on the assessment of youth employment policies efficacy among educated youths at regional overview and national overview. It explores on how effectiveness are the youth employment policies towards the youth in Zimbabwe. The next chapter seeks to present the methodology used to gather as well as to analyse data in the research.

CHAPTER THREE

3.0 RESEARCH METHODOLOGY AND DESIGN

3.1 Introduction

This chapter summaries this research methodology which was used on carrying this research. The chapter consists of the research design, research subjects, sampling method, research instrument used, and data analysis techniques that has been so active. In this detail, an analysis of the appropriateness of the research design used in the study was made. The population of the study was defined and also summaries were measures used to appeal the population sample. Moreover, this chapter covered on the gathering instruments used in the study as well as the strengths and weaknesses of each of the instrument highlighted. The research methodology clarifies on how it was chosen for use and pinpoint the methods used to collect the data and how the respondents were selected. This chapter discussed how the collected data is processed, analysed and presented.

3.2 Methodology

3.3 Qualitative Research Methods

This research used qualitative research methods and Hancock et al (2010) states that qualitative research as qualitative research is a controlled systematic approach to finding things using the method most appropriate to the question being asked. Qualitative study design is an “inquiry process of understanding a social or human problem, based on building or complex, or holistic picture, formed with words, reporting detailed views of respondents or informants, and conducted in a natural setting” (Cresswell, 2010). This method was used as an advantage in gaining an in-depth understanding of effectiveness of youth employment policies in Zimbabwe.

This qualitative research method was very essential since it helps a lot in understanding more about the youth employment in Harare and its policies and how effective are they to the provision of youth employment in Zimbabwe. Basically, this research method was used to acquire the perspectives of the individuals or group of people involved in dealing with youth employment policies in Zimbabwe such as Zimbabwe Youth Council, peace actioners and the community youths including the educated ones who ply their trade in Harare for youth employment.

3.4 Research Design

Schwardt (2007:195), Research Methodology is a theory of how an inquiry should proceed. It involves analysis of the assumptions, principles and procedures in a particular approach to inquiry. In any research work, design is fundamental since everything eventually comes from the selected design and since this selection is the research questions (Vogt et al, 2012). The characteristics of research design influence the type of data to be gathered and therefore research design also defines all other constituent parts of a study such as variables, theories, experiments, methodology and statistical analysis (Cresswell et al, 2018). The determination one make during the framing of the research design process significantly decree the value of the conclusion, one can derives from the study outcomes (Borden & Abbott, 2018). It can

ensures the researcher on his / her selected research design be highly appropriate because with the right choice, there go comes the relevant results.

Yin (2014) states that “the distinctive need for case studies arises out of the desire to understand social phenomena” because the case study method allows the researcher to recall the holistic and meaningful characteristics of real-life events. According to Leedy (et al, 2010) stated that case study and design are well suitable for the study because of their ability to respond the research questions posed in this study. The researcher uses youths, the policy makers such Ministry of Youth Empowerment, Development and Vocational Training,

In Harare as the case studies in able to assess the efficacy of youth employment policies among educated youths.

3.5 Target Population

Bryman (2013) defines a target population as a specific group of people in the society that the researcher would aim for investigations. He argued that a study population is the total number of a defined class of people, objects places, or events because they are relevant to the research questions. This study reviews the target population comprised of the participants which includes the four youth females, four male’s youth and The Ministry of Youth Empowerment, Development and Vocational Training two graduate trainees in Harare.

3.6 Sample Size

Sample is a collection of units and people that have the capability of being selected, Yin (2014),. According to Eckstein (2012, sampling is basically used for resources required for collecting and working on the data from a smaller sub-group and improves the data quality thereby focusing on smaller groups. This sample study was made of ten participants and there

consists of four youth males, four youth females, one officer at The Ministry of Youth Empowerment, Development and Vocational Training and two graduate trainees. Although it has been the right sample to use due to resources allocation been available even though it was not meant to be represented for the whole entire population. However this sample comprises of disseminated members and the collection of data from these members was intense especially on face to face interviews. During the selection of the participants, it was purposive sampling used.

3.7 Sampling Techniques

According to Punch (2014), sampling techniques involves selecting a subset of a population to represent the entire group, aiming to gather information efficiently and cost effectively while still providing insights into the larger population. Fen (2017), defined purposive sampling as a process when a researcher chooses specific people within the population to use for a particular study. He stated that purposive sampling is a non-probability form of sampling that aims to choose cases or participants intentionally so as to make the sample be relevant to the research questions that are being modelled. The purposive of sampling is the main sampling method since it concentrated on the respondents who had an idea of the research topic and the respondents could provide adequate and reliable information. The Researcher uses the purposive sampling thereby to choose the relevant key informants for the study. Purposive sampling was useful for the research because it enables the researcher to select the respondents who dealt with youth employment and its policies and who have practiced knowledge of the phenomena. The youths and graduate trainees have chosen for this study had enormous knowledge concerning the efficacy of youth employment policies among the youths and there were bringing a better understanding in able to answer the research questions inserted in chapter one of this study.

3.8 Research Tools

These are tools used to collect data from different sources and perspectives and it provides a complete understanding of the issue at hand Hamersley and Gomm (2016). It assists in keeping a trail of what has identified and how to report it. It has been binding and specific interviews, focus group discussions were used to collect data in Harare basically on youths.

3.8.1 In-depth Interviews

3.8.2 Unstructured Interviews

These unstructured interviews are basically more open-ended and in-depth in bring the view on the efficacy of youth employment policies among the educated youths. According to Leedy (2013) states that this method actually brings the freedom for the participants to be able to share their experiences and perspectives on their own words.

3.8.3 Focus Group Discussions

Focus groups involve bringing together a small group of incarcerated to discuss a specific topic or issue. This method can generate rich qualitative data and provide insights into the shared experiences and perspectives of women in prison Khotari (2012).

3.8.4 Key Informants Interview

Key informant interview refers to the type of qualitative research method that involves the group of people, often experts or the knowledgeable individuals such as peace and governance PR actioners and graduate trainees. The aim for key informant interviews is to gain a bottomless

understanding of a topic or community by gathering detailed information from individuals who are skilled or knowledgeable. Basically, these valuable source of information can helps the researchers to understand very quiet on the emerging issues and able to inform programs or policy.

3.9 Validity and Reliability of Interviews

The researcher basically brings an interview guide to the professionals for adjustments in order to gain adequate information. The sample questions actually asked differently so as to uphold consistency.

3.10 Ethical Considerations

Ethics normally spell out the researcher's obligation towards respondents. Brymon (2010) stated that ethics in research means that potential research participants should be given as much information as might be needed to make a knowledgeable decision about whether or not they wish to participate in a study. During this study, the respondents were not forced or mandatory to the interview questions. Although the individuals aspiration to be part of the interview is well appreciated as they are formally given the room for deciding themselves on either they want to be part of the interviews or not. Every personal information of each of the participants has been confidential and rights are reserved by not pinpointing their names or other personal secrets to the public.

3.11 Informed Consent

NASW (2017) states that the participant owns his or her right to be involved in the research or not. The term Informed Consent basically defines the permission to do something or be given an assent.

3.12 Confidentiality

Confidentiality is the protection of personal information. Confidentiality means keeping a client's information between you and the client and not telling others including co-workers, friends and family. The information divulged by participants in pseudo names Biestek (1995).

3.13 Withdrawal

This process is when the participants exercise their rights as autonomous persons to voluntarily accept or refuse to participate in the study. The potential participants in the research are informed on their own right to withdrawal from the research at any given time and are allowed to quit on the questions were they do not want to answer, Creswell (2013). For the participants who were actually not able to participate have been exempted from the study since they were not comfortable with discussing their personal lives.

3.14 Data Sources

Data collection refers to the organised approach used to collect information from a variety of sources so as to complete accurate picture of interest. This data for the whole study has been collected from respondents such as the youths among the educated youths who are along the issues of youth employment and able to assess on the efficacy of youth employment policies which dealt by the Ministry of Youth Empowerment, Development and Vocational Training.

The data collection procedure for this research involved the following steps: making appointments with research subjects through telephone and letters, distribution and administering of instruments on the sample by hand or mail or through research assistants and lastly retrieval of instruments.

3.15 Primary Data Collection

Primary data refers to the first-hand of an event or experience as it was supported by Eckstein (2012). The primary data of this study was collected through focus groups discussions that were participated by the youths among the educated ones who actually experience and observe the efficacy of the youth employment policies in Harare, Zimbabwe. It is also collected through interviews with the graduate trainee and the Ministry of Youth Empowerment, Development and Vocational Training officers. Data was collected from the peace & governance PR actioners and Ministry of Youth Empowerment, Development and Vocational Training officers since they are the specific people who dealt with the issues of employment on the youths therefore they are professionals on the subjects of youths.

3.16 Secondary Data Collection

Secondary data refers to data that has been already gathered and published. The researcher used documents and reports based on the efficacy of youth employment policies in Zimbabwe. The researcher had to assess these documents in able to understand the effectiveness of youth employment policies among the youths' needs and how they are handling the situations along these policies. Secondary data is used to complement and analyse primary data and it helps the researcher to form the platform for extracting the objectives, problems as well as the solution Jonsen (2010).

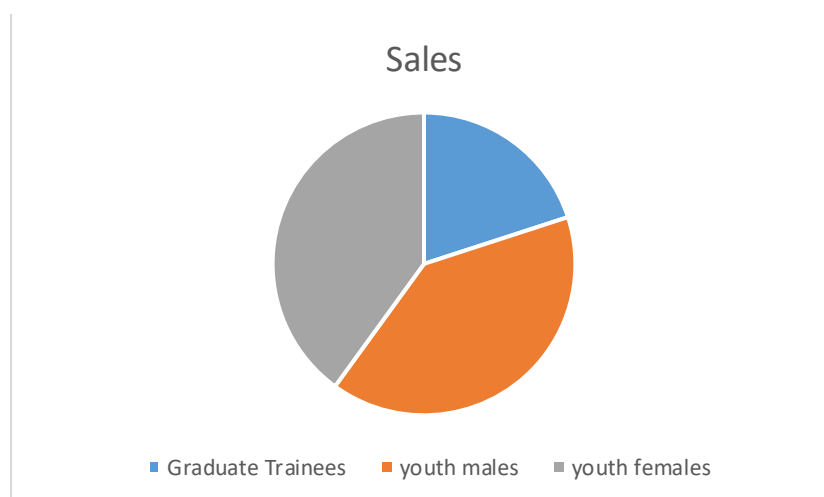
CHAPTER FOUR

4.0 DATA PRESENTATION AND ANALYSIS

4.1 Introduction

This chapter focuses on data presentation and analysis of research findings through the use of expressive summaries and narratives. It also presents, discusses and analyses the findings from the primary research conducted through interviews, achieved information and observation in line with research objectives.

4.2 Demographic Characteristics of Participants



The study contains the in-depth of 10 interview participants which includes the Ministry of Youth Empowerment, Development & Vocational Training two graduate trainees, four males' youths and four female youths including the educated ones among the youths.

4.3 Assessment of the Youth Employment Policies Efficacy among the Educated Youths in Zimbabwe.

4.3.1 Psychological and Emotional Challenges

Youths in Zimbabwe are naturally going through mental challenges which includes stress, anxiety, and depression due to the changes in their lives and draw backs of their expectations after attaining their studies in searching for jobs. Job scarcity actually increases challenges as the youths loss their hopes and aims after attaining studies, hoping to be employed and starts to take of their families and self-benefits for the sake of getting employed. Depression and stresses basically obtains as they are constantly worried about financially strains of their everyday whereby one can either unable to buy a loaf of bread daily or even owing him or herself basic needs such as clothes, food and staff. Also, they can be worried about their future for the next years and how they can able to take care after their lives and families too.

Out of all 10 youths including, including the graduate trainee, males youths and female youths including the educated ones among the youths. They have been exploring their experiences to the researcher on the stress they actually going through after their studies at tertiary levels including universities, colleges. The thought of being at home without no plan, no job calling and not even knowing what's could be for my tomorrow survival whilst not having something brings income for living but most of us having certificates, degrees which should add a lot to the youth survival/living. Even the youth employment policies such as National Youth Policy have been implemented but some of us have not benefitting anything from these policies even the programs implemented, maybe there are not yet effective for the youths.

One Male Youth who is located Budiriro stated that:

“Since 2020 I graduated in 2020, I didn’t manage to get my formal work which is related with my studies I done at University. I can only do any piece jobs I could get within my area as a

way to sustain myself for living because most of times I would be just by home, thinking where I can be with this life whilst I have done my studies.. Even these policies have been implemented such as Youth Empowerment Fund, I have never benefitted anything such as loans,)(S1pseudonym)

Another Male respondent was a Vendor who stated that:

'Due to my jobless status, I'm always depressed that I ain't working my formal work, Im now a vendor here in CBD. I don't have a respective area unless to just hold an area I feel there's lot of people who might buy my food stuffs such donuts, buns and drinks but it affects my unrest of thinking because sometimes I lose some of my food stuffs due to Council invention. This is because I will be selling my items on restricted areas sometimes on irrespective areas since I'm not yet affording to hold my business on areas are well respective for selling.') (S5 pseudonym).

4.3.2 Exposure to Violence

From the research findings, one has managed to identify that the youths in Harare are often to unnecessary violence in the streets. It result in breakages of the buildings infrastructures due to their jobless statuses. In most cases, one can note that youths are the drivers of violence even during the times of demonstrations or any protest to be done which sometimes results in loss of bloods. They actually become victims of aggression as some of them ends up in prison.

The findings show that exposure to violence in the streets, it's a sign of emotional distress. The youths have direct impact of using violence as the way to let their voices heard and they will be accusing the effective of how these policies working and how they are distributing to the youths and basically youths are pleading for less effective of these youth employment policies

such as National Youth Policy, Zimbabwe Youth Act, Zimbabwe Youth Employment Network.

One Graduate Trainee stated that:

‘‘There are lot of violence activities that take place within the streets which includes fights, destructions of infrastructure buildings by the youths. Youths are facing emotional distress due to their form of activities and they will be fighting for their rights, need their voices to be heard basically on terms of employment crisis in Zimbabwe. Mostly the educated youths are they are bringing the bad picture towards the youth employment policies as they claim that these policies are unusual to them unless for the sons and daughters for the ruling party maybe they are only ones to gain all the beneficial from these policies otherwise the rest all suffering.)

One male youth respondent states that:

‘‘What really inspires is that in most cases as youths, we are labelled as destroyers or some kind of violent people but we are just hoping and tracing about the way of our living right now. We almost acquired all necessities which able us to work for our country with beneficiaries. It end up in rumours about loan giving of youth but never ever witnessed any way whereby the youths gained loans. ‘Another female youths stated that:

Those policies, honestly speaking I have never heard about them even the programs too, they have never existed at my homested in Mabvuku. There was no program have ever been in Mabvuku asking for free beneficiaries for the youths. Some of our youths thus few you just heard that they received although as for us, had never received any from government which meant for youths but it’s all rumours.

Although the predominant theme of the existing programs received was primarily negative, it was not exclusive. For about three youths including one female stated that the programs implemented by government for the youths actually, there are existing for sure and other youths have gained some few resources although the programs did not work it out as it was expected by lot of youths in sense whereby it was supposed to be beneficial to all youths.

One female youth from Kuwadzana stated that:

''Personally, I just want to be honest, I received a loan from Kurera funds in 2020 after they had visit in Kuwadzana , I started to invest in my agriculture sector at my mother's plot. I started planting the tomatoes, vegetables and other kinds of crops, as from there my life had really changed and I realized that the government had put their efforts in helping the youths.''

4.3.3 Lack of Representation on Decision Making

According to my research based on youth in Zimbabwe, the researcher had picture out that there's indication on decision making, a lot of youths seemed to be so concerned and affected with that issue. Youths assumed that since they are the target group and the future for the next generation, they actually crying for the room of decision making when it comes to their responsibilities and expected offers basically on their basic needs which includes employment creation, job facilities. These decisions should be shaped and assigned by youths since they are exact group being targeted by the whole nation and due to their own perspectives, it makes the policies be really effective in the sense that youths can pinpoint where there's need for changes and how it might be strengthened. These decisions are often deeply individual and can be shaped by complex factors such as the nature of the relationship, societal attitudes and personal beliefs. It seems as the one of the crisis which actually kindly makes a sort of divisions in

between the youths and the government. The gap basically caused by this behaviour of not including the youths on specified things and insult limits along the youth's needs and concern which youths had to make it good for their premises.

One male youth from Chitungwiza stated that:

'(“What actually troubles us as youths is that there's no room for us to bring our ideas pertain our way of living. We need to plan our own things as the youths, having our own innovative programs then if it's provided income as for us youths to support our business since we are the main focus group facing the problems. As for now, there's no any opportunities for jobs and then we are defended or blocked our way of expressing some kind thoughts on addressing our problems but if there's no room then it means youths are nothing and the growth of unemployment keeps gaining and it really makes no sense.”)

Another female youth at Glenview stated that:

I realize that when some of our youth partners decided to protest, the results end of been provoking against the youths in some sense whereby some of the youths end up locked up in jails. However to be so honest, this country actually have suppressing barriers towards the issue of freedom of speech or expression and basically on us as the youths, we can plead that there's no other means of expressing our voices to be heard unless we go for protests and at the same time, we actually limited to enforce those protests at the end, we end up running after forces of Zimbabwe been sent as threats against us and our plans will got vanished. This can simply that we are definitely unrepresentable for any section that has to do with us on addressing the failures by government on less effectiveness of youth policies on the employment crisis.

Another last graduate trainee stated that:

The different kind of perceptions which can be reviewed towards us the youths basically have something to do with ignorance on whatever the youths ask for from the government. Since our

country basically states it's self as the diplomatic nation but when it comes to the diplomatic view, no one can able to stand and predict his or her idea unless the leaders gave one the room to say so. Youths are always over lot of barriers, crying for better change but somewhere, somehow they may be reviewed as the criminals as long they had to, took apart on the political movement view of demonstrations.

From the research findings, it indicated that the effectiveness of the youth employment policies among the educated youths seemed to be very weak as the wide range of youths are complaining for obtaining their studies but at the end, there's no difference, there's no change within their lives meaning be it at school or in the streets, still the same thing. As the challenges have been stated above although there are some claim to benefitted from some of the privileges brought by government such as Kurera Funds on districting loans for the youths but however the researcher finds out that it's only the smaller population of youths managed to gain. Some of them managed to change their lives due to some projects they run through after the given the loans. Others actually refused about the existing of the implemented policies and programs as this shows that the programs are not equally distributed and due to that sake, it really means the large numbers of youths are vulnerable. Most youths are very vulnerable to the extent that some of them end up into drugs due to physical and mental challenges. They often have undiagnosed or untreated chronic conditions such as depression, stress and even high blood pressure. They are risks to emotional stresses which actually affects their mental living and key drivers to the drug abuse as it creates another problems over others. Most of these youths are no longer unto their expectations or hopes due to absenteeism of work as some of them assumes to have been working harder for less. Failure to distribute or met the recognized basics there goes to influence the rises of violence activities because when youths failed to obtain their needs then it means they felt to be discriminated. Then it led to some kind of different activity whereby somewhere, somehow the activities might not be appreciable by others mostly the

government members. In most cases, the researcher findings appealed that youths have no freedom of expression whilst that's the only way they can work it out to let their voices heard. It seems that among the issues arise by the youths, lack of participation on decision making seems to be the one of the most influential issue led to the downfall of all youth's ambitions. It marks a failure at the end of the day because they are not able to reveal their thoughts basically on what exactly needed to be changed mainly on the effectiveness of youth employment to be able to suggest and makes better outcomes on distributing fairly and quality on the youths of Zimbabwe.

4.4 Youth Empowerment Programs in Addressing the Youths Problems in Empowering the Effectiveness of Youth Employment Policies

Youth empowerment is the creation of an enabling environment for the youth to have the freedom to choose, to participate in and take decisions in matters affecting them and let them the ready to accept the consequences of their decisions. As for the youths, empowerment is very crucial to them because it enables them to be so participant in all development products which includes political, economic and social processes. For example, National Youth Policy encourages the right of youth to involve and participate in political, economic and social processes. The experience is important to secure employment (Mogomotsi & Madigele, 2017). All the young people should enjoy their citizens' responsibilities as it is according to the Constitution of Zimbabwe. This can actually highlights ton partaking the citizen duties including voting, decision making and governance.

4.5 Youth Empowerment Economic and Financial Inclusion

The researcher managed to identify some of the government's efforts on introducing some youth empowerment programs for the youths in Harare such as Youth Development and Employment Creation Fund, the Kurera/Ukondla Youth Fund, introduction of Empower Bank. These programs were not selective when it comes to differences on education level, they assisted every youths including the educated ones. During the interviews with the respondents, some of the youths actually benefitted and they to use the loan funds for some other different projects such as Agriculture for example, the planting of tomatoes, vegetables and other crops such as maize as their well of sustaining from the income they get after harvesting their yields. These loans helps other youths on able to generate their incomes on their projects.

Another female youth states that:

“Since when I was supported with Kurera Fund with loan, I managed to start my business on chicken rearing at my homestead in Norton. My business essentially sustains my way of living, taking care of myself as well as my family, I am now able to send my children to school frequently. I am a widow, I lost my husband way back as around 2017 and by that time my children were still very young but I can owe the credit on government by letting me chanced on this opportunity.”

Accordingly to the research findings, it has been an indication on the researcher as he finds out that the youth empowerment programs are very crucial as they have managed to change other youth's lives and they actually played a big role on even changing the societal roles by applying the knowledge on other youths who have not been up to anything to sustain their lives. However these employment programmes are not selective whether one has attained studies or not, its for all youths. Moreover, youth are mainly interested in high quality programmes which match their field of study (Sherab & Thapa, 2015). However the study has settled for all the youths that they are benefiting from youth empowerment economic and financial inclusion because

from the study, the lesser population claimed about benefited from youth empowerment programs, the rest are not happy about the situation.

4.6 Sports and Recreation

The researcher has find out that sports and recreation in arts is one of the positive strategies of youth employment policies for youths in Zimbabwe. Mostly some of the youths are talented to different sports and recreation arts such as music, games, such as football, volleyball, basketball and so many more. In this Zimbabwe, a great population of youths who are earning their living due to their talents such as Khama Billiat, Jah Prayzah and this shows the effectiveness of youth employment policies in Zimbabwe as other youths are benefitted.

This research undermines that the youths possibly change their lives due to sports and recreation of arts and this can helps them as part of stress management, income earning as well as physical health. This can remove the dependency syndrome by even providing the platforms and space for interaction through sports and recreation of arts.

4.7 Chapter Summary

This chapter consists of ten youth's participants including the two graduate trainees, four male youths and four female youths who have been giving their thoughts and ideas based on the assessment of the effectiveness of the youth employment policies efficacy among the educated youths in Harare, Zimbabwe. The researcher used in-depth interviews and focus group discussion to collect data from the youths and the youths have underlined on reviewing their experiences, thoughts, expectations and voice of change on the youth employment policies basically on their effectiveness and how they are handling the situations after their studies.

The researcher highlighted the challenges basically faced by youths in Harare towards the poor effectiveness of the youth employment policies in Zimbabwe such as psychological and emotional challenges, lack of representation on decision making and exposure to violence. However the researcher has managed to explore on the youth empowerment programs which addresses the youth's problems in empowering the effectiveness of the youth employment policies such as youth empowerment economic and financial inclusion and sports and recreation of arts.

CHAPTER FIVE

5.0 SUMMARY, RECOMMENDATIONS AND CONCLUSIONS

5.1 Introduction

This chapter summarizes the study by highlighting the aspects of the study and its purpose was based on assessing the efficacy of youth employment policies among the educated youths and by outlining youth empowerment programs in addressing the youth's problems on empowering the effectiveness of youth employment policies in Harare Province. The study was carried out by one methodology research tool which includes the interviews on both participants and key informers. This has been included the Ministry of Youth Employment, Development & Vocational Training two graduate trainees whom has also utilized the study as the key informers. . This chapter reflects the findings and later on gives the recommendations.

5.2 Summary of the Research

This study explores more on the assessing the efficacy of youth employment policies among the educated youths and the strategies can be taken in order to improve the effectiveness of these policies as to bring the positive results. Also, it involves its description from Chapter one presents the background of the study, objectives and the problem statement and Chapter two reviews the related literature on the subject matter. This was done from the global, regional and up to national overviews suiting professional research.

The permission to access the respondents was owned by The Ministry of Youth Employment, Development & Vocational Training by so as having a sample which included 10 youths were randomly picked in Harare Province. These include simple random, convenience and snow balling technique.

The qualitative methodology was used with in-depth interview guides as research tools. A fraction of two key informants has been drawn across to lead to its relevant agencies as identified above which included the Ministry of Youth Employment, Development & Vocational Training two graduate trainees. The participants who involved along this study were cooperative in bringing thoughts, experiences as well as challenges towards the employment crisis however the smaller group seemed to own better life due to the effectiveness of the employment policies and it seems that some of the respondents were bit bringing sensitive information.

The research shows that lot of youths in Harare Province are naturally going through a lot of mental challenges due to job scarcity. The study also highlighted that due to all these losses of hopes and aims after attaining their studies, there development of mental illness such as stress, depression as well as anxiety as this is worsened due to job scarcity which really makes youths loses their hopes and expectations after going through their professional studies. Although this study had been variously studied by variety of scholars however this one had its difference since it based on the circumstances are met by youth in Harare Province in Zimbabwe. The study has revealed that there are a number of youth empowerment programs implemented in order to solve the youth problems in empowering the effectiveness of youth employment policies.

This study revealed that there are several number of youth employment programs that have been implemented by the government including the Ministry of Youth Empowerment, Development & Vocational Training as a way to curb the unemployment crisis among the youth specifically the educated ones. Employment crisis is actually disadvantaging a lot of youths based in Harare due to job scarcity whilst they attained to colleges, universities for professionalism but still it's not working over their prospects. However, some several youth empowerment programs which includes Youth Empowerment Economic and Financial

Inclusion which inherits programs are there for economic and social support systems on the youths. This basically helps the whole youths, they are not selective when it comes to differences in education level. These youth empowerment programs are there to support the economic status of youths through loans so as they can sustain their lives through the beneficial or profits they own from the supported business. Some study from Americans assumes that skills and knowledge are primitive for human capital and workforce development and through education and training, people are acquire knowledge and skills which are commonly referred to as capital.

This study discovered that government introduces the youth empowerment financial supporters such as Kurera/Ukondla which provides loans for free to the youths so that they can start their business whereby they can benefit or sustain their lives from their implemented programs. Accordingly to the researches about 40% population shows that there are benefitting with approve by claimed that their lives totally change after the assistance of Youth Empowerment Economic and Financial Inclusion.

It was another strategy raised of educating on the main stream community by the youths. This was supported by the Ministry of Youth Empowerment, Development & Vocational Training and all other government sectors, NGOs and private sectors should put hands together and educate the communities basically on the efficacy on the youth employment policies on the youth among the educated ones.

5.3 Conclusions

The researcher findings in chapter 4 shows that most youths are losing hopes of achieving better life in their future due to job scarcity and there are suffering from mental challenges such as depression, stresses as they are constantly stressed. And this also driving youths into illegal

sections. Almost 60% of youths claimed that some of them never heard about the youth empowerment programs as they try to bring the sense that highlights that these implemented youth empowerment programs have never worked on them. The findings also indicated that other youths have revealed that they have never heard about the existing of the youth employment policies and never walk through on where these employment policies seems to work. A lot of youths failed to achieve to get formal work since they attained their studies at universities and colleges, most of them they are up to any sort of piece job. Some of them are vendors in the Central Business District in Harare so this totally shows that some youths are basically after anything that brings income to support their lives but it's not pleasing for their expectations mostly on the educated ones. For the few numbers however claimed that their lives totally changed after getting supported by the youth employment programs such as Kurera/Ukondla. Some of them invested to their projects in businesses such as agriculture and them able to sustain their lives including sending their sons and daughters to school. This shows that some are benefitted to the employment policies strategies however it's a small population of youths gaining whilst others crying. However government has addressed the youth employment programs in addressing the youth's problems in empowering the effectiveness of youth employment policies such as National Youth Policy.

5.4 Recommendations

On the basis of the study, the following recommendations are made:

1. The government should effectively venture in providing effective financial loans in order to strengthen the youths's self-reliant and financial stability.
2. There's need for total youth representation on decision making so that since there are the target group and there will explore more about their experiences which can let the government able to understand deep and take perfect measures for the youth policies.

3. There is need for specific lawyers who can stand for youth on effectiveness of youth employment so that this can mobilize the youth's chances on formal work.
4. There is need for carrying out more professionals researches patterning the assessment of youth employment policies efficacy among educated youths.
5. The government needs to arrange more workshops with the youth's leaders so that they can able to know and identify the weakness along the implemented youth employment policies.
6. The government needs to do more random meetings with the communities so that they can heard some youth's opinions or perspectives which they think might bring change.
7. There's need for freer counselling organizations to be engaged so that they can able to easy stresses, depressions and anxiety for the youths in Harare. Increasing for youth opportunities as the youth policy which can actually stand for the youths rights mostly after noticing those who would gone through mental challenges.
8. The government should introduce a system whereby it traces the effective of the youth employment policy after implementation and at a time around 5 years so that this can let them able to see clearly the numbers which are benefitting mostly and the less.

5.5 Conclusion

Chapter five presented the summary of all the research proceedings from chapter one up to chapter five. This brings about this chapter has highlighted on the summary of the findings of the study as well as the future recommendations by the researcher. The researcher has outlined the good eight recommendations which aiming to improve the effectiveness, the causes and some strategies that can be used against the youth employment efficacy among the educated

youth. This study has kindly shows the measures, challenges and strategies which can be used in improving the effectiveness of youth employment policies among youths in Harare. The study reviewed that the youths are going through lot of challenges which include psychological and emotional challenge such as stress, depression, exposure to violence and lack of representation on decision making and this all are driven by the employment crisis. Also there are implemented youth empowerment programs which has been approved by government in addressing the youth's problems in empowering the effectiveness of youth employment policies such as National Youth Policy, youth empowerment economic and financial inclusion such as Kurera/Ukondla as well as sports recreation and these are the strategies that addresses and improve the youth employment policies.

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APPENDICES

Appendix 1:

Consent Form

Project title: “Assessment of youth employment policies efficacy among educated youths in Harare Province, Zimbabwe.

Project leader: LEARNMORE TINASHE MAJONGORO

I am a final student at Bindura University of Science Education studying Bachelors Honours Degree in Peace & Governance. This research project is being conducted in partial fulfilment of my Degree programme. However, part of my research project needs your support and hence I kindly ask you to answer the questions truthfully.

The information you are about to contribute is to be kept confidential and hence no names are to be written. I also ask for your participation since the answers you are going to bring will help in making the project a success as well as to help in the continuous improvement of the youth employment policies efficacy among the educated youths.

Taking part in this study is completely your choice. You can stop participating in this study at any time, even after giving your consent.

I do hereby voluntarily consent to participate in the project.

Signature.....

Signed at.....this...../of 2025

Appendix 2

Interview guide and focus group discussion with youths

My name is Learnmore Tinashe Majongoro a student at Bindura University of Science Education chasing Bachelors Honours Degree in Peace & Governance. I am carrying out a research entitled: **“Assessment of youth employment policies efficacy among educated youths in Harare Province, Zimbabwe.** I kindly request you to respond to the following questions and be assured that the information will be used for academic purposes and be treated as private and confidential.

AGE

GENDER/SEX

ACADEMIC LEVEL

1. What was your experience after attaining your studies and stay more of time in Central Business District in Harare
2. How have you copied the challenges of being jobless person such as depression, stresses?
3. How has your experience in Harare affected your life, family?
4. What were your hopes or concerns for your life after attaining your studies at university, college?
5. What kind of support or programs who do you think can be most helpful in improving the effectiveness of youth employment policies in Harare, Zimbabwe.
6. What measures can be put in place to fight these challenges?

7. Is there anything you would want the Ministry of Youth Empowerment, Development & Vocational Training to do to ease the burden on you from all the challenges you are facing? If yes then how?
8. What do you expect the Ministry of Youth Empowerment, Development & Vocational Training to engage with government and NGOs in order to reduce the unemployment crisis?
9. What are the recommendations you can propose on dealing with that case?
10. Do you have any comments? If yes, what are they?

Thank you for participating

Appendix 3

Interview guide with the key informants/the Ministry of Youth Empowerment, Development & Vocational Training Graduate trainees

My name is Learnmore Tinashe Maongoro a student at Bindura University of Science Education pursuing a Bachelors Honours Degree in Social Work. I am carrying out a research entitled: ‘**Assessment of youth employment policies efficacy among educated youths in Harare Province, Zimbabwe**. I kindly request you to respond to the following questions and be assured that the information will be used for academic purposes and be treated as private and confidential.

1. What are challenges behind the assessment of youth employment policies efficacy?
2. What are the measures can be taken by the institution in order to address these challenges?
3. What are the coping strategies that youths can use to deal with these challenges?
4. Are these strategies benefitting the whole youth population or not?
5. What are the influential expectations for the youths in Harare
6. What recommendations would you make to improve the youth's lives in Harare?

Thank you for your participation

Learnmore Tinashe Majongoro

B210859B L.T. DISSERTATION



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