

**DETERMINANTS OF URBAN YOUTH
UNEMPLOYMENT; EVIDENCE FROM EAST
GOJJAM ZONE, ETHIOPIA**

**AYNALEM SHITA
MULUGETA DEREJE**

Department of Economics, Debre Markos University

ABSTRACT

The main objective of this study is to identify and examine the demographic and socio-economic determinants of urban youth unemployment in East Gojjam Zone of Amhara Region, Ethiopia. To achieve the specified objective, primary data was collected from 397 sample urban youths and logit model was employed to analyze the collected data. While age, work experience, skill match, social network and family prosperity are identified as negative and significant determinants of urban youth unemployment, education and migration status of urban youths affected unemployment positively and significantly. Hence, efforts should be made to reduce the level of unemployment by increasing job opportunity for educated and non-experienced youths, reducing rural-urban migration and provision of relevant information for job seekers.

Keywords: *Determinants, East Gojjam Zone, Ethiopia, Logit, Unemployment, Youth*

INTRODUCTION

Unemployment is one of the main problems in the world economy today. Many countries at different levels of development are trying to cope with this problem. International Labor Organization (1992) defines that unemployment is the situation of being out of work or need a job and continuously searching for it in the last four week or unemployed (age 16 or above) but available to join work in the next two weeks. People who voluntarily do not want to work, full time students, retired people and children are no included in unemployed category. In short, unemployment means the state when people who are willing and able to do a job but fail to get the desired job.

Youth unemployment is a problem that affects most countries. The ability of youth to engage in productive activities has both social and economic consequences for an economy. Youth unemployment is often higher than the unemployment rate for adults highlighting the concerns that many countries face in facilitating the transition from school to work. In developing countries, youth face not only the challenge of obtaining productive employment, but also obtaining safe and acceptable works (Broussara and Tsegay, 2012).

Government organizations, NGOs and civic association in different countries adopt and use various age ranges for the concept “youth” from the stand point of the purpose which they stand for and the activities they undertake. For Example, The United Nation (UN) defines the youth as persons between 15-24 years; WHO, 10-24. In Ethiopia, according to the national youth policy, youth include part of the society who are between 15-29 years (Ministry of youth, sports and culture, 2004).

According to ILO (2004) figures, the Sub-Saharan Africa region has the highest rate of youth unemployment (18.4 per cent) after the Middle East and North Africa (21.3 per cent). If this trend persists, it will have considerable effects on human capital in the region, as well as on the region's economic potential. Creating decent and productive work for young people in the Sub-Saharan region could result in a potential GDP increase of 12 to 19 per cent (Berhanu et al., 2005).

A rapid increase in population raises many socio-economic problems in the economy. If people cannot find jobs in their home country, they may be tempted to relocate to another country for getting jobs. This can be dangerous for the future of a nation, particularly if other nations are attracting its brain drain. Therefore, if this problem continuously persists in any economy, it could be a major factor in deteriorating the economic growth. Additionally, persistent unemployment not only affects the status of a nation in comparison to other nations, but it also leads to cruel home country problems. Long-term unemployment always results in creating financial hardships, poverty, homelessness, crime, frustration and many other problems like breakdown and family tension, social isolation, loss of confidence and self-esteem. All these lead to the erosion of a healthy society (Maqbool et al., 2013).

A high level of unemployment and underemployment is one of the critical socio-economic problems facing Ethiopia. While the labour force grows with an increasing proportion of youth, employment growth is inadequate to absorb labour market entrants. As a result, youth are especially affected by unemployment. Moreover, young people are more likely to be employed in jobs of low quality, underemployed, working long hours for low wages, engaged in dangerous work or receive only short term and/or informal employment arrangements (Berhanu et al., 2005).

In Ethiopia, the labour force is growing with an increasing proportion of youth and employment growth is inadequate to absorb this high proportion of labor force specially the youth part in different sectors of the economy (Guarcello and Rosati, 2007 cited at Alemnew, 2014). The country is also one of the highest urban unemployment rates worldwide, at about 50% of the youth labour force (Berhanu et al, 2005).

According to Shumet (2011), unemployment is of a special concern for Ethiopians and has a wider implication for the youth in addition to leading their life as expected to help parents and extended families. According to a survey in 55 urban areas, unemployment was estimated at 41.3% and the incidence of youth unemployment was 45.5% and 35.7% for females and males respectively (MOLSA 1992 cited in Alemnew, 2014).

Unemployment in Ethiopia is more of a problem of urban youth than that of rural. According to Ethiopian labor force survey report, the unemployment rate of urban youth at country level was 22.9 while it was only 3.1% in rural areas (LFS, 2013).

As a result, identifying the underlined factors influencing unemployment of urban youth dwellers should be the first step to come up with the alternative strategies to solve the problem. In this regard, even though few studies were conducted on the determinants of youth unemployment in Ethiopia (Asalfew, 2011; Tegegne, 2011; Amanuel, 2016; Dejen et al., 2016; Alemnew, 2014), the results of these studies are varied depending on the specific socio-economic situation of the study area. Hence, this study is conducted to analyze determinants of urban youth unemployment at East Gojjam Zone of Amhara Region, Ethiopia.

LITERATURE REVIEW

The ILO estimates that the number of unemployed youth is on the rise again since 2011, after declining from the peak it reached at the time of the global financial crisis. It is expected to reach 74.2 million young people by 2014 based on (ILO, 2010). The global youth unemployment rate has also been rising since 2011. It is currently estimated at 12.6% and is projected to increase to 12.8% by 2018.

The study by Echebiri (2005), on the basis of youth in Umuahia city in Nigeria, finds that unemployment is influenced by age, marital status, dependency ratio, education, current income and employment preference (paid or self-employment). Alhawarin and Kreishan (2010) also indicate that age, gender, marital status, region, work experience and educational level are the major determinants of unemployment in Jordan.

Studies from Ethiopia indicate that the potential causes of unemployment in urban Ethiopia include increasing number of youth labor force, the rising internal migration, literacy rate, poor to modest macroeconomic performance, low level of job creation and low level of aggregate demand in the economy (Getinet, 2003; WB, 2007). Youth unemployment is the outcome of different socio-economic and demographic factors at macro and micro level. The micro level factors are directly associated to individuals' demographic and socioeconomic attributes while the macro level factors are related to the national issues (Toit, 2003).

According to Asalfew (2011), sex, migration, education, social network, job preferences and access to business advisory services significantly determine youth unemployment in Debre Birhan town, Ethiopia. However, household income, father education, and marital status were found insignificant.

Tegegne (2011) examined the association between socio-demographic variables and unemployment in Addis Ababa. The econometric analysis has confirmed that sex and age are statistically significant and have negative relationship. Regarding migration status, in spite of the type of job, a migrant is more likely to be employed than a non-migrant.

Dejene et al., (2016) conducted binary logistic regression to assess the determinants of youth unemployment at Ambo, Ethiopia. Their result indicated that among the demographic variables, age of the respondents and migration status were significantly related to youth unemployment whereas marital status of the respondents was not significant. From the human capital variables included in the model, education and health status of the respondents were significantly related to youth unemployment, whereas participation in employment related trainings was not statistically significant. Among the economic determinants, household income, access to credit and saving services and work experience were significant. Access to job information and psycho-social factors were the two social capital variables that were significantly related to youth unemployment.

RESEARCH METHODOLOGY

Data

To attain the stated objectives, a cross sectional primary data was collected from selected respondents in the study area through structured questionnaire. This study is conducted at individual level, the sampling frame or the total population from which the required number of sample drawn is the total number of active labor force of youth found at three towns of East Gojjam Zone: Debre Markos, Motta and Bichena towns. These three towns are selected

purposefully due to greatest numbers of urban dwellers are stayed there.

In order to determine a representative sample size from the selected towns, the study used a sample size determination formula given by Yamane (1967, 886) as cited in Glein D. (2013). The relation is given as below:

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

Where n is the representative sample size, N is the total youth population of the three towns which is found to be the total 56,028 (BoFED, 2015; CSA, 2013) and e is the desired level of precision. For a 95% confidence level, the researchers have selected the representative sample of:

$$n = \frac{56028}{1 + 56028(.05)^2} = 397$$

Moreover, the researchers applied the proportional probabilistic sampling technique and have selected 270 youths from Debre Markos town, 77 youths from Motta town and 50 youths from Bichena town.

Method of Data Analysis

Descriptive and econometric analyses have been employed to meet the main objective of the study. In the case of descriptive analysis ratios, means, t-tests and chi-square tests have been employed. The econometric analysis has been done based on binary logit model to identify the major determinants of urban youth unemployment.

Following Gujarati (2004) the logistic model could be written in terms of the odds ratio and log of odds ratio, which enable one to understand the interpretation of the coefficients. In this study, the odds ratio is the ratio of the probability that the youth will be unemployed (P_i) to the probability that he/she will be employed ($1-P_i$).

$$\begin{aligned} P_i &= f(Z_i) = f(\alpha + \beta_i X_i) \\ &= \frac{1}{1 + 1 e^{-(\alpha + \beta_i X_i)}} \dots\dots\dots [2] \end{aligned}$$

Since, $Z_i = \alpha + \beta_i X_i$ the above formula can be rewrite as shown below for easily understanding.

$$(1 - P_i) = \frac{1}{1 + e^{Z_i}} \quad [3]$$

$$\left(\frac{P_i}{1 - P_i} \right) = \frac{1 + e^{Z_i}}{1 + e^{-Z_i}} = e^{Z_i} \quad [4]$$

Therefore,

$$\left(\frac{P_i}{1 - P_i} \right) = \frac{1 + e^{Z_i}}{1 + e^{-Z_i}} = e^{(\alpha + \beta_i X_i)} \quad [5]$$

Taking the natural logarithm of equation (4)

$$Y_i = \ln \left(\frac{P_i}{1 - P_i} \right) = \alpha + \sum_{i=1}^k \beta_i X_i + \mu_i \quad [6]$$

Where: K=the number of explanatory variables; X_i = vector of independent demographic and socio-economic variables of individuals, μ = the error term, α = is the value of the log odd ratio $\left(\frac{P_i}{1 - P_i} \right)$ when X or explanatory variable is zero, and β =measures the change in L (logit) for a unit change in explanatory variables (X).

The dependent variable is dichotomes or dummy variable where it represents (1) when the urban youth is unemployed and (0) when the urban youth is employed.

Based on the theoretical background and empirical results of different studies on urban youth unemployment carried out in different countries including Ethiopia, the following variables are hypothesized to influence youth unemployment status of urban dwellers in the study area.

Table 1 Summary of independent variables that may influence urban youth unemployment

Variables	Description	Values/Categories	Expected sign
SEX	Sex	0 = female and 1= male	+/-
AGE	Age	Continuous variable	+/-
MARS	Marital status	0 = married and 1= otherwise	+/-
EDUC	Education Level	0 = illiterate 1= primary education 2= secondary education 3= Higher education	-
WOREXP	Work experience	0= no work experience 1= has work experience	-
SKIMAT	Skill Match	0= skill mismatch 1= there is skill match	-
SOCIANET	social network	0 = no any network 1 = $0 < \text{net} \leq 3$ persons networks 2 = $\text{net} > 3$ persons networks	-
ACECRED	Access of credit	0 = no any access for credit 1 = has access for credit	-
MIGRN	Migration	0= non-migrants 1= migrants	+
FAMPROS	Prosperity level	0=poor 1=Medium 2=Rich	-
RIGN	Region of Residence	0=Debre Markos Town 1=Bichena Town 2=Motta Town	+/-

RESULTS AND DISCUSSION

Unemployment Status of Respondents

Based on the collected data individuals are categorized into employed and unemployed. Accordingly, it is found that 48.11% out of the total respondents were unemployed where as 51.89% of them were employed.

Unemployed respondents replied that shortage of vacancies and the existence of much completion are the major reasons which hinder them to be employed in government offices, private organizations and NGOs where

as shortage of initial working capital and lack of profitable business ideas were the major constraints that impede them from doing their own business.

Demographic and Socio-Economic Characteristics of Respondents

Since this study considers only youth individuals (15-29 years), the average age of the respondents were found 24.04. The mean age of unemployed youths were 22.83 while for employed respondents it was 25.16. The t-test shows that as age increases the probability of getting job (being employed) increases significantly at 1% level of significance.

Table 2 Respondents Unemployment status by Age

Group	Obs	Mean	Std.Err.	T
Unemployed	191	22.83	0.2141	7.5928***
Employed	206	25.16	0.2132	
Total	397	24.04	0.1616	

Source: STATA output based Field Survey, 2016

The unemployment rate for males and females respectively was 47% and 49.5%. However, there is no statistically significant difference on unemployment status based on sex.

As indicated in table 3, it is found that married individuals are less unemployed than non-married having unemployment rate of 28.9% and 55.8 respectively at 1% significance level.

The Chi-square test found that there is a statistically significant difference in terms of their unemployment status among different categories of educational level. More specifically, unemployment rate is high for those whose education level lies at higher education ladder. One basic reason behind this result may be the selection of job by more educated individuals.

Another important variable is the match between the skill (education) they acquired and the demand by the market. From the sample respondents the unemployment rate for those whose skills are matched was 37.8% while for those who found it mismatch was that 64.9% and the difference is statistically significant at 1%. It is known that information plays a major role in any activity. Hence the respondent's level of networking with their employment status was examined. Based on the survey, it was found that there is a statistically significant difference among the level of network categories; individuals who have fewer networks were more unemployed.

Family prosperity level is measured on relative base as rich, medium and poor based on the living condition of the society at the study area. The result revealed that the unemployment rate of individuals from poor families was 56.9% while for individuals from medium families was 41.7%. It is believed that those who have better access to credit may participate in small businesses. However, the collected data revealed that only 26.9 % of them can have access to credit while 73.1 of them do not. Moreover, the chi-square test also indicated the existence of statistically significant difference between these two groups on their unemployment status. Respondents were also asked to identify the reasons for the inaccessibility of credit and they responded that the major obstacle is lack of collateral to get credit (71.2%) followed by the requirement of saving which accounts 26.1%. Finally, it is found that distribution of youth unemployment is significantly differ from the unemployment rate

Table 3 demographic and Socio-economic characteristics of respondents

variables	Category	Unemployed		Employed		χ^2
		No.	%	No.	%	
Sex	Female	89	46.6	91	44.2	0.234 (0.628)
	Male	102	53.4	115	55.8	
Marital Status	Married	33	17.3	81	39.3	23.52*** (0.000)
	Non-married	158	82.7	123	59.7	
Education Level	Illiterate	4	3.1	7	6.8	24.01*** (0.000)
	Primary	15	8.4	19	18.5	
	Secondary	44	22.5	53	32.5	
	Higher education	128	66.0	87	42.2	
Work Experience	No Experience	187	97.9	58	28.2	204.06*** (0.000)
	Has Experience	4	2.1	148	71.8	
Skill Match	Mismatch	98	51.3	53	25.7	27.527*** (0.000)
	Match	93	48.7	153	74.3	
Social Network	no any network	129	67.5	49	23.8	76.738*** (0.000)
	1-5 persons networks	38	19.9	94	45.6	
	Above 5 persons networks	24	12.6	63	30.6	
Access to Credit	No access to credit	157	82.2	133	73	15.656*** (0.000)
	Has Access to credit	34	17.8	64.6	35.4	
Migration	Migrant	79	41.4	69	33.5	2.622 (0.105)
	Non-Migrant	112	58.6	137	66.5	
Family prosperity	Poor	106	55.5	83	40.3	9.506*** (0.009)
	Medium	73	38.2	102	49.5	
	Rich	12	6.3	21	10.2	
Region of Residence	Debre markos	141	73.8	128	62.1	8.204** (0.017)
	Bichena	16	8.4	35	17	
	Motta	34	17.8	43	20.9	

Determinants of Urban Youth Unemployment

In this section attempts have been made in explaining the main demographic and socio-economic

determinants of urban youth unemployment. As mentioned earlier, Logit model was selected to identify the determinants of Unemployment in the study area.

However, before fitting the Logit model, it was important to check whether serious problem of and association exists between explanatory variables. Hence, pair wise correlation matrix was conducted so as to test whether the problem of multicollinearity exists or not. Accordingly, it is found that there is no serious multicollinearity problem among the explanatory variables. To avoid the effect of heteroscedasticity, robust logistic regression was employed for it compromises the effect of heteroscedasticity even if it exists initially.

In the estimated logit model, the dependent variable being unemployed status regressed on different demographic and socioeconomic variables which are expected to affect unemployment in the study area.

Various goodness-of-fit measures validate that the model fits the data well. The log likelihood ratio test robustly rejects the hypothesis that all slope coefficients are simultaneously equal to zero and thus, the model correctly predicted the observations. Besides, the sensitivity, the number of unemployed youths correctly predicted by the binary logit model is found to be 91.1 percent and specificity, the number of employed youths correctly predicted was 81.1 percent of the observations. Thus, the binary logit model under consideration fits the data very well and fairly.

In the model a total of 11 variables that may affect urban youth unemployment were considered. Among them 7 of the variables (age, education, work experience, skill match, social network, family prosperity and migration status) were found significant while the rest four variables (Sex, Marital status, Access to credit and region of residence) were statistically insignificant.

Table 5 Logistic Regression Result

Number of obs = 397

Wald $\chi^2(16) = 122.04$ Prob > $\chi^2 = 0.0000$

Log pseudolikelihood = -122.88044

Pseudo $R^2 = 0.5530$

UNEMPSTATUS	Odds Ratio	Robust Std. Err.	Z	P>z
SEX				
Male	0.823775	0.2720578	-0.59	0.557
AGE	0.7946353	0.0461206	-3.96	0.000***
MARS				
non-married	1.412117	0.5715961	0.85	0.394
EDUC				
Primary	2.383696	2.667101	0.78	0.438
Secondary	2.156389	2.346118	0.71	0.480
Higher Edu.	8.078091	8.83274	1.91	0.056*
WOREXP				
Has Experience	0.0132952	0.0076473	-7.51	0.000***
SKIMAT				
Match	0.3687554	0.1220352	-3.01	0.003***
SOCIANET				
1 to 3 network	0.2705301	0.1145454	-3.09	0.002***
more than 3 network	0.3290446	0.1434158	-2.55	0.011**
ACECRED				
Access to credit	0.6327256	0.2620389	-1.11	0.269
FAMPROS				
Medium	0.5157164	0.1967133	-1.74	0.083*
Rich	0.4770021	0.2916558	-1.21	0.226
MIGRN				
Migrant	2.239771	0.8101886	2.23	0.026**
RIGN				
Bichena	0.9891485	0.5552689	-0.02	0.984
Motta	1.710189	0.8132229	1.13	0.259
_cons	475.0692	936.5522	3.13	0.002

The result indicated that age negatively affects youth unemployment at 1 percent significance level. Within the category (15-29), for a one year increase in age, odds ratio towards unemployment decreases by 0.794. It shows that given the age boundary, as age increases the

probability of being unemployed reduces. According to Nganwa et.al (2015), an increase in age reduces the probability of being unemployed because increase in age implies an increase in the years of schooling until the completion of schooling into the job market. Youth in both these categories will seek employment or try to establish businesses.

In contrary to the researchers' expectation, it is found that youths who attend higher education were more likely to be unemployed. The odds ratio of being unemployed increases by 8.078 if the individual attended higher education compared to those who are not educated. This may be due to job preference by educated individuals, the existence of high completion in government sectors and slow growth of the private sector as compared to the number of graduating individuals per year. This implies that in urban areas, having an education certificate did not guarantee employment (Nganwa et.al., 2015). Another justification for why unemployment rates tend to be higher among the more educated young is that there is unavailability of resources to support full-time job search in Ethiopia like many other developing countries unlike the situations in Latin American countries (Godfrey, 2003).

In line with the priori expectation of the researchers, work experience affects unemployment negatively at 1 percent significance level. The result indicates that the odds ratio of being unemployed decreases by 0.013 if the individual have work experience. It means that lack of work experience increases the chance of unemployment. This result is consistent to the results of ILO (2004) and Alemnew (2014) among others.

It is believed that a match between the skill they acquired and what is demanded in the labor market have a negative effect on unemployment. Similarly, in this study it is found that skill match and unemployment are negatively related at 1 % significance level. The odds ratio of being

unemployed will decrease by 0.368 if the individual's skill and the demand by the market becomes match. This result is consistent with the study of Alemnew (2014).

Social network is important in order to get relevant information about different job opportunities. This study found that social network affects individual's unemployment status negatively and significantly. The odds ratio of being unemployed decreases by 0.271 (at 1% significant level) and by 0.329 (at 5% significant level), if individuals have 1 to 3 and more than 3 persons who helped them in finding a job respectively compared to those who have no network.

The result indicated that individuals from medium prosperous families are less unemployed than those from poor families at 10% significant level. The odds ratio of being unemployed decreases by 0.516 if their families are medium prosperous than those of poor. This is because families from medium income families may have better situation for searching jobs and they can easily get initial capital to start their own business. Similarly, youth's occupational status in Ethiopia is significantly different with respect to family wealth index. With respect to this those whose family is poor are more likely unemployed compared to those whose family are medium and above (Amanuel, 2016)

As it was hypothesized, migration status of individuals affects their unemployment status positively at 5% significant level. The Logit model predicts that if individuals are migrants their unemployment status increases by the odds ratio of 2.239 compared to non-migrants.

CONCLUSION AND POLICY RECOMMENDATIONS

The main objective of this study is to identify and examine the factors which determine urban youth unemployment in East Gojjam zone, Ethiopia. To achieve its objective, the study has employed Binary logit regression model. In the model unemployment status of urban youths were taken as dependent variable and 11 explanatory variables were included. Based on the result of the logit model, seven of the explanatory variables were found significant determinants of urban youth unemployment; of which, age, work experience, skill match, social network, and family prosperity affects unemployment negatively where as education and migration status of urban youths affects unemployment positively.

The study found that comparatively those graduated from higher education institutions becomes more unemployed. Hence, the government and concerned bodies should review job market laws and regulation in order to promote educated youths to be employed in the formal sector which can help them to contribute their role for their country. Moreover, emphasis should be given when new education programs are opened; a detailed study is required in order to make a match between the demand and supply of education since match between individuals acquired skill and knowledge with the market demand is one factor for unemployment.

It is revealed that youths which have no work experience were more unemployed. Thus, intervention is required to include more jobs to newly graduated youths by hiring institutions such as private organizations, government offices and NGOs. Furthermore, the study recommends that the concerned bodies should try to improve the living condition and employment opportunities

to rural youths in order to reduce rural-urban migration since migrants are more likely to be unemployed in the urban area and in general can be a source for urban unemployment to rise. Finally, efforts should be made to increase the availability of initial working capital, the identification of profitable business areas and provision of practical training for urban youths to be engaged at their own business.

REFERENCES

- Alemnew Getnet (2014). Socio-economic & Demographic Determinants of Graduate youths' unemployment: In the case of Debre Markos town, Amhara Regional State. Master Thesis, University of Gonder.
- Alhawarin, I., & Kreishan, F. (2010). An analysis of long-term unemployment (LTU) in Jordan's labor market. *European Journal of Social Sciences*, 15(1).
- Amanuel D. (2016). Determinants of Youth Unemployment; Evidence From Ethiopia. *Global Journal of Human-Social Science: A Arts & Humanities – Psychology*, 16.
- Asalfew A. (2011). Demographic and socio-economic determinants of youth unemployment in Debre Birhan town. Master thesis, Addis Ababa University, Addis Ababa.
- Berhanu, D., Abraham T. & Hannah D, (2005). Characteristics and Determinants of Youth Unemployment, Underemployment and Inadequate Employment in Ethiopia.
- BoFED (2015). Amhara Region Bureau of Finance and Economic Development statistical report. Bahir Dar, Ethiopia.
- CSA (2013). Statistical Report on National Labour Force Survey. Addis Ababa, Ethiopia.

- Dejene T., J. Paul Mansingh & Warkaw L., (2016). Determinants of Youth Unemployment: The Case of Ambo Town, Ethiopia. *International Journal of Economics and Business Management*, 2(2)
- Echebiri, R.N. (2005). Characteristics and Determinants of Urban Youth Unemployment in Umuahia, Nigeria: Implications for Rural Development and Alternative Labour Market Variables. Okpara University of Agriculture, Umuahia, Abia State
- Getinet H. (2003). The Incidence of Youth Unemployment in Urban Ethiopia. Paper presented at the 2nd EAF International Symposium on Contemporary Development Issues in Ethiopia, 11-13 July, Addis Ababa, Ethiopia.
- Godfrey, M. (2003). Youth employment policy in developing and transition countries: Prevention as well as cure: World Bank, Social Protection.
- Gujarati N. Damondar (2004). *Basic Econometrics*, 4th Edition, The McGraw-Hill Companies.
- Guarcello, L. & Rosati, F. (2007). Child Labor and Youth Employment: Ethiopia Country Study. SP Discussion Paper No. 0704, the World Bank.
- ILO (2004). Improving Prospects of Young Women and Men of Work. A guide To Youth Employment, Geneva
- ILO (2010). Global Employment Trends for Youth. Special Issue on the Impact of the Global Economic Crisis on Youth, Geneva.

- Ministry of Youth, Sports and Culture (2004). *National Youth Policy*. Addis Ababa, Ethiopia.
- Maqbool, M., Mahmood, T., Sattar, A. & Bhalli, M. N. (2013). Determinants of Unemployment Empirical Evidences From Pakistan. *Pakistan Economic and Social Review*, 51(2).
- Nganwa, P., Assefa, D., and Mbaka, P.(2015). The Nature and Determinants of Urban Youth Unemployment in Ethiopia. *Public Policy and Administration Research*, 5(3).
- Shumet, G. (2011). A Glimpse of Urban Youth Unemployment in Ethiopia. *Ethiopian Journal of Development Research*, 33(2)
- Tegegn Gebeyaw (2011). Socio-Demographic Determinants of urban Unemployment: The Case of Addis Ababa. *Ethiopian Journal of Development Research*, 33(2)
- Toit, R. (2003).Unemployed Youth in South Africa: The Distressed Generation, Paper presented at the MinnesotaInternational Counseling Institute, Minnesota.
- WB (2007). Urban labor markets in Ethiopia: Challenges and prospects: The World Bank.