The Graduate Programs in Sustainable International Development
The Heller School for Social Policy and Management
Brandeis University

DYNAMICS OF YOUTH UNEMPLOYMENT OUTLOOK IN SOUTH SUDAN

SUBMITTED BY

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A Paper Submitted to The Graduate Programs in Sustainable International Development, The Heller School for Social Policy and Management in Partial Fulfilment of the Requirements for the Award of Master of Arts Degree in Sustainable International Development of Brandeis University

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Abstract

This paper aims at exploring the Dynamics of Youth Unemployment Outlook in South Sudan through a case study approach by assessing the nature and extent of youth unemployment problem, the major factors contributing to youth unemployment, the impact of the various policies, legal frameworks and programs that have been implemented for purposes of addressing youth unemployment, and recommendations of the alternatives policies and programs that can address youth unemployment in South Sudan.

As this paper asserts, there is a growing global concern about youth unemployment as the global economy is being threatened by the challenge of creating productive jobs in a bid to sustain economic growth and maintain social cohesion. Further, the implications of youth unemployment are both social economic and political and as such ignoring the roles played by the youth in the society amounts to threatening the very survival of a country like South Sudan. The problem of youth unemployment is also one of the few development and policy concerns that are common to both developing and developed countries, especially during this period when the study is undertaken. The study is also concerned with the concept of the youth bulge which has been seen as a common phenomenon in many developing countries.

In South Sudan it has been established that unemployment levels are higher among the youth. The prevalence of youth unemployment in South Sudan with its associate factors continues to entangle the South Sudanese society. Its negative impact is posing complex economic, political, environmental, social and moral policy issues for South Sudan. Addressing youth employment will mean better utilization of human capital, reduction in the growing social problems and improving the diminishing economic growth for South Sudan. Key conceptual framework issues for addressing unemployment in South Sudan are; employment creation, employability, entrepreneurship, and equal opportunity and acceleration of inclusive economic growth.

Executive summary

In the quest for development, South Sudan is at a crossroads in meeting the challenge of productive employment creation. Dating back to the signing of the Comprehensive Peace Agreement (CPA) in 2005 and the ending of over five decades of war, South Sudan has not experienced relative peace, and the situation remains deeply fragile. Exacerbated by its historical and geographical isolation, the period of heightened tensions between South Sudan and Sudan, and internal episodic violence, the legacy of economic underdevelopment and institutional deficits contribute to the fragility of South Sudan. It can be asserted that all the above mentioned indicators have contributed to the serious question of youth unemployment problem in South Sudan.

The study explores the dynamic of youth unemployment problem in South Sudan. The study is based on four (4) objectives: (1) to assess the nature and extent of youth unemployment problem facing South Sudan: (2) to find out the major factors contributing to youth unemployment in South Sudan: (3) to evaluate the impact of various policies, legal frameworks and programs that have been implemented for purposes of addressing youth unemployment in South Sudan: and (4) to propose recommendations on alternative policies and programs that can address youth unemployment in South Sudan. The study employed some questions in order to capture the required data which are pertinent under the area of study. The questions are: 1. What is the nature and extent of youth unemployment problem facing South Sudan? 2. What are the major factors contributing to youth unemployment in South Sudan? 3. What is the impact of the various policies, legal frameworks and programs that have been implemented for purposes of addressing youth unemployment in South Sudan? 4. What best solution can be recommended on alternative policies and programs that can address youth unemployment in South Sudan?

The study used both qualitative and quantitative data as the data were collected from various institutions and publications on the topic from reviewed journals and reports. Some key methods the study used are: literature review, interviews, professional experience and an analysis of the youth unemployment dynamic, observation technique by looking at youth patterns, trend, youth activities and behaviors. Respondents interviewed were officials, job seekers, Entrepreneurs/business owners, TVET Trainees, members of various communities and faith-based, NGO representatives. The study considers the period from 2005 to 2015. This is the period in which the government of South Sudan was established and there were funding programs and activities of youth employment.

The nature and extent of youth unemployment problem facing South Sudan

The nature and extent of youth unemployment problem has to first be linked to the development challenges facing South Sudan, which are seen during the study period as overwhelming. The structure of South Sudan population appears to suggest a large young population is still growing with potential supply of labour. There is a large population of both male and females in terms of age range from 15-34 years. As a consequence of this large young population South Sudan is facing a high unemployment problem. Over the last couple of years South Sudan is reported to have 70 % of its population under the age of 30 years old (World Bank, 2012). The nature and

extent of the youth unemployment in South Sudan also varies from one community to another. For instance, some of the youth in other parts of South Sudan where cattle are kept as source of livelihood do not regard themselves as unemployed while some youth in other parts of South Sudan do.

Major factors contributing to youth unemployment in South Sudan

The poor performance of the economy and the labour market: When South Sudan gained its independence from Sudan in 2011 the level of the economy was low. The performance of the economy was overshadowed with the then Sudan unity government policies which did not support South Sudan from accelerating economic growth. Also after independence the country found itself in long civil wars. The wars have severely restricted the prospects of economic development in South, making the new country one of the poorest and most underdeveloped in the world. The poor performance of the economy is also due to un-well thought out fiscal and monitory policies by both the ministry of finance and the bank of South Sudan. Their economic decisions have shocked the market hence weakening the economy and the labour market.

The South Sudan education system: South Sudan is still emerging from the longest civil war in contemporary African history. The country has not yet set a stronger footing in terms of post-conflict reconstruction in many areas of social services. As such the educational infrastructure continues to struggle, and many stakeholders in government and international and local organizations are not sufficiently aware of the needs, challenges and opportunities that face the implementation of quality education. In most schools in South Sudan students are academically and theoretically oriented. As such most students coming out of this system now prefer seeking white collar jobs instead of obtaining technical skills for self-employment. This situation has also made most young people prefer urban areas as a main source of employment

Skill mismatch: As found by the study, the mismatch between the types of education provided in schools in South Sudan and the requirements of the labour market is a reason for youth unemployment that was mentioned by most of the interviewed youth. It has been stated that the South Sudan school system, like those of many other African countries, is far too theoretical and is not preparing the students in an adequate way to find a job after graduation as they lack employable skills, even though the job falls into their field of studies.

Lack of skills and business training: youth unemployment in South Sudan as established by the study is characterized by lack of skills, a negative attitude of youth towards work and limited access to capital for those who want to do business, and an absence of supportive policies and programs.

Corruption, nepotism and tribalism: One issue that has been mentioned by policy officials and youth themselves is nepotism/tribalism as well as the overall level of corruption in the South Sudan as a society. The youth agree that it is all about connections when applying for a job.

Over dependency on the government and NGOs: Most of the known employment in South Sudan is with government and NGOs. There are not many jobs available outside the government, army, service industries in Juba and a few large towns, and NGOs.

Lack of credit facilities: Many young people in South Sudan could have started self-employment opportunities or embarked on income generating activities but they lack startup capital. Also, in South Sudan there are no known robust credit facilities.

Neglect of the agricultural sector: The agriculture sector has been neglected to the extent that it cannot enhance resiliency and reinforce the need of the rural South Sudanese. The neglect of the agricultural sector has also decreased the economic livelihood of the population.

Rural- urban migration: Rural-urban migration is a major cause for unemployment and youth unemployment in particular. As South Sudan gained independence from Sudan in July 2011 most youth sees an opportunity to migrate to urban centers of South Sudan in search of decent employment neglecting other employment they may have.

Various policies, legal frame works and programs

The study found that the main sectors of employment are many, ranging from agriculture, manufacturing, construction, commerce, services, household production and others. Household production includes: undifferentiated goods- and services-producing activities of private households; and other includes: mining and quarrying, electricity gas and water, and extraterritorial organizations. The Government of South Sudan needs to be encouraged to create an enabling policy environment that fosters investment and drives development which will eventually lead to greater youth employment. Also in the absence of coherent government policies and a legal and regulatory labour framework, the few foreign owned private enterprises tend to bring skilled workers from their countries of origin, typically Kenya, Uganda, Ethiopia and Eritrea. The Ministry of Culture, Youth & Sports is responsible for youth affairs and the national youth policy, deals with the promotion of youth activities, programs and projects, youth services, youth organizations, youth centers and hostels, youth sport activities, and developing policies on youth development.

Numerous NGOs are implementing or plan to implement different kinds of TVET programs (informal, non-formal and formal in basic occupational skills training), among them Norwegian People Aid, the Norwegian Refugee Council, Plan International, and Women for Women International. TVET programs known are; Yei Vocational Training Centre, Yei Vocational Training College, Lainya Vocational School, Lologo vocational training center in Juba, Wau vocational and technical training center, Multi-Service Training center (MTC) in Juba, Maban Vocational Training center, Aluakluak women's vocational training center (Not Functional), Yei Agricultural Training Centre and Crop Training Centre (CTC) in Yei. In average 90 students per year are able to access these learning centers.

The study reveals that, the private sector has also been recognized in South Sudan. This sector will play a vital role in South Sudan's development, bringing intellectual capital and know-how as well as financial resources. Some kind of policy response to youth unemployment is in South

Sudan is vital. A call for improving and creating more inclusive youth growth and employment in South Sudan will therefore, require creating a platform for dialogue between different youth groups, developing a national action plan on youth employment, more concentration on skills development programs, reforming the education system, making investment in Agriculture for small young farmers and recognizing the role of the private sector.

Government institutions need to have the required capacities to enforce and design employment strategies that could improve the general employment conditions in South Sudan including that of the youth. Government and all concerned institutions need to seriously tackle the poor performance of the economy and the labour market in the South Sudan.

Acknowledgments

The task of making this study a success was not a simple venture. Many experts have supported me to make it manageable. I wish to acknowledge those whose help has enabled me to succeed in this work. I am deeply indebted to Professor Joan Dassin, Director, Program in Sustainable International Development, Associate Professor Rajesh Sampath, Associate Director, Program in Sustainable International Development, for their academic guidance and my supervisor, Professor Joseph Assan, for taking me through the academic and professional process.

I would like to acknowledge and appreciate Open Society Institute for the scholarship support that helped me develop the skills and knowledge I needed to complete my study.

I am also grateful to Norwegian People's Aid- South Sudan and International Media Support-Denmark for their professional and institutional support.

I extend Appreciation to all the lecturers and the non-academic staff at The Heller School for Social Policy and Management, especially the Program of Sustainable International Development for their daily support to me during my course of study.

I acknowledge all the people who participated in this study, especially the respondents that were interviewed.

Finally, I extend further appreciation to my father Edimond T Gogo, My Mother Sabina Moriba, my Sister Betty Night, my late grandmother Maria Kakune and my family, for all their efforts in making this work possible.

"Research for this paper was supported in part by the Civil Society Leadership Awards, which is funded and administered by the Open Society Institute (OSI). The opinions expressed herein are the author's own and do not necessarily reflect the views of OSI."

May the Almighty God reward all of you abundantly.

Acronyms and abbreviations

AfDB	Africa Development Bank
AUYC	African Union, Youth Charter
BHS	Baseline Household Survey
BU	Brandeis University
CPA	Comprehensive Peace Agreement
CSOs	Civil Society Organizations
CTC	Crop Training Centre
FAO	Food and Agriculture Organization
GDP	Gross domestic product
GOSS	Government of South Sudan
ICTT	Information and Communications Technology and Telecommunication
IDA	International Development Association
IFC	International Financial Cooperation
ILO	International Labor Organization
IMF	International Monetary Fund
LDCs	Least Developed Country
MoCYS	Ministry of Culture, Youth & Sports
MTC	Multi-Service Training center
NBS	National Bureau of Statistics
NGOs	Non- Governmental Organizations
NPA	Norwegian People' Aid
NRC	Norwegian Refugee Council
OECD	Organization for Economic Co-operation and Development
OSF	Open Society Institute
PI	Plan International
SID	Sustainable International Development
SID	Sustainable International Development
SPHC	Sudan Population and Housing Census
SPLM	Sudan People Liberation Movement
SSCCSE	South Sudan Centre for Census, Statistics and Evaluation
SSSY	South Sudan Statistical Year book
SSYDP	South Sudan Youth Development Policy
TCRSS	Transitional Constitution of the Republic of South Sudan
TVET	Technical Vocational Education Training
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children Education Funds
USAID	United States Agency for International Development
WB	World Bank
WWI	Women for Women International
YATC	Yei Agricultural Training Centre
YVTC	Yei Vocational Training Centre
YVTC	Yei Vocational Training College

Section 1: Introduction

1 .0 Introduction

This paper aims at exploring the Dynamics of Youth Unemployment Outlook in South Sudan through a case study approach by assessing the nature and extent of youth unemployment problem, the major factors contributing to youth unemployment, the impact of the various policies, legal frameworks and programs that have been implemented for purposes of addressing youth unemployment, and recommendations of best solution that can be made for alternative policies and programs that can address youth unemployment in South Sudan from 2005 to 2015.

The problem of youth unemployment is one of the few development and policy concerns that are common to both developing and developed countries. In South Sudan it has been established that unemployment levels are higher among the youth. The prevalence of youth unemployment in South Sudan with its associate factors continues to entangle the South Sudanese society. In South Sudan its negative impact is posing complex economic, political, environmental, social and moral policy issues. As some reports indicate many educated youth in South Sudan are desperate and hungry for jobs, as many of them have been at home for two to three years without meaningful employment. Just in between 2013 to 2015 over 5,000 of the youth population who graduated from various educational institutions remained unemployed (UNFPA, 2011).

As the youth unemployment problem continues to hit South Sudan several unreported cases of exploitation by those seeking jobs in various government and private employment agencies have been reported. According to The Nation Mirror Report 2015, most of the exploitation takes place because government and private employment agencies take the advantage of the unemployment situation in South Sudan. Exploitation is known in this context to be about those actors or characters such as various government and private employment agencies in South Sudan that use others for their own end because of a fundamentally asymmetric power relationship between them (Horace L, 1996). The exploitation ranges from the practice in which companies by exploit employees, especially young workers, by imposing excessively heavy workloads, long working over working and low pay. This continues to be a serious social issue.

It is suggested that, the problem of youth unemployment as a major development are a product of an unmitigated failure of the successive governments to address the unemployment situation in South Sudan (The Nation Mirror Report, 2015). According to Understanding Child Work programme report (2010), it was reported that the tremendous labour force is concentrated in rural areas in South Sudan where there is low productivity and mainly a non-wage employment. It was further indicated that by far the largest share of workers remain in subsistence farming and animal husbandry. Levels of human capital in the work force are extremely low, even among young workers. This situation was not addressed by government policy, perpetuating the high unemployment concerns (Understanding Child Work programme Report, 2010).

To put the youth unemployment problem into further perspective, it is important to understand how it is defined. Taking the definition from the International Labour Organization, youth unemployment is first understood in terms of, "unemployed workers" whether old or young.

Youth unemployment also refers to those who are currently not working but are willing and able to work for pay, are currently available to work and are actively searching for work, as in the case of South Sudan (Zuckerman and Sam, 2002). It can be said that, the determinant of unemployment is whether individuals are actively looking for job placement. To be counted as unemployed, they must make the effort to first be in contact with an employer, participate in job interviews, make an attempt to contact job placement agencies, submit or send out resumes and applications and respond to advertisements. The kind of job searching should be for a number of weeks (Coy, P. 2012). Indeed, this is the situation as the case of youth search of employment in in South Sudan suggests.

To put it differently, in South Sudan it has been emphasized that, the severe youth unemployment has become a quasi-structural phenomenon. The high concentration of young South Sudanese in insecure jobs is likely to increase their sensitivity to the crisis as currently being felt. Notably, the issue of labour market segmentation is also blocking youth integration and leads to a polarization of society and further creates high turnover. Segmentation can result in different groups, for example men and women, receiving different wages. Segmentation is a key issue that needs to be consider by this paper, as it helps to identify key labour market segments across countries, as the case may be in South Sudan with its degree of transitions between various sectors within the labour market and its outcomes including the kind of policies that aimed at alleviating negative consequences that could have resulted in high turnover of youth.

The African Economic Outlook Report, 2012 states that the high rate of youth unemployment in South Sudan is linked to major factors such as "Insufficient labour demand, lack of skilled labour supply, absence of a coherent government policy, and the lack of a sound legal and regulatory framework that limit the absorption of youth by the labour market" (African Economic Outlook Report, 2012. p.2). The youth unemployment problem in South Sudan is likely to contribute to already worsening youth employment crises in the world. The International Labour Organization has warned of a "scarred" generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world (ILO, 2015). According to the 2008 population census, the overall population of South Sudan is put at 8.26 million but according recent World Bank data a new population figures indicated that, the South Sudan population is 11.91 million people (World Bank, 2015). The census results indicate that 4.29 million are males, and 3.97 million are females (Sudan Population and Housing Census, 2008). It is reported that the South Sudan's population is characterized by a young structure. 51% of South Sudanese are under the age of 18 years and 72% are less than 30 years, while at the same time less than 3% are over the age of 64 years (Understanding Child Work programme Report, 2010). These percentages are worrying for many South Sudanese as they bring to the forefront of public debate about the rising unemployment problem.

The study focuses on the whole of South Sudan geographically but with limited scope in terms of the data that will be collected and analyzed specifically on the dynamics of youth unemployment outlook. It will examine some key unemployment dynamics, and use an observation technique by looking at youth patterns, trend, activities, behaviors and also limited interviews. The period 2005 to 2015 is significant for this study because this is the period in which the government of

South Sudan was established and there were funding programs and activities of youth employment and further to that the institutions to oversee youth employment were put in place.

In order to have a better understanding of this development problem in South Sudan, one can refer to other African countries with similar problems that have done well in addressing youth unemployment problems. Their lessons can be drawn to inform this study. It is expected that lessons learned from these countries will help determine alternatives policies and programs that can be adapted to the South Sudan context in order to increase and improve employment.

The paper will use three broad prepositions concerning imbalances in the labor market in South Sudan. This is necessary to offer some benchmarking which will explain the high youth unemployment in South Sudan. The propositions the papers will use are first; the skills mismatch proposition, second, the queuing proposition, and third, the institutional proposition.

The first proposition is the skills mismatch proposition. This proposition asserts that, maintenances of a mismatch between what the education system teaches and what the labor market requires produces educated youth who have few marketable job skills but who nonetheless aspire to "good" jobs that are secure, well-paid, and offer higher social status and who spend a fair amount of time looking for such jobs. This proposition is tested in Sri Lanka (The Challenge of Youth Employment in Sri Lanka, 2010). But given the dynamic of youth unemployment problems in South Sudan, this proposition will be used.

The second is the queuing proposition, which was formulated in relation to the public sector; the proposition argues that the unemployed wait for an opportunity to take up good jobs in the public sector characterized by job security, generous fringe benefits, low work effort, and high social status. It was also pointed out that political compulsions driving unending recruitment into an already bloated civil service have only reinforced the incentives for job aspirants to queue for these jobs.

The third proposition also referred to as the slow job creation proposition will argue that labor market institutions raise the costs of formal job creation, thereby creating a counterproductive duality by depressing job creation rates in the formal sector and forcing the majority of workers into informal employment.

To support these prepositions during the study, the paper will use the "4Es" conceptual framework developed by the International Labor Organization, World Bank and UN-sponsored Youth Employment Network initiative (The Challenge of Youth Employment in Sri Lanka, 2010). The "4Es" covers four key labor market areas: employment creation, employability, entrepreneurship, and equal opportunity. This is the core to in contributing to youth genuine employment for sustainable development.

1.1 Specific Objectives

The study is carried out in line with three specific objectives, as follows;

1. To assess the nature and extent of the youth unemployment problem facing South Sudan,
2. To find out the major factors contributing to youth unemployment in South Sudan,

3. To evaluate the impact of various policies, legal frameworks and programs that has been implemented for purposes of addressing youth unemployment in South Sudan and
4. To propose recommendations on alternatives policies and programs that can address youth unemployment in South Sudan.

1.2 Development Study Problem Questions

In the light of the four (4) specific objectives stated above, the following development study questions are employed in order to capture the required data which are pertinent under the area of study.

The questions are;

1. What is the nature and extent of youth unemployment problem facing South Sudan?
2. What are the major factors contributing to youth unemployment in South Sudan?
3. What is the impact of the various policies, legal frame works and programs that have been implemented for purposes of addressing youth unemployment in South Sudan?
4. What best solution can be recommended on alternative policies and programs that can address youth unemployment in South Sudan?

Additionally, in order to make this study a success during the second year of study both in the fall and spring semester an in-depth exploration of some courses related to youth unemployment, youth policies, programs and development have been taken.

The paper will be organized in the following sections; introduction, background to the development problem, case study, scope of the study, objectives of the study, development study questions, significance of the study, literature review, study methodology, study finding discussion, recommendations/implications and conclusion.

Study methodology section will explain the paper's approach - how it was built further.

The background to the development problem; this section will discuss the social, political, economic, environmental, and historical dynamics of youth unemployment in South Sudan. The highlights of the significance of the study will provide the policymakers, governments at different levels, private sector and development agencies to improve the current situation of youth, create jobs and increase inclusive opportunities in the labor market.

The literature review will highlight three main issues relating to 1. Nature and extent of youth unemployment problem, 2. Major factors that contribute to youth unemployment, 3. various policies, legal frameworks and programs to address youth unemployment. The discussion section will provide a substantive discussion on the dynamic of youth unemployment problems specifically on South Sudan. It will present an analysis of the situation and present some evidence.

Finally, recommendations and conclusion will be made to this paper on how to better address this development problem.

Section 2: Background and development context

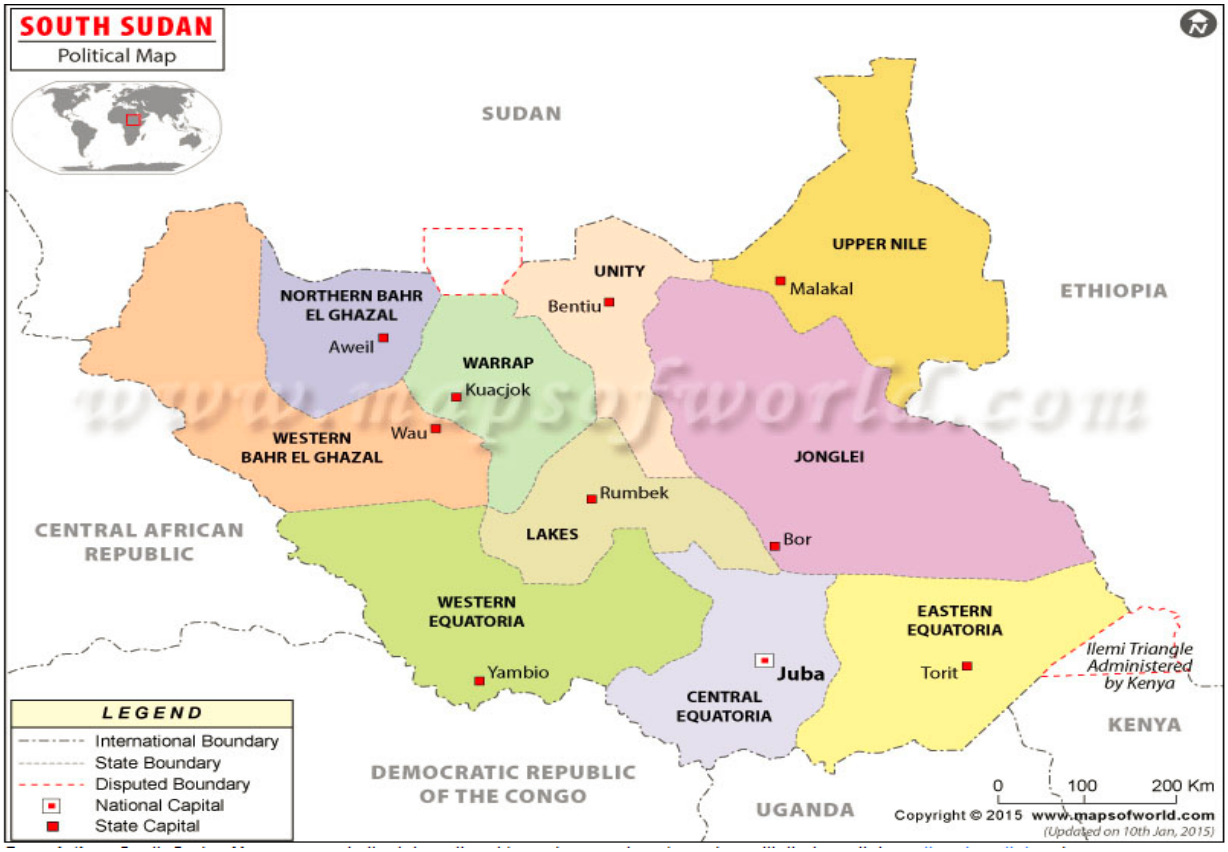
2.1 Background

For the past two decades the debate on youth unemployment has increased more than ever before. Governments, the private sector and the international organizations have continued to have major concerns towards the youth unemployment problem (Nadia D, 2011). Today many countries in the world and in Africa have felt the impact of unemployment. It is important to insist that, unemployment can and is subsequently creating a situation that denies the young populace good income sources. At the same time, it can still be pointed out that, the population especially youth, will continue to grow poorer (Daniel, 2013). Relating this issue to South Sudan is very paramount. For a number of reasons South Sudan has been coping with the problem of youth unemployment Even before independence. Many theories have been advanced about the social, political, economic, environmental, and historical, reasons underlying this situation.

The debate around employment is becoming universally recognized as an important part of any society. There is focus from both global and local programs as well as institutions in putting efforts upon the youth as a progressive labour force (Jacob, 2011). The recognition of youth can also be seen from the fact that the United Nations has set aside every twelfth day of August of every year as an International Youth Day. It can be argued that, such initiatives are intended to mobilize local and international attention towards youth and the problems they face, particularly unemployment (Jacob, 2011). Some facts worth indicating are that as of 2010, according to youthpolicy.org (2015) "nearly 44% of all people living in the world were under the age of 25, and 1.75 billion were between the ages of 15-29. Between 2010 and 2050, the world's youth population, ages 15-24, will become increasingly concentrated in Africa". The concentration of the youth population in Africa cannot be delinked from South Sudan. As cited by Inter Press Service that according to the World Bank's African Economic Outlook for 2012, there is a quite high youth unemployment in South Sudan. The unemployment situation is ascribed to "Insufficient labour demand, lack of skilled labour supply, absence of a coherent government policy, and the lack of a sound legal and regulatory framework that limit the absorption of youth by the labour market" (Inter Press Service, 2014).

The Republic of South Sudan is located in East Africa; it is bordered by Ethiopia to the east, Kenya to the southeast, Uganda to the south, the Democratic Republic of Congo to the southwest, the Central African Republic to the west, and the Republic of Sudan to the north. South Sudan is a landlocked country with the total area of 644,329 square kilometers, consisting mostly of savannah with arable woodland in the center-north and southeast (Rosati, 2011). South Sudan is divided into (10) states namely; Upper Nile, Jonglei, Unity, Warrap Northern Bahr El Ghazal, Western Bahr El Ghazal, Lakes, Western Equatoria, Central Equatoria and Eastern Equatoria (Gurtong, 2015). It is important to mention here that, South Sudan was divided into three regions prior to the signing of the Comprehensive Peace Agreement in 2005.

Figure 1: Study Area Map (The Republic of South Sudan)



Source: Map of the world (http://www.mapsofworld.com/south-sudan/map.html)

2.2 Development context

According recent World Bank data, the South Sudan population is put at 11.91 million people (World Bank, 2015). The category of this population is indicates that, 4.29 million are males, and 3.97 million are females (Sudan Population and Housing Census, 2008). It is reported that South Sudan's population is characterized by a young age structure. 51% of South Sudanese are under the age of 18 years and 72% are less than 30 years, while at the same time less than 3% are over the age of 64 years. These percentages are worrying for many South Sudanese as they bring to the forefront public debate about the rising unemployment problem.

As the debate concerning youth unemployment continues to occur with the South Sudan public, some indications have pointed to that the youth unemployment situation is linked to the fact that South Sudan as country has had a long history of conflict, including two successive civil wars since Sudan gained independence from British colonial rule in 1956. The second successive civil war was from 1983-2005. This war was reported to have resulted in an estimated two million people killed and four million displaced (Haken and Taft 2013). As always known the impact of the war led to the destruction to human lives and infrastructure, and coupled with decades of neglect under colonial and postcolonial administrations, has left both Sudan and South Sudan a legacy of underdevelopment, hunger and poverty. As South Sudan was kept underdeveloped throughout this period its population, especially the young generation, could not enjoy any

meaningful employment opportunities (Laessing 2013). Some factors that also limited youth employment is that since South Sudan gained independence it has faced by a number of challenges. The magnitude of these complex challenges attest to high levels of poverty and vulnerability, disease, displacement, poor infrastructure, disrupted governance structures and clannish linkages. South Sudan currently is engaged in a massive reconstruction program for development of the rural areas where 83 per cent of the population lives. Despite the majority of youth in the population in South Sudan the youth employment appears not to be highly given attention in most government plans (Laessing 2013).

It is important to point out that since independence in 2011, the political landscape in South Sudan has continued to be dominated by both internal and external threats to sustainable peace, security and stability. Some of the known issues that have affected South Sudan very greatly are the ethnic rivalries, disputes over land and cattle, the widespread availability of arms, and the presence of militias. Most of these factors are linked to the fact youth are engaging to such due to high levels of unemployment. There is also a huge gap between the expectations of the population in the post-independence era and challenging social reality on the ground. As the youth unemployment problem continues to persist in South Sudan, most youth quickly joined the 15 December 2013 conflict. Some indication suggests the reason for their joining as a way of gaining income as they are not employed (African Economic Outlook Report, 2015). The level of unemployment is also exacerbating poverty in South Sudan (National Baseline Household Survey, 2009). It can be asserted that underlying both labor market institutions and the education system are social and cultural issues of exclusion and discrimination that deny some most youth in South Sudan access to both education and jobs.

Following the signing of the Comprehensive Peace Agreement (CPA) in 2005, the Government of South Sudan has been focusing on peace building, conflict prevention and recovery. However, there have been continued conflicts in South Sudan. For instance, in 2011, 330 conflict incidents were recorded. In this, more than 2,300 were reportedly killed and 273,000 people displaced (UNICEF, 2011). In most cases armed youth were the primary actors in conflict incidences. It can be emphasized that, such situation as results of extreme vulnerability to macroeconomic shocks and political instability that retard investment and restrict job creation rates in both the informal and formal sector in South Sudan.

Currently, there exists considerable evidence that young South Sudanese people are disadvantaged in the labour market. This can be pointed to the shortcoming in the South Sudan education system that led to many young people not being able to gain required skills to participate in the labour market. The education system in South Sudan can be stressed as a significant underlying factor explaining unemployment. The combination of social and educational contexts can be further said to influence the increase in unemployment. According to the African Economic Outlook Report, (2015) it has been indicated that the social context in South Sudan has been compromised by its political systems which made human development not to be achieved as required by many in South Sudan. Evidence from the report continued to reveal that, building human resources and human capital was severely compromised during the many years of civil war. The Government of South Sudan has had adequate policies focused on achieving universal basic education which could have increased education development thereby giving young people access to gain skills which could have used to gain employment in whatever

sector. But it can be said that these policies and the education system did not support many young people to advance to the higher levels of skills acquisition. The education quality continues to remain a challenge (Economic Outlook Report, 2015). The young people in South Sudan also lack work experience, which provides critical on-the-job learning and training; contact with the job market; and the potential to develop networks.

In South Sudan youth unemployment is recorded to be high due to failure of better performance of the education sector. As it can be reference, there are in excess of 1.3 million (46.92%) primary school-age children out of school as of today while those in school represent 50.5%. As also hinted by UNESCO, there is an acute shortage of trained teachers (Building for a Better Future: Education for an Independent South Sudan, 2011).

According to the African Economic Outlook Report (2015) the poor performance of the sector has a direct link to the falling employment situation in South Sudan. The report indicated the following statistics regarding the overall state of the education sector at various levels that, "regarding to primary school, the net enrolment rate is 42.9%, gross enrolment ratio is 54.5%, net intake rate is 14%, repetition rate average is 9.2%, dropout rate is 27.3% and completion rate is 15.9%. For secondary school, the pupil teacher ratio is 14.9, better than in most African countries, net intake ratio is extremely low at 0.4%, pupil text book ratio for math's is 4.5%, promotional rate is 55.4%, repetition is 5.5%, dropout rate is 39.1%" (p.10).

In regards to the performance of secondary school the following statistics were provided by the report that, secondary schools with basic facilities such as water 79%, latrines 75.6%, electricity 17% and health facilities 17%. At the university level, the number of students enrolled for all programs is 4 561 in universities around South Sudan representing a gross enrolment ratio of less than 1%, which is very low to support the requirements of the South Sudan economy and even it could continue to worsen the already dire unemployment situation (African Economic Outlook Report, 2015). South Sudan is left with thousands of non-literate young people who lack the basic skills necessary for life during peacetime. Without targeted and appropriate interventions, they will remain idle or in low-skilled and possibly exploitative jobs, a wasted potential resource to support the region's reconstruction and development. At worst, they may be vulnerable to recruitment into local militias if conflict re-emerges or may engage in petty crime, prostitution, drugs and other harmful activities.

Beside primary, secondary and university system of education South Sudan has also been running Technical Vocational Education Training (TVET) programs. These programs are being run on short term bases. Dominic and Kevin, (2014) pointed out that most of these programs are being run by international NGOs. The Technical Vocational Education Training lacks organized and standardized programs. Consequently, it can be pointed out that, despite Technical Vocational Education Training programs, many young South Sudanese continue to have inadequate basic skills necessary for engaging in the reconstruction of South Sudan. The low level of skills by many young South Sudanese have been taken as an advantage by workers from neighboring countries such as Uganda and Kenya as they took most of the jobs in the private sector (Dominic and Kevin, 2014).

The South Sudan Centre for Statistics and Evaluation (2010) reported that some of the few jobs young South Sudanese are able to access are those in government. Therefore, it is believed that, without targeted and appropriate interventions aimed at employment and livelihood needs, the majority of the young illiterate, poor and unemployed young population will remain very vulnerable. It has to be admitted that lack of productive alternatives increases the risk of young individuals turning to illegal activities, such as violence, petty crime and prostitution to sustain themselves (Women's Commission for Refugee Women and Children 2007). Given the case in South Sudan large numbers of unemployed youth may lead to feelings of dissatisfaction and unrest which may, in turn, create recruitment opportunities for local militias as evidentially confirmed from the many crises South Sudan.

> "We train, but we are still at the beginning. They cannot compete with a foreigner who has a degree or a diploma and some experience. We can still look forward for that day that our few (TVET graduates) will compete at an equal ground with foreigners or probably do better". (Wani, male, 50, government employee) (Dominic and Kevin, 2014, p.15).

The difficulties of youth not finding the jobs they desire have some likely consequences. These consequences may result in disorganization of society. Scholar Balunzi (2001) argues that youth who fail to get jobs may end up in urban slums and streets and engage in fruitless activities like prostitution, becoming thugs, indulging in drugs consumption and substance abuse. Many youth experience serious difficulties during this transition period like the one South Sudan is facing. Owen (2009) argues that the implications of unemployment for youth may include "poverty, migration to urban areas, homelessness and housing problems, rising crime rates in some areas, lack of youth participation in society and low morale among young people" (p. 23). This situation can be tough for South Sudan as youth in South Sudan are the majority. Their needs are great but they can make a positive influence to the entire nation's political, social and economic dynamics and development. It is known that South Sudan as a country has abundant resources, land, water, minerals, oil, and forest, to mention but a few. As pointed out by experts if these resources are properly harnessed, young men and women can make use of these natural assets for growth and sustainable development (GOSS, 2013).

Putting it differently, it can be said that the dependency burden on the working population in South Sudan is very high. As largely pointed out by the African Economic Outlook, 2015 the dependency burden is South Sudan in registered at a ratio of 104 dependents for every 100 people in the working age group. The working age group is particularly put from 15 to 64 years, with majority of these said to be the young people. The burden is even higher for the young poor especially those in rural areas (African Economic Outlook, 2015). Most young unemployed people residing in the rural areas spend almost 80% of their incomes on food. This situation was reported to widen the inequality issue. To demonstrate further, the inequality in income and consumption is something that could perpetuate poverty and vulnerability in the country by generating an inequality of opportunity. As also pointed above the road to sustainable broad-based development in South Sudan has been hampered by a number of factors and challenges. These factors and challenges can be certainly being referred to the reality that a large number of youth grew up and survived in a hostile environment without protection due to the war that took place between the North and South Sudan for over the last 20 years (UNICEF, 2011).

The South Sudan gross domestic product (GDP) did not translate into expanding the South Sudan economy as most part of it are used for military and security related spending. As must be remembered, the World Bank Report (2013) states that the South Sudan economy is dependent on oil. It is pointed out that 98% of fiscal revenue is derived from oil. Oil accounts for almost all exports, and approximately 80 percent of gross domestic product (GDP). The wealth from the oil gives rise to a deceptively high per capita GDP which cannot support any rapidly growing economic sector including the support to employment base. As it was illustrated, preliminary estimates for 2011 indicate a GDP per capita of US $1,858; it was further argued that the GDP per capita is much higher than South Sudan's East African neighbors, including Uganda, Kenya, Rwanda, Tanzania and Burundi. The South Sudan Country Report 2014 also echoed despite a high GDP per capita wealth this little of this wealth, trickles down to the average citizen including the young people (South Sudan Country Report, 2014). The gains from the oil resource in most cases benefited the corrupt South Sudanese government officials and the regime in Khartoum.

It is worth underscoring that; South Sudan cannot address all of its problems at once including youth unemployment but mechanisms that provide the road to resilience will be necessary through various ways. First and foremost is the ability of the South Sudanese Government to build transparent and accountable national institutions to convert oil revenues into equitably shared development gains for men and women with high consideration on the young population. South Sudan also needs to build local institutions to establish the authority and capability of the state to deliver services, represent local constituencies and resolve local conflicts; the country needs to create an enabling environment for the private sector to generate jobs and economic opportunities, including for women and youth.

Another key point to note is that, despite the poor development indicators, South Sudan has an abundance of untapped natural resources. These untapped natural resources can be used to promote development and post-conflict reconstruction efforts, including creating expanded employment for the youth. As it can be emphasized, 90% of South Sudan's land area is considered to be suitable for agriculture; over 50% is considered prime agricultural land. A land cover mapping exercise carried out by the Food and Agriculture Organization, (2010) established that only four percent of South Sudan's land area is being actively used for crop production. Employment can easily be created given this opportunity. Some analysis from the World Bank Interim Strategy 2013 also indicated that, despite South Sudan's great resource wealth, "its population is one of the most deprived, with extremely poor social indicators and dramatic gender disparities" (p.1).

A better educated and more highly skilled workforce is the most pressing long-term priority for the economy in South Sudan, coupled with diversifying the economy. South Sudan is currently over depending on oil revenue and given the falling global oil prices this move the country along way economic wise. As South Sudan tries moving forward in a positive direction, it has developed a national plan. The plan is organized under four pillars: governance, economic development, improved access to basic social services, and security. It can be indicated that, throughout the South Sudan National Development Plan seven cross-cutting issues were noticed

as they include environment, gender equality, youth employment, capacity-building, human rights, HIV/AIDS, and corruption are addressed (South Sudan Development Plan, 2011).

The importance of a job in South Sudan lies not only in the income that is earned and the skills that are acquired, but also in the intangible and invaluable benefits it provides including dignity, independence, accomplishment and freedom. As observed by the World Bank (2015) "South Sudan has the dual challenge of dealing with the legacy of more than 50 years of conflict and continued instability, along with huge development needs. Formal institutions are being built from a very low base and the capacity of government to formulate policy and implement programs is limited". Such challenges have also bearing in in the youth unemployment problem facing South Sudan at this critical period. The youth unemployment problem can also be argued that it contributes to a slowing down the effective growth and how South Sudan labour is supposed to drive development. It has to be noted that unfortunately, the nearly two-year long conflict, which broke out in in Juba on December 15, 2013 and later engulfed six of the 10 states of the South Sudan, deteriorated development gains achieved since independence and worsened the situation in South Sudan.

The World Bank Economic Overview, (2015) discovered that, South Sudan gross domestic product (GDP) per capita in 2014 alone was $1,111. It further offered that beyond the South Sudan oil sector the livelihoods are concentrated in low productive, unpaid agriculture and pastoralist work, accounting for around 15% of GDP. According to World Bank, 85% of the working populations are widely known to have been engaged in non-wage work as such agriculture (World Bank, 2015). The World Bank Interim Strategy 2013 noted that, "Oil revenues are also associated with poor governance and corruption, which have started to color the population's perceptions of their state and threaten to undermine its legitimacy" (p.1).

The situation of youth unemployment is pointed to the current situation in South Sudan where its private sector is still in its infancy. In South Sudan the non-oil private sector is estimated to represent a small portion of Gross Domestic Product. Agriculture, livestock, forestry and services are some known sectors contributing some tiny portion to the Gross Domestic Product. It shown that, the considerable number of business units in South Sudan are in the informal sector, most business are small and medium sized enterprises (World Bank Economic Overview, 2015). Nearly all of the known larger companies are foreign-owned and they prefer to employ foreign nationals rather than the young unemployed South Sudanese. Conversely, South Sudan is endowed with natural resources that if harnessed well could support building a strong private sector which will then lead to high employment for the Young South Sudanese. It can be hoped that an effective development and management of these resources will offers the prospect of sustained strong economic growth.

As strongly asserted by the World Bank, the proliferation of arms into local communities has further worsened these conflicts in South Sudan. In addition to this, it can be emphasized that, rapid urbanization has put pressure on cities in South Sudan and Juba in particular where "unemployment, ineffective and contested land allocation and urban management processes have pitted local communities against the state and competing authorities" (World Bank Interim Strategy 2013.p.5). The Youth unemployment problem, like other problems in South Sudan, also occurred due to weak infrastructure, policy and regulation. According to World Bank Interim

Strategy 2013, developing the South Sudanese infrastructure base and putting in place associated regulatory and institutional frameworks could establish a best option for South Sudan's future. As the strategy highlighted, the foundations for effective and accountable institutions that use South Sudan's own resources to respond to its citizens' needs and promote economic opportunities and improve livelihoods will also be necessary (World Bank Interim Strategy 2013).

In 2012 the African Economic Outlook reported that, there is no policy on youth employment in South Sudan per se. What was said to be in existence is that the there is a government institution which is responsible for handling youth issues. According to the report the Ministry of Youth and Sports attends directly to youth matters while the Ministry of Labour, Public Service and Human Resources Development has a specific policy governing vocational training, the South Sudan vocational training policy 2008. "The broad objective of this policy is to develop a cadre of trainees in various practical skills and knowledge for the labour market and self-employment and to meet changing technical demands for the socio-economic advancement of the people of South Sudan" (p.9). Some indications also suggest that, some of the youth employment programs include technical, vocational education and training; apprenticeships and business plan competition however such policy or programs have not yet gone far enough (African Economic Outlook, 2012).

One reason why South Sudan has not been able to create jobs for the youth is due to the reality that a number of challenges have been claimed to constrain youth employment. These are: skills mismatches; absence of a coherent government policy; legal and regulatory framework; weak information flow between employers and employees; and a poor work ethic among some youth (UNESCO, 2014). The issue of poor attitudes about work among youth in South Sudan affects the prospect of youth participation in employment (African Economic Outlook, 2012). The South Sudanese youth have been seen by some analysts as lazy and unwilling to meet the demands of the job or their employer. This behavior can be attest to the fact that youth in South Sudan lack the motivation to work, and to some extend they lack the ambition and self-drive to achieve something that set them a clear vision for life. Consequently, the youth also became too picky regarding certain jobs in both Juba and other major cities and towns in South Sudan; as this can be seen the youth at most want to work in offices to avoid hard physical labor.

Subsequently, the Doing Business report written for IFC and the Bank where its findings were made public in Juba in 2011 argued that, "the cost of starting a business in Juba is as much as 250% of per-capita income and more than twice the average cost in Sub-Saharan Africa" (World Bank Interim Strategy 2013.p.6). Some challenges that related to South Sudan low economic growth and employment are due to poor infrastructure, complex administrative processes and limited access to credit. It can also be said that the lack of a collateral registry are serious impediments to trade and private sector investment in South Sudan. In standard environment collateral registry show ownership of assets, allowing borrowers to prove their creditworthiness and potential lenders to assess their ranking priority in potential claims against particular collateral. The business and investment climate in South Sudan is still one of the most constrained in the world. Employment prospects require interventions on both the supply and demand side of the labour market.

Section 3: Study Methodology

This chapter spells out the methodology employed in the study under the topic of the dynamics of youth unemployment outlook in South Sudan. The methodology employed to this study comprises of six key sections organized as follows; the methods, data sources, my prior observations from South Sudan, limitations of the methods and the strategy that mitigates issues arising from the study methods.

3.1 Methods

The methods gave the study process a better understating and exploration of the dynamic of youth unemployment problem in South Sudan. The analyses of the paper looked at the nature and extent of youth unemployment, the impact of various policies, legal frameworks and programs and factors contributing to youth unemployment. The paper also explored other countries that have had similar problems on youth unemployment and have been successfully addressing the issue. The study used both qualitative and quantitative data. The data were collected, analyzed and used as part of this study. The data were acquired from various institutions and also from published sources, journals and reports. Among some of the key methods used were; professional experience and an analysis of youth unemployment dynamic, as well as observation technique by looking at youth patterns, trend, youth activities and behaviors.

3.2 Data sources

The study also carried out limited interviews to generate some useful data. The interviews were conducted on the basis that the interviewer managed to pose questions on youth employment, their associated problems and the respondents were able to give their responses in their own capacity. The reason for employing this method is that through this process it became possible to get information regarding past and current programs, policies on trainings, test what form of credit was available for youth, look at number of youth that have benefited from current national and private sector youth employment programs, the nature and extent that caused youth unemployment, and what policies and programs can be put in place or promoted in order to ensure youth employment. The interviews were limited to a number of selected respondents in both Juba the capital and some major state capitals and towns of South Sudan.

3.3 Prior observations from South Sudan

As a Citizen of South Sudan, by birth, I grew up, and lived mainly in both urban and rural part of South Sudan. With this, I have been exposed to a variety of observable facts throughout my life time in South Sudan. I had also been involved in working for, and among some of the South Sudanese communities for a period of eleven years which entailed travelling to many parts of South Sudan as well. These observations are more or less related to the political, socio-economic events that took place in South Sudan as far as youth unemployment is concerned. My prior observations allowed me to capture data on youth patterns, trend, activities and behaviors.

3.4 Limitations of the Methods

As the study relies more on secondary data, there were some challenges in obtaining up to date data. Also, the sources are limited. This challenge also impacts on the accuracy of the data analysis. During the study it was discovered that there is very limited literature available over the internet on the youth development problem especially on South Sudan. The study was also carried out during the time when South Sudan was undergoing civil war and some of the development dynamic may not reveal an accurate data as may be required by the study. As evidence does suggest it is difficult to carry out such a study and make policy recommendations when South Sudan still struggles for political power and control of natural resources revenue, and corruption, nepotism and the resources that could have been diverted to addressing the youth unemployment problem are not being used to support the sustainable development sectors. This Study does not claim to be comprehensive. It documents themes and issues that came up during the course of study. Its aim is to put youth unemployment problem into the forefront and focus of how various institution, policy makers and other interested sectors can advance the proposals policies/implications about youth employment.

3.5 Strategy to mitigate issues arising from the study methods

The study employed some strategies to mitigate some of the limitations first by, establishing contacts with various relevant institutions to obtain reports, documents, and any other materials that might have not been published or put on online. The limited interviews conducted captured some necessary required data. Also the observation technique was helpful since the author was able to observe youth patterns, trend, activities and behaviors.

Section 4: Literature review

4.0 Introduction

This literature review presents the relevant works that has been documented by various scholars, authors, researchers, and experts in the area of study. The intention is to expose the various notions, discourse and perceptions about unemployment, particularly on young people and in the wider perspective, and how youth unemployment impacts the political, economic, social and cultural setting of a society in particular.

The literature review was done in accordance with the major themes of the study as identified in the specific objectives and the study questions. The literature is based on the major themes and areas such as: 1. the nature and extent of the youth unemployment problem. 2. The major factors which contributed to youth unemployment. 3. Various policies, legal frame works and programs that have been implemented to address youth unemployment in South Sudan and elsewhere and how this can be drawn very closely to the South Sudan context. 4. Finally, relevant literatures have been reviewed on the impact of policies and programs from other countries which are implemented to address youth unemployment. This analysis was conducted for those countries that have offered greater success on youth employment based on their policies and programs.

According to the standard United Nations definition, "youth" comprises young people aged from 15 to 24 years inclusive. In practice, the operational concept and definition of youth varies widely from region to region and country to country. The definition may also depend on cultural, institutional and political factors (United Nations, 1992).

In Africa at a continental level there is no specific definition of youth, as each African country seems to adopt their specific definition. Just to give one example, Ethiopia considers any person between the age range of 15 to 29 as a youth; in Uganda youth age ranges from 12 to 30; in Mauritius 14 to 29; in South Africa 14 to 28; Djibouti 16 to 30; Nigeria 18 to 35 (Ethiopia National Youth Policy, 2004). Going beyond Africa, according to the Indian National Youth Policy, (2003) the age group of the Indian young people is put from 13-35.

In South Sudan the concept of youth is also put differently by many institutions. Among known institutions with different concepts on youth are; the government, the United Nations (UN) and Civil Society Organizations (CSOs). These institutions have adopted and used various age ranges to define the concept "Youth". For example, the United Nations defines youth as persons between 15 to 24 years (UNPY, 2002). The African Youth Charter in general terms defines youths as any persons between the age of 15 and 35 years (African Union, Youth Charter, 2006). The United Nations Convention on the Rights of the Child considers any person under the age of 18 as a child (United Nations Human Rights, 1989). Taking the context of South Sudan, its transitional constitution (2011) does not indicate very specifically the definition of youth, though article 17 (4) reveals that any person under the age of 18 is a child (TCRSS, 2011). According to the South Sudan Policy Framework, (2007) the definition of youth is indicated as any person between 15 to 30 years. The South Sudan definition is here employed for the purpose of this study since the rate of unemployment is known to have affected such age category (South Sudan Policy framework, 2007).

4.1.1 Recognition of youth by governments and international institutions

The literature review on youth has noted that the role of youth in economic and social development is increasingly being recognized by governments and international financial organizations. Youth have now been seen as drivers in poverty alleviation, promotion of social justice, and provision of labor for economic growth and sustainable development. Youth by themselves can play a strong role in change and innovation. As unemployment continues to hurt the young generation, engaging youth in efforts to address unemployment challenges by governments and international financial organizations, private sectors and local and national institutions are becoming more relevant and important than ever. The International Labor Organization (ILO) estimates that nearly 75 million young people are unemployed in the world today. This number has increased by more than 4 million since the financial crisis of 2008-2009, and the outlook for the medium term is worsening. The sheer magnitude of the youth employment challenge has gradually penetrated the public's awareness over the last decade, raising the profile of the issue before governments, policymakers, international institutions and the private sector. It is important to note that lately, there has been a strengthened response at the intergovernmental level to develop and implement policies and strategies that would give young people everywhere a real chance to find decent and productive work (Commission for Social Development, 2007). It is important to realize here the literature also emphasizes that, the realization that the levels of youth unemployment are not simply a mirror of the business cycle globally, as is the case in South Sudan.

The issue of unemployment was also discussed many years ago by the International Labour Organization. The ILO revealed that in most countries since 1998 the rate of youth unemployment is much higher than that of adults around the world. The International Labour Organization's recent estimates suggested that since 1998 at least 60 million young people are without a job and that youth unemployment rates are, on average, three times as high as adult rates (ILO,1998a). The rate of youth unemployment seems to be rising faster than ever as this number of 60 million has gone now to 75 million globally as indicated above.

According to the Jeffrey A. Joerres, CEO and President of Manpower Group in his report, "Entering the Human Age", 2011 as cited by the Youth Unemployment Challenge and Solutions Report "The world is on the cusp of entering a new reality in which human potential itself will become the major agent of economic growth" (p.3).

4.1.2 The nature and extent of youth unemployment problem

The nature of the youth unemployment problem facing South Sudan is not a country specific issue. Evidence from most development practitioners and scholars tend to indicate that this is a global issue. As reflected by development practitioners, researchers and scholars this unemployment problem brings about the lack of inclusive growth, reduction in the absorption of young people into the labour market and lack of participation of youth in the economy, retarding economic growth and resulting in a high tendency for youth to join extremist movements, as currently noted from the number of youth joining the current conflict in South Sudan and any in the future. Such indication is attributed to weak labour markets that have remained a challenge

(Understanding Children Work Report, 2011). As observed that, unemployment has a profound consequence for poverty reduction, equity, social stability and the self-worth of individuals (African Economic Outlook, 2012). The nature and extent of youth unemployment problem facing youth in South Sudan does not differ from other youth problems in many parts of the world. According to the Understanding Children Work Report, 2011, pp. 7–15), the labour market in South Sudan is characterized by a number of challenges namely: high rates of child labour, low levels of education participation this range from ages 10–14 and 15–24 years and high rates of youth unemployment.

Poverty as a result of economic failure is a serious concern in South Sudan. The concern underscores the development challenges South Sudan is facing as a country. Statistically it has been indicated that almost one-half of the population (45%) has no access to improved sources of drinking water and 80% has no access to a toilet facility. The data indicate that, half of the population in South Sudan earns their living by using firewood or grass as the primary source of lighting. The National Baseline Household Survey (2009) indicated that 27% of the South Sudan population has no lighting at all on whatever form. Since there are no electricity young people who have the desire to startup businesses which energy dependent will not started those businesses, and hence they remained unemployed.

As of 2010; half of the South Sudan's young people were surviving on less than $2 a day. This is slightly close to the World Bank's $1.25/day poverty measure. The households that earn a living through wages or salaries in South Sudan are known to be only 5%. A significant share of the active population in South Sudan (12.6 %) is without jobs. Among the inactive population, about 25 % are in education, but it can be argued that the number which has a larger share is comprised of discouraged workers (31%). Some of the remaining inactive persons are "neither in education nor interested in employment" (Understanding Children Work Report. 2011, p. 7). The statistics suggest that, females predominate in this latter group and their levels of unemployment are higher for young people and for persons from disadvantaged and poor families. It was rightly put by the United Nations Department of Economic and Social Affairs Report (2013) that the number of new entrants to the labour market in South Sudan is estimated to increase dramatically to reach 300,000 in 2020 only if right development policies are put in place. To extend further, it is being argued that "the difficulties youth encounter in entering the workforce and developing the skills needed to ensure gainful and productive employment can have profound effects on national investment climates, economic growth and sustainable development prospects" (Social Affairs Report, 2013).

The above argument has also been qualified by Dhillon and Yousef (2012) as they indicated through their literature on youth unemployment that, unemployment is associated with increase in the gap between education, skills and jobs. It has also been suggested that; a speedy school-to-work transition for young people can also provide work experiences and help develop interpersonal skills, improving individuals' productivity and employability in later life. It can be stressed that this situation is not different from South Sudan. The nature and extent of youth unemployment problem in South Sudan requires a better understanding of the situation.

The Africa Development Bank (2014) reported that the poor population rate as a share of South Sudan's larger population in percentages in urban area is 7.5% and in rural areas is 92.5%. Based

on these percentages it can be said that the affected population by unemployment is mostly in rural areas compared to urban. Further, indicators show that the labour force participation is higher in rural areas than in urban places across almost the whole 15–64 years' age spectrum in South Sudan. Looking at the nature and extent of youth unemployment problem in South Sudan the reasons given is that the problem is associated by the impact of existing labor-intensive agriculture in absorbing the rural work force which is not productive at all (South Sudan Statistical Yearbook, 2011). In the situation focusing in agriculture is important as it plays a critical role in South Sudan's economy; it also represents an important sector for youth. As this is particularly true in other countries of the world according to Guletal (2012) the private and social effects of unemployment include "rigorous financial suffering, poverty, debt, homelessness and housing stress, family tensions and breakdown, boredom, alienation, shame and stigma, increased social isolation, crime, erosion of confidence and self-esteem." (p.26). An advance argument has also been made that, most of these increase with the expanded period of unemployment.

The Commission for Social Development (2007) pointed out that, for a society to advance they should consider youth employment because youth employment can promote social integration, and intergenerational cohesion. The commission also argues that "creating and fulfilling income- generating job opportunities for young people can have direct positive consequences for poverty alleviation, benefits social development and economic development" (p.2). Coupled with the above, facilitating the entry of young people with skills into the productive sectors of an economy will yield the real benefits for sustainable economy and thereby increase economic productivity. Young people are also faced in a society on how they tie to their family when they have weak economic base and income.

A survey conducted by Morin and Kochhar (2010) found that unemployment often weakened ties to family and friends especially at a time when the unemployed most needed support from such ties. Morin and Kochhar further went onto saying that, those who have been jobless for long time are significantly more cynical than the short term unemployed about their chances of finding a job as good as the one they lost. Nadia Ilyas, (2015) also argues that, unemployment may not only affect an individual's life but it has an adverse consequence on the whole economy of the nation. Additionally, society can also become a prey to unemployment because people without any work can create many problems for the people of specific society. This can be true given the case of South Sudan. One fear is that by becoming unemployed in the future the impact is that it may lower a young person's subjective wellbeing, injure self-esteem and foster feelings of helplessness among young people.

Regarding population participation in South Sudan it is reflected that male participation in the labour force is generally higher than that of females. Some findings from the Understanding Children Work report revealed that even though there is a high participation of males in the rural work force it is not the case among young people (15–24-year-old) (Understanding Children Work Report, 2011). The literature gives differences between states in labour force participation and status and this can be said to be large. The results underscore the importance of state-government specific approaches in dealing with this issue. The unemployment rate varies from 21% in Jonglei to just 5% in Eastern Equatoria. Labour market participation ranges from 84 % in Eastern Equatoria to 70 % in Central and Western Equatoria (World Bank, 2011).

Comparatively, poverty and unemployment has been steadily increasing in South Sudan as in the world today. In the light of the above, unemployment leads to scaring effects. By the same token the combination of Poverty and unemployment can permanently increase the level of psychological distress, (Reynolds 2012). Similarly, at global level, unemployment is a manifestation of structural challenges.

4.1. 3 Major factors that contributes to youth unemployment

Among known factors and causes of youth unemployment are; Poor performance of a country economy, lack of privatization, lack of budgetary allocation to productive sectors, high population of youth, lack of capital, lack of adequate and quality training, low wages and income for youth, cultural factors hindering female youth participation in the employment sector, formal and informal engagement of youth, the ineffectiveness of the informal sector to progress due to poor business environment and policies to support self-employment and income generation. These factors are highlighted by a number of authors and scholars.

4.1.4 Poor quality education

Callaway (1971) argues that, in most countries, the rapid extension of formal education has itself been a considerable dynamic in the advancement of youth unemployment. At most times the education system at the lower levels in many countries are mostly theoretical and do not adequately prepare the youth to earn a living and offer solutions for employment. Education is supposed to substantially increase skills that would help young people gain employment and support young ones to generate economic growth. According to Callaway, “Gradually, it became clear that large numbers of young people completing different stages of education were not finding work that represented the years spent in classrooms” (1971, p. 6). One way to make youth unemployment to become a thing of the past is to redesign education system to suit the changing situation as currently affects South Sudan.

According to OECD (2015) "Giving young people the required skills and tools to find a job is not only good for their own prospects and self-esteem, it is also good for economic growth, social cohesion and widespread well-being” (p.1). It must also be highlighted that, investing in youth must be the world policy priority. As many education experts also put it, education is a way of achieving social well-being and sustainable development and good governance. Also it can be argued youth with multiple social economic disadvantages, as some example suggest, low education attainment, physical and mental handicaps and young girls with early pregnancies are most likely to comprise the bulk of young people in this high risk group of unemployment (Jacob. O, 2011).

4.1.5 Social isolation

Lorenzini and Giugni (2010) stated that social isolation is also one of the reasons of unemployment as it gradually makes a decrease in social contacts and collective participation of a person due to which he becomes psychologically depressed and feels loneliness. As it is often

seen that mental and psychological health is adversely affected and the person becomes so pessimistic that either young people attempt suicide or indulge themselves in negative activities that may destroy their lives. For this reason, an individual's self-esteem is negatively affected and feeling of young people is as a burden on family and society. Social isolation may make young people consider themselves as useless persons who have been termed as unable of doing anything useful for Society.

4.1.6 Lack of experience and credentials

As outlined by the Youth Unemployment Challenge and Solutions (2011) youth unemployment has been impacted by factors such as lack of experience and credentials. Many employers are skeptical about young people's ability to apply the skills they learn in schools to the practical challenges of the workplace. As the report suggests employers also question the social skills and work ethic of youth. Employers see these deficits as a significant barrier to the productivity of inexperienced young people, and at the same time employers are reluctant to invest resources in training young people when more experienced adult workers may be unemployed and available for hire.

Similarly, the United Nations "World Youth Report", 2012 indicates that "with less experience and fewer skills than many adults, young people often encounter particular difficulty accessing work. The global youth unemployment rate, which has long exceeded that of other age groups, saw its largest annual increase on record in 2009; at its peak, 75.8 million young people were unemployed" (The Youth Unemployment Challenge and Solutions Report, 2011. p.3)

By the same token, Niall O, (2007) argued that more and more young people are having trouble when first looking for work, and that most importantly to know is that youth unemployment levels are certainly serious in many member countries in the world today. It was also stated that, in many transition economies, youth unemployment levels show a similar pattern. The known pattern also reflects the case of South Sudan. Some of the attribution of this pattern is suggested to be due to the massive reductions in economic output in many of the countries and also moving towards a market economy without considering labour. Further evidence also revealed the problem is undoubtedly more serious than in most industrialized nations (Niall O, 2007). As stressed by World Bank, those youths who leave school and enter the labor market may need a quick transition to productive employment. The issue of labor market and transition to productive employment now is seen as increasingly being recognized as important for reducing poverty in later life increasing economic growth, improving well-being, and optimizing returns to investments in education and health (World Bank, 2007).

4.1.7 Skills Mismatch

From a global perspective it is asserted that, there is real concern that by targeting young people through various policies this may simply be promoting the substitution of younger workers for older ones. As it may be said, undoubtedly, some types of policies might encourage employers to engage young workers rather than older adults. The competition between young and old people could also be seen as an obstacle to young people accessing jobs. There are also a number of

reasons that can be said for believing that the extent to which this would occur would be extremely limited since many young people may not have the required experience and skills. As such the young people cannot realistically compete for jobs with skilled and experienced workers; competition will tend to be limited to unskilled jobs and, to some extent which then creates unemployment for young people, (Niall O, 2007). Also as reinforced by, African Development Bank (2012) "The skills mismatch occurs in various areas, including entrepreneurial and managerial skills, analytical capabilities, language acquisition, and other technical skills (p.10). Also it can be advanced that, the mismatch between available skills and the job market's needs in most African countries hinders employment growth."

The mismatch between the type of education provided at schools and the requirements of the labor market is a reason that has been both mentioned by the academic literature on many countries and this can also be apply to South Sudan (Chigunta 2002, ILO 2012, Kellow, 2010). The youth need to develop initiatives which promote skill building that must be rooted in the needs of the local economy. To put it positively, such initiatives will enable young people to build demand-driven skills, which will ultimately increase their chances of finding work and may also assist in reducing some of their attitudes towards violence.

4.1.8 Youth labor markets

Some major factors that contribute to youth unemployment were highlighted by Nial (2001). Nial (2001) focuses on the features of youth labour markets and youth as a whole and also the behavioral and personal characteristics of individuals that affect their chances of finding employment and sustainable work. His highlights point to the absence of labour opportunities for urban youth, which is seen as a direct causal factor of the increased gang activity. Countering such factors, the From the Ground Up (2007) report said that, interventions such as provision of loans to entrepreneurs will increase employment. Provision of targeted loans to youth will mean that youth will not remain idle or in low-skilled and possibly exploitative jobs. Young people will not waste their potential resource but rather will support the South Sudan in its process reconstruction and development (From the Ground Up, 2007). The situation of youth unemployment in South Sudan with its connection to labour market can also borrow an example from countries such as Sri Lanka. According to the Sri Lanka reports on youth unemployment is that, its Labor market institutions, the rules, practices, organizations, and relationships under which the labor market operates that strike an appropriate balance between labor market flexibility and worker protection. This contributes to "job creation and efficient labor allocation while simultaneously protecting fundamental rights of workers" (Gunatilaka, Mayer & Vodopivec, 2010. p.49).

4.1.9 Restrictions in the legal and regulatory environment

According to the UN Capital Development Fund (UNCDF), the young people are mainly facing three barriers. This barrier the young people are facing is when trying to access and use formal financial services in developing countries: the barriers are restrictions in the legal and regulatory environment, coupled by inappropriate and inaccessible financial products which are offered by

financial service providers (FSPs) and also the poor financial capabilities of the youth (UN Capital Development Fund, 2012, p. 9).

Authors Cote and Allaher (2000) argued that youth unemployment is also as a result of adolescence being extended through lengthier periods of education and child labour laws. That the labour of young people is not needed except in the service industries and that young people have to wait longer in order to be fully recognized as adults before gaining better employment. They add that, most of these youths in the long run, become idle. Those in urban areas with little schooling and few job opportunities have ended up playing part in conflicts. Relating this to situation to other findings, the Commonwealth Youth Program (2007) also argues that unemployment may force young people to stay at home longer than "they or their parents may wish and this in the long term results in increased conflict and mental or financial stress within the family" (p. 7). Unemployment may also mean that young women are forced to leave school early, stay home and provide domestic services for the rest of the family. In a bid to secure income, a young person may be tempted to turn to a career in crime as witnessed in many countries around the world. Depression associated with unemployment may lead him/her to substance abuse. Some major reports put the illiteracy rate of youth in South Sudan very high. Among the highest rate known is 91%. This high rate has not changed according to the population census, 2008. This high illiteracy rate cannot allow youth as the majority in this category to participate in any nation building initiatives in South Sudan and further make the country politically stable and viable in the long run (South Population Census, 2008).

4.2.1 Rural-urban migration

Many authors pointed out, rural-urban migration is often the cause for unemployment and youth unemployment in particular. This is true in most developing countries as they are facing rapid urbanization over the last 30 to 40 years with the trend continuing into this contemporary level. Also in the South Sudan context according to African Economic Outlook (2012) some factors impacting youth employment are associated to the fact that, "in the past agricultural production has also been constrained by insecurity in many rural areas as well as by the increasing rural-urban migration of young people" (p.3). An indication suggests that, the major reasons for this ongoing rural-urban migration in South Sudan are economic motivations. Most young people living in the country side in South Sudan are trying to escape the lower standard of living in rural areas to find employment and a better life in urban centers like Juba and other major towns.

4.2.2 Consequences of Unemployment

First, the most important consequences of youth unemployment extend beyond the impact of temporary labor market fluctuations. The youth unemployment experience leaves a permanent imprint on both individual life outcomes and on national development trajectories.

Numerous studies that have been conducted regarding youth unemployment have revealed a number of unemployment effects. As this study has noted from one study which was conducted by Andrew Sum (2000) in the U.S. and Kevin O' Higgins (2003) for the World Bank cited by Youth Unemployment Challenge and Solutions (2011) it is suggested "that young people who have difficulty in their early integration into the world of work suffer lifelong scarring effects

that diminish their resiliency and ability to thrive in a dynamic and demanding labor market" (p.8).

Most compelling evidence of unemployment is also revealed by Sarah Ayres in her (2013) research paper "The High Cost of Youth Unemployment." She enumerated that, youth unemployment creates negative long term effects for both the individual youth as well as for a country as a whole. According to her, being unemployed for a longer time at a young age leads to a lack of work experience and skills gathering during this time, which will lead to reduced earnings over the whole career of an individual. As she furthers her argument, she presented that, those young people with reduced earnings suffered from reduced purchasing power of young people during all their lives. This again has a negative impact on the overall economy and aggravates the problem of youth unemployment and even adds-on as the economic growth of a country is reduced (Ayres, 2013).

Some literature from region such as the East African Community referenced a number of negative effects of youth unemployment. Its report "Meeting youth unemployment head on" asserts that, unemployment brings about crime and violence amongst youth, commercial sex work and as a result of that the spread of HIV/AIDS, drug abuse and civil disorder are direct consequences of the youth unemployment all over Sub-Saharan (East African Community n.d.). It can further be argued that those illicit activities and the failure of employment bring considerable economic and social costs (e.g. increased Health costs, Increased costs for Security and increased Level of insecurity, less Foreign Direct Investments (FDI's), waste of productive human resources, etc.) This can be especially true for country such as South Sudan where the impact will be felt upon all levels, including individuals, families, the government and society at large.

Authors such as Lorenzini and Giugni (2010) in their research work detail that in particular unemployment leads to financial distress where unemployed young people may face risks of depression, stress and harassment. Further, according to Mitchell, (2012) sustained unemployment of young people enforces substantial, social, individual and economic effects that include "loss of current output, social exclusion and the loss of skills, psychological harm including increased suicide rates, ill health and reduced life expectancy, loss of motivation, the undermining of human relations and family life, racial and gender inequality, and loss of social values and responsibility." (p.25). Unemployment consequence can be for the children of young, unmarried mothers can also be critical, as they may be growing up within a cycle of poverty, especially if the young mother has no or a few marketable skills and/or no financial support from the father of the child (Jacob. O, 2011).

Another negative consequence of youth unemployment is on political stability as the case may be in South Sudan. As indicated by, Azeng and Yogo, in their quantitative research they came to the conclusion that "youth unemployment has a significant negative effect on the political stability in countries, especially developing countries" (Azeng and Yogo, 2013, p. 19). Their conclusion can be said as true as this is especially spot-on in countries with a high youth unemployment rate like South Sudan.

4.3. Various policies, legal frameworks and programs to address youth unemployment

Policies need to ensure that demand will offset these pressures and allow the market to absorb these new young people into productive employment. As pointed out by scholars, entrepreneurship promotion policy could be a good way to improve and increase youth employment and reduce sizeable groups of young women and men from becoming detached from the economic mainstream (Curtain, 2000). According to Curtain promotion of entrepreneurship is necessary as it enables young people to progress and gain employment, and such policy is accepted globally as tested workable. The policy creates and increases employment for the young people who own businesses. Many experts believe that this could bring back the alienated and marginalized youth into the economic mainstream (Curtain, 2000; White and Kenyon, 2000). Entrepreneurship could help address some of the socio-psychological problems and reduce the rise from joblessness and provide advice and assistance to local entrepreneurs about to take up a business venture and aid their process (Collier and Batty (pp. 534/535). The Entrepreneurship required here will be designing, launching and running a new business at small scale as the economy recovers and grow.

As indicated by the Youth Unemployment Challenge and Solutions Report (2011) the potential of youth is that: "Young People bring energy, talent and creativity to economies that no one can afford to squander. Around the world, young women and men are making important contributions as productive workers, entrepreneurs, consumers –as members of civil society and agents of change. What our young people do today will create the foundations for what our economies will do tomorrow" (p.13).

In developed countries such as United States of America with its employment case it has been noted that even in the absence of extremely fast economic growth, there are policies that can help the long term unemployed find employment. Those policies include improved job training and workforce development programs, changes to the unemployment insurance system to encourage employers to reduce worker's hours through a program known as "short - time compensation" rather than lay off or discharge those workers, and changes to the eligibility rules for unemployment compensation to make it easier for low -income workers to qualify for benefits in the event of an employment loss. It needs to be pointed out that, strong economic growth based on right policies would be the most effective remedy for reducing today's elevated levels of long term unemployment (Gregory, 2013). Unemployment of youth can also be addressed by programs such as vocational training as a tested intervention and programs. Vocational Training programs have grown in recent years as the destabilizing effect of youth unemployment is increasingly realized as a significant challenge to post-conflict reconstruction, economic growth and nation building. Further, according to a research conducted by Mercy Corps in South Sudan, it recommended that "A market-based approach should be the basis for all education and livelihoods programming in South Sudan. Skills training, such as vocational training, should be linked to concrete opportunities in the labor market post-graduation" (Mercy Corps, 2014, p.2). It could be beneficial to move towards a more demand-driven approach: linking to growing sectors and rural development as this could generate young people's employment. Vocational training policy has produced remarkable outcomes on youth employment in Sri Lanka as its private sector training has been explicitly recognized as part of a larger strategy to promote national competitiveness.

As also cited by the Youth Unemployment Challenge and Solutions Report (2011) Jean Charest in his Global Talent Risk Report,2011 point out that "We are entering the era of unparalleled talent scarcity, which, if left unaddressed, will put a brake on economic growth around the world, and will fundamentally change the way we approach workforce challenges." (p.3)

In regions where peace is tenuous, large populations of unemployed youth can contribute to continued instability and threaten the peace process. Thus, vocational training programs should target the young population in general, as well as specific sub-populations such as ex-combatants and the most vulnerable people. Effective youth vocational and formal education trainings can provide skills for both agricultural and non-agricultural and improved livelihood opportunities, for employment and self-employment. In this context livelihood opportunities are broadly known as "an occupation or employment, or a means of support or subsistence" (Karen Ellis and Carolin Williams, 2011, p.9).

The description of youth livelihoods is defined by the ILO as young people's capabilities and capacities to generate and maintain their means of living, to enhance their well-being and be able to withstand shocks (Schoof, 2006). It can be argued that, in South Sudan, capacities to educate and train technical vocational education training teachers, instructors as well as facilitators for functional literacy programs, are extremely weak. Therefore, making a shift to an outcome-based quality of trainings will require well-trained teachers who have the knowledge, skills and appropriate attitudes to bring about curriculum change that support youth employability skills and competences. Also as emphasis, well trained teachers will only come from quality and well established teachers training institutions with government and private sector support.

Some scholars indicated that "addressing this constraint by putting in place adequate capital could fuel growth of youth employment. In Uganda and Kenya promoting information and communications technology and telecommunication (ICTT) has supported the growth of the industry and has increased youth employment and has helped drive economic growth" (Strategy, 2012. p.13). The Kenyan communications technology and telecommunication have supported Safaricom since 2007 to increase on its mobile money services known as M-PESA. M-PESA lets people transfer cash using their phones, and is by far the most successful scheme of its type on the globe. M-PESA was originally designed as a system to allow microfinance-loan repayments to be made by phone, reducing the costs associated with handling cash and thus making possible lower interest rates. This system has created more than 78,856 jobs for most young Kenyans. The service has 18.2 million registered users of which 11.6 million are active users (Peter G, 2013). One study found that in rural Kenyan households that adopted M-PESA, incomes increased by 5-30%. In addition, the availability of a reliable mobile-payments platform has spawned a host of start-ups in Nairobi, whose business models build on M-PESA's foundations. The adoption of M-PESA has led to increased money circulation and expansion of local markets, hence improving people's livelihood in the areas. The mobile phone allows immediate money transfers from town to village and vice versa with consequences on time and money savings rapid solution to daily problems affecting vulnerable communities (The Economist explains, 2013). (McKinsey & Company, 2010). Taking this argument further, in Peru micro-entrepreneurs program found that microfinance lending and business trainings were mutually beneficial (Karlan and Valdivia, 2009).

The issue of good governance is also important in addressing the youth unemployment problem. It can be also said that the underlying principle of good governance is a necessary ingredient for economic growth and continues exercise of good governance also leads to good management, good performance, good stewardship of public money, good public engagement and, ultimately, good outcomes which can be a driving force for employment at a large scale. The practice of good governance is South Sudan presently is not seen. Indeed, this is key for tackling the youth unemployment problem in South Sudan.

Ghana is referred to as having implemented some policy reforms aimed to addressing youth unemployment problems. It was indicated that with political will a labour market policy was put in place with the introduction of the Skills Training and Employment Placement (STEP) Programme. This program was put in place as a response to the results of the registration exercise of 2001. As some evidence does suggest, the program, which was fully funded by government, trained a total of 27,500 people at a cost of ¢26.4 billion which is (US$3 million) This was during two phases of the programme implementation from 2003 to 2005. To make this programme a success it was revealed that the second phase of the programme implementation had a micro finance component of ¢11.5 billion which was (US$1.31 million to support enterprise development for the young graduates of the training Programme. This Programme became a turning point for youth employment in Ghana (Amankrah, 2006).

Regarding education reforms Ghana made a revision of the education sector with strong leadership from the government. Its stakeholders' reform program in the education sector was undertaken with the objective to increase access and participation in education by the youth. According to Amankrah (2006) the Ghanaian government in addition introduced and undertook other initiatives such as the National Youth Volunteer Programs which became the Ghana National Service Scheme. There was also established Youth Venture Capital Fund and further an enactment of a new Labour Law known as the Act 561. This act is to ensure a more flexible labour market environment in Ghana; there was also the enactment of the Disability Bill which according to the government of Ghana could address the employment needs of young persons with disabilities. Among other key legislation introduced by Ghana is its demand-driven law which is meant for technical and vocational education.

As an attempt to address unemployment rapidly it also introduced the general policy initiatives such as the Growth and Poverty Reduction Strategy Programs (GPRSP II). The Poverty Reduction Strategy Programs are expected to provide a blue-print for the development of Ghana. They also aimed to support its agenda on "the pro-poor decentralization and good governance reforms, the Rural Enterprise Project, Alternative Livelihood Programme, the Village Infrastructure Project (VIP)" (Amankrah 2006.p.6)

4.4 Conclusion

In overall this study has established through the literature review that, youth unemployment has a serious impact on the development of a country, especially in the case of South Sudan. The literature under that study also tends to suggest the massive share of youth to the total South Sudan population combined with the very high youth unemployment rate can cause a serious threat to the country's overall economic, social and cultural development and also to its political stability in particular.

As various scholars, authors, researchers, and experts in this area of study have shown that topic of youth unemployment is a highly relevant one for the economic and political development of South Sudan. The various literatures also confirmed that indeed there exist the nature and extent of youth unemployment problem, major factors that have contributed to youth unemployment, various policies, legal frame works and programs that have been implemented to address youth unemployment elsewhere and finally in other countries their policies and programs on tackling youth unemployment have yielded positive impact.

Therefore, to contribute towards shedding some light on this major development problem facing South Sudanese society today, it will be necessary to find some of the roots of youth unemployment and by contributing towards the mitigation of this development problem in the subsequent chapter titled -The discussion section. This section will provide a substantive discussion on the dynamic of youth unemployment problems specifically on South Sudan. It will present an analysis of the situation and present some evidence.

Section 5: Discussion

5.1 Introduction

This section presents the findings and discussion of the study on the Dynamics of Youth Unemployment Outlook in South Sudan. The presentation is made based on secondary and interview data obtained during the study period. The data was analyzed to identify key themes related to the nature and extent of youth unemployment problem, the major factors which contributed to youth unemployment, as well as the various policies, legal frame works and programs that have been implemented to address youth unemployment in South Sudan and the impact of policies and programs which have been implemented to address youth unemployment in South Sudan.

Table 1. Profile of study participants interviewed in South Sudan.

Interviewed group	Male	Female	Total
Policy Officials	8	4	12
Job seekers	8	4	12
Entrepreneurs/business owners	5	2	7
TVET Trainees	10	3	13
Members of community and faith-based	3	1	4
NGO representatives (local and international)	6	3	9
Total	**40**	**17**	**57**

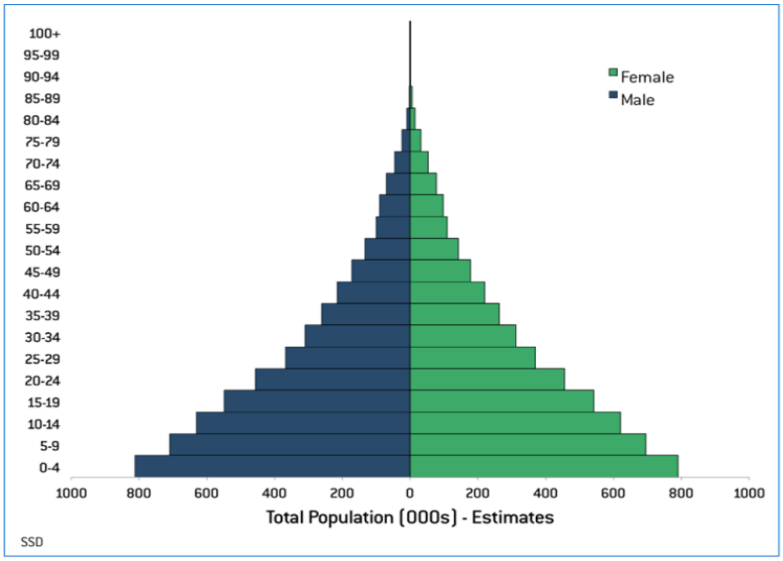
The table 1 above shows the profile of study participants interviewed in South Sudan. The study interviewed fifty-seven people ranging in age from 18 to 70 years old. The interviews were made based on a range of questions as indicated below. The interviews targeted policy officials, Job seekers, Entrepreneurs/business owners, Technical Vocational Education Training (TVET) Trainees, members of community and faith-based, NGO representatives (local and international). The interviews were conducted on the basis that the interviewer managed to pose questions on youth employment, their associated problems and the respondents were able to give their responses in their own capacity. The reason for employing this method is that through this process it became possible to get information regarding past and current programs, policies on trainings, test what form of credit is available for youth, look at number of youth that have benefited from current national and private sector youth employment programs, the nature and extent that caused youth unemployment, and what policies and programs can be put in place or promoted in order to ensure youth employment.

The interviewees were drawn from the main state capital of; Jonglei, Western Bahr El Ghazal state, Northern Bahr El Ghazal State, Lakes state and Warrap states, Eastern Equatoria state, Central Equatoria state and western Equatoria state. The selection represented geographical diversity and also in terms of gender. The Selection of the respondents from these states informed the study with representative data which is useful in this study as far as the dynamic of youth unemployment outlook in South Sudan.

5.2 The Nature and Extent of youth unemployment problem facing South Sudan

As concerns the nature and extent of youth unemployment problem this has to first be linked to the development challenges facing South Sudan which are seen during the study period as overwhelming. South Sudan historically is within the larger provinces of Bahr el Ghazal, Equatoria, and Upper Nile which later was divided into the 10 states. South Sudan is home to over 110 ethnic groups.

Figure 1: The structure of South Sudan Population



Source: United Nations, (2013)

The Figure 1 shows that the structure of South Sudan population which appears to suggest a large young population at the bottom. There is a large population of both male and females in terms of age range from 15-34 years. As a consequence of this large young population the country is facing a high unemployment problem. It also needs to be emphasized that, over the last couple of years South Sudan is reported to have 70 % of its population under the age of 30 (World Bank, 2012). The population of South Sudan is expected to increase quickly to reach 12 million in 2015, which will have implications for social services, including education and training and employment (IMF. 2014). Furthermore, the national stability and future economic development depends on the kind of labour the young people will bring to these settings.

As noted by the study, currently the nature and extent of youth unemployment in South Sudan is deplorable by mere observation of the lifestyle. The severity could be measured in depth and width so to say. Thus, the majority of the youth reside in rural settings and normally trickle voluntarily to the urban centers in search for something to get themselves engaged in informally. The majority is characterized by limited skills and low income that is derived from short term jobs that have inconsistent earnings. The majority are engaged in businesses such as bike riding (''bodaboda'')[1], others in selling and chewing drugs such as 'marungi[2]' and yet others get involved in antisocial behaviors like drinking and stealing/robbery among others. This situation earns the youth a of being economically poor and vulnerable. According to Marc Sommers and Stephanie Schwartz (2011) taking alcohol and smoking shisha is an emerging phenomenon common among unemployed urban youth in South Sudan. Shisha is sometimes said to have marijuana and other addictive substances. Substance abuse is an increasing problem among

[1] Boda-boda is a two-wheeled bicycle or motorcycle taxi used by many youth for transporting passengers and goods in South Sudan with pay. In South Sudan many youth use them as a source of temporal employment.
[2] Marungi is a widely known leaf that young people like chewing to pass time since they do not have any job they are doing. Local South Sudan know this leaf as a drug

young men and women and carries great social and economic costs through its impacts on crime and health (Marc Sommers and Stephanie Schwartz, 2011).

The nature and extent of the youth unemployment in South Sudan also varies from one community to another. For instance, some of the youth in other parts of South Sudan where cattle are kept as source of livelihood do not regard themselves as employed. Recent indications suggest that some youth get themselves involved in cattle raiding, scramble for water points and pasture lands among others due to lack of employment. The nature and extent of youth unemployment is also characterized by the impact of conflict, lack of national and international investment (public and private sectors), and lack of strategy plans for youth development. Some of the signs can be linked to lack of employable skills, lack of access to resources like land and capital, lack of focus by the existing programs on the informal sector and agriculture. The nature of youth unemployment problems facing South Sudan is not also a country specific issue. Evidence from most development practitioners and scholars tend to indicate that it is a global issue.

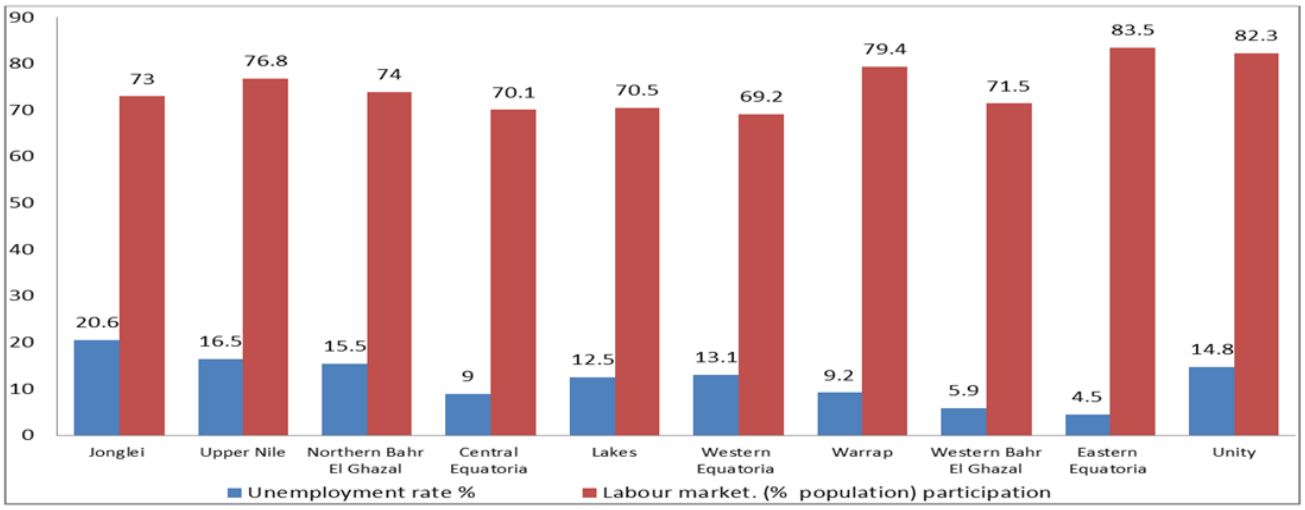
As also pointed out by the Executive Director of South Sudan Youth for Peace and Development Organization (SSYPADO), the nature of the problem pertaining to employment general is that youth have been neglected since the liberation of South Sudan and current jobs are limited due to the poor economy. The over emphasis by the government under Sudan People Liberation Movement(SPLM), to focus on oil revenue instead of agriculture and other livelihood resources are some factors that characterized the nature of youth unemployment (A. Deng, personal communication, August 30, 2015). It is also important to mention here that; South Sudanese oil production appears to have reached a plateau. According to the World Bank, oil output from the north and south is expected to peak in 2012, at around 527,000 bpd, and to decline sharply starting in 2015 unless new discoveries are made or recovery factors are increased. There is a pressing need to strengthen the management of petroleum resources in a way that contributes fully to economic prosperity and economic development. The nature and extent of youth unemployment can also be analyzed in a way that links to the population of South Sudan. As presently known the population poor socio-economic conditions have been worsened by poor strategic planning and the ongoing violence. Since independence youth have suffered greatly from this stability contributing to the widespread youth unemployment epidemic.

The study also highlights here that South Sudan has been engulfed in Africa's longest-running conflict that that has contributed to the way the country is struggling to create employment for its population. The civil war spanning nearly 40 years and ending with the Comprehensive Peace Agreement (CPA), signed on January 9, 2005 and again a new one which is still ongoing. As reported by USAID, (2011) the Republic of South Sudan has an abundance of natural resources. The persistent conflict between Sudan and South Sudan have hampered the ability of the South Sudanese government on how it should Safeguard and enhance the use of oil revenues. It was indicated that, teenage unemployment rate is far much higher since South Sudan achieved its independence in 2011. However, the pattern of teenage unemployment has remained considerably higher than other age groups. These high rates are said to be experienced by 'working class communities of South Sudan where the economy is experiencing manufacturing decline. Confirmation can be made that the majority of the young people in South Sudan are illiterate.

Many young people have little or no skills and are therefore largely excluded from productive economic and social life. Those that have some education often exhibit skills irrelevant to current demand in the labour market, in a situation where educational and skill requirements are increasing, resulting in millions of unemployed and underemployed youth. Also as some interview results did suggest, there is competition between those who studied in Arabic institutions and those who had their education in English. Article 6(b) of the Transitional constitution of the Republic of South Sudan 2011 recognizes English as the official language of South Sudan and a medium of instruction. Hence, those who studied in Arabic institutions have less opportunity for employment compared to their counterparts who graduated from Universities and colleges that use English as the medium of instruction.

The duration of Youth unemployment in South Sudan differs from state to state. In some of the states it was reported that some youth can be out of work for up to a year while others can be out of work for more than one year. The majority of those who gave information indicated that some youth who had worked since leaving school had held jobs lasting for less than six months. The time that young people remain jobless in South Sudan has increased during the 21 years of the war. The longer people are without jobs, the harder it becomes for them to find work. In other words, a growing number of young South Sudanese risk becoming permanently unemployable. According to the Principal of Padak Fisheries Training Center, the majority of youth in South Sudan are dependent on parental support for economic survival. Possibly because young unemployed people are likely to come from poorer families and because the levels of income support payments are so low, unemployed teenagers are less likely to live at home than employed teenagers (D. Alfred, personal communication, November 10, 2015).

Figure 2. Labor Force Participation and Unemployment Rate by States in South Sudan 2011



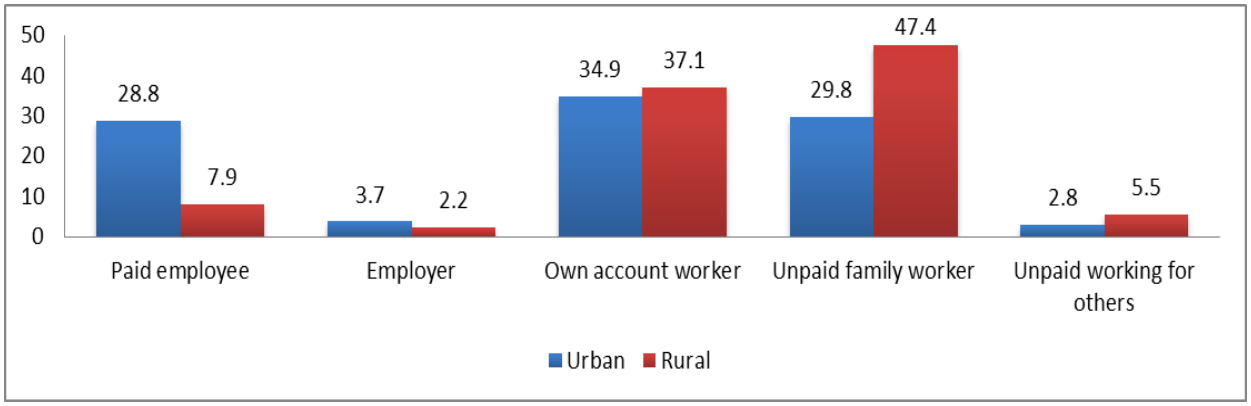
Source: Authors' construction based on Sudan Fifth Population and Housing Census 2008, long form questionnaire

The study findings above show some real differences across the ten (10) South Sudan states in term of labour force participation and employment status at large. The variation by state in

unemployment is here shown in (Figure 2) above. The results shown above are also confirmed by most of the interviews conducted. According to most interview results it was indicated that, the employment of the youth varies from state to state. For example, in the Equatoria states more youth are engaged in local transportation service commonly known as boda boda business, and this is not sustainable. In other states youth do not do have any jobs, and as a result they engage in cattle rustlings. Agriculture does absorb a good number of rural youth. The study also wants to underscore the importance of state-specific approaches to dealing with the unemployment issue. In analyzing the Labour Force participation rates by States it can be attested that the unemployment rate varies from 21% in Jonglei to just five percent in Eastern Equatoria. Also Labour market participation ranges from 84% in Eastern Equatoria to 70% in Central and Western Equatoria. The differences across states in labour force participation and status are large was calculated based on the total of those in the labour force expressed as a percentage of the working aged population with consideration of labour force informal employment. As reported by USAID, since South Sudan's independence the vast majority of the youth from Upper Nile, Unity, Jonglei, Western, Northern Bahr El Ghazal State, Lake and Warrap states have not received any formal schooling, and education indicators in South Sudan today are among the worst in the world. Such situation has affected this part of South Sudan when it comes to the way youth are supposed to access employment. In these states employment is also characterized by a preponderance of low productivity and unremunerated work concentrated in the cattle keeping.

5.3 Trend of Unemployment in South Sudan

Figure: 3. South Sudan Status in employment, percentage of employed persons aged 15 Years and beyond by residence 2011.



Source: Authors' construction based on data from UCW Working Paper Series, December, 2011

The Figure 3 above shows trend of unemployment in South Sudan. The data shown above represent the country status in employment, percentage of employed persons aged 15 years and beyond by residence since 2011. The year 2011 was when South Sudan gained its independence and therefore this year has significance to this study. The figure above displays the data for both urban and rural settings. The urban and rural both have witnessed some employment and unemployment. As it can be seen from the data above employment in South Sudan is characterized by preponderance of low productivity.

The categories considered in this study are paid employees in urban and rural areas, employed in rural and urban areas, workers with the own accounts, unpaid family workers and unpaid workers working for others[3]. These data were considered from the report assessing labour market conditions in the new state of South Sudan developed for International Labour Organization, UNICEF and World Bank. These data present the only widely analyzed data based on labour experts. The findings of this study based on the above indicates that paid employees is higher in urban areas than in in rural areas. There is also a clear evidence that unpaid family workers in high in rural areas.

The study argues that, in urban areas paid employees seems to have been high in relation to wages. This can be the reason why many youth prefers to be in urban areas since they will gain some paid employment. It needs to also be stressed here that the data for unpaid family workers indicates that, most of young workers in the rural areas are working unremunerated, which makes their situation even worse. As also reported by many respondents during the interviews is that the concentration of young people in the rural areas is due to lack of employment options available. It was pointed out that, the problem of youth unemployment is characterized by lack of skills, negative attitudes towards work and limited access to capital for those who want do business in rural areas, as well as absence of supportive rural economic development policies and programs. As a result, many youths get involved in criminal activities such as theft, drinking of illicit substances, idleness, prostitution for girls and frustration with the situation (Wangi S, personal communication, November, 15 2015).

5.4 Labor rights and working condition in South Sudan

South Sudan has not officially enacted a labor law that is supposed to regulate the employment industry in the country. Also as noticed there are no rights based labor standards that are put in place with the purposes of those carrying out employment are supposed to follow. Labor law and standardized employment policy are crucial for improving the employment situation in South Sudan. Government should try by all positive means to pacify the country labor policy which could enhance investment and encourage labor mobility as a means to addressing youth unemployment in South Sudan. Further evidence also pointed out that, the lack of employment policy and legislation has allowed most of the employment sectors to employ whomever they want. Such practice has also permitted those employed to work without job security and labor standards. The issue of labor rights and working conditions in South Sudan was also confirmed by the BBC Country Profile report of 2014. According to BBC, the labor working conditions in South Sudan are characterized by challenges such as; labour supply, absence of a coherent government policy, and the lack of a sound legal and regulatory framework limit the absorption of youth by the labour market.

The employment labor condition in South Sudan continues to remain very low. Currently there are few Labor/workers Unions in the country. Among few known workers Union are; South Sudan Workers' Trade Union Federation with its branches in the 10 states of South Sudan. The main role of this union is to advocate on issues of employment and labour rights. The Union at

[3] Other includes: mining and quarrying, electricity gas and water, extraterritorial organizations

the national and state level does not have specific mandate in terms of advocating for youth employment as it role is very general. Other government institutions created under the South Sudan constitution are the National Ministry of Labour and Human Resources Development and at lower level each state has ministries responsible for labour and human resources development. The problem reported is that these institutions do not have the required planning, strategies and policies designing capacities to enforce and design employment strategies that could have improved the general employment conditions in South Sudan including that of the youth.

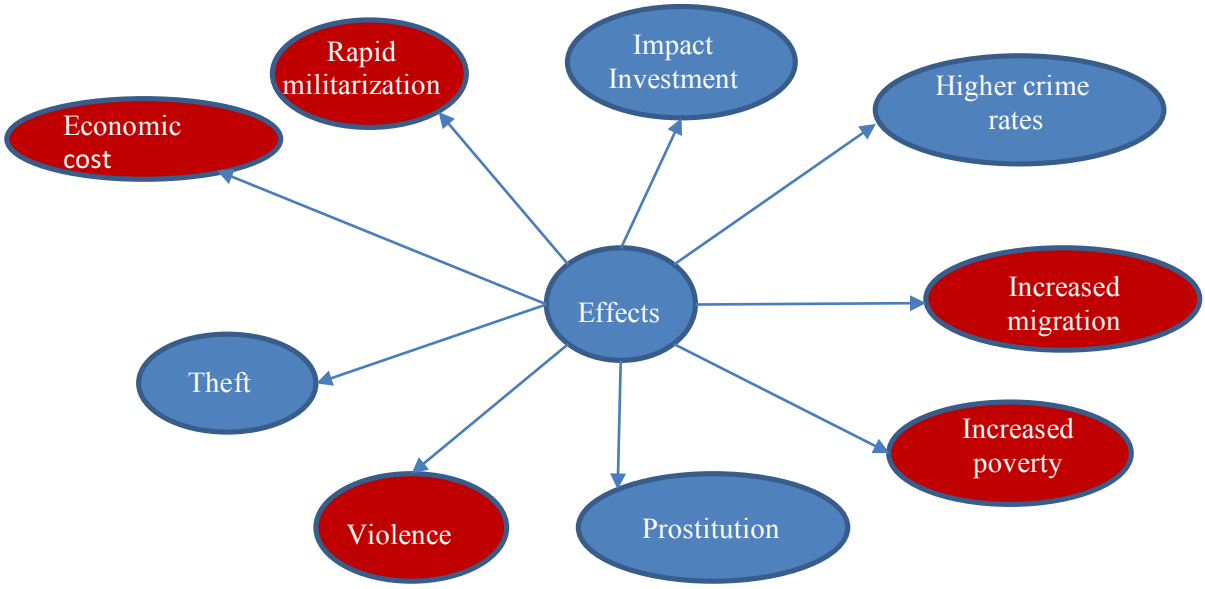
There are a number of state and county-based youth organizations involved in development initiatives in a fragmented form. The National Youth Union and the South Sudan Students' Councils are most widely recognized national level youth organizations. Consultations and close observations indicate that youth organizations seem to lack a strong constituency and membership base, and a unifying vision, mission, goals and objectives, guidelines, and programs with long term financial resources. Members seem to be pre-dominantly male. They have limited capacity in networking, advocacy, leadership, decision-making and the provision of member services. The youth, particularly marginalized ones, have little or no say to make an impact on issues affecting their life. Proposals from many interviewed youth, both employed and not, indicate that the government should conduct research in order to develop a comprehensive policy framework that exclusively focuses on programs that create jobs and employment for the youth in South Sudan. Interviewees also said that, the government should also establish institutions that enable the youth create self-employment and encourage entrepreneurship.

Given all these challenges pertaining to labor rights and working conditions in South Sudan it was revealed that, most youth with some skills in the neighboring countries such as Uganda, Kenya and Ethiopia took advantage of the situation and migrated to South Sudan. Many of these youth from the neighboring countries since 2006 were quickly able to gain employment in the private sector. It was observed that, majority of the foreign youth are engaged in hotel/restaurant industries, taxi driving sector, shop attendants sector, saloon services, bar services building and construction sector, car maintenance and repair and NGOs sector in most capital cities of the 10 states of South Sudan. The results from the interviews also suggested that, the entry of foreign youth to these sectors have worsened the labor situation and pushed out the few South Sudanese youth who have the skills to access employment in these sectors (P. Koryom, personal communication, June, 30 2015). Regarding high level jobs, it was reported that expatriates from Uganda, Kenya and beyond are filling the skills void and employment opportunities. The need to create opportunities for local economic participation is great, and will offer the South Sudanese people a chance to participate in co-creating economic and social value, including motivation for local peace and security.

5.5 Does unemployment have an effect on youth in South Sudan?

This chart below explains some of the well known unemployment effect on youth in South Sudan. The effects highlighted red in the charts show the magnitude of the unemployment effect which South Sudan as a country is gravelling with currently.

Figure: 4. Effects of Unemployment on Youth in South Sudan



Source: Author (2016) Constructed based on reviewed data.

It has been established that, unemployment does have an effect on youth in South Sudan. Unemployment cripple's investment opportunities since labor is lost, increase crime rates, increase poverty. As highlighted earlier in this paper unemployment also lead to increase in migration. The unemployment has given chance for most of the youth to join rebellions and caused insecurity to the country. Unemployment is a cause of many evils, including insecurity, conflicts, violence and abuse. An unemployed generation will lead to less productivity and hence shortage of labor supplies. It has been known that, without considering the productive labor from the youth the country markets will end up with a situation where consumers exceed producers. Unemployment also stifles the development of the next generation as the current generation will not be able to educate and train their children.

As unemployment increases the tendency for young people to engage in criminal activities are high. The crime rates in the country have a direct economic cost in terms of loss of foreign direct investment as witnessed in the current crisis. The youth now lack the capacity to access health services, lack leadership and management skills, and are prone to poverty because they are unable to engage in meaningful and gainful employment. Many of them have also resorted to corrupt tendencies in order to quickly go up the ladder of success. To them, the meager sums that they earn are a justification for this form of behavior which is a vice that South Sudan needs to eliminate. The youth have also lost faith in the capacity of their country to offer them the necessary protection against exploitative employers.

6.0 The major factors that have contributed to youth unemployment problem in South Sudan

In this section the paper deals with direct and indirect factors that contributed to the youth unemployment problem in South Sudan. As available data on youth unemployment in South Sudan can show, there are several recorded factors that have exacerbated the unemployment problem in the country.

6.1.1The poor performance of the economy and the labor market

When South Sudan gained her independence from Sudan in 2011 the level of the economy was low. The performance of the economy was overshadowed with the then Sudan unity government economic policies. Also after independence the country found itself in long civil wars. The wars have severely restricted the prospects of economic development, making the country one of the poorest and most underdeveloped in the world. The vast majority of the country's 11.91 million people survive on subsistence agriculture as a means of livelihoods (World Bank, 2015). The country has less than 300 km of paved roads and few sources of electricity generation. The power that most South Sudanese are using comes from (heavy polluters) diesel and petrol generators (USAID, 2011). Although South Sudan does have an abundance agricultural land and natural resources, it is important to underline here that, only oil has been developed to a significant extent and the oil during the study period accounts for 98% of government and national revenue.

South Sudan lack young skilled manpower that could have been easily employed as national staff in the oil sectors. Due to this the government considered hiring foreign workers into the oil sector. It has been reported that, over 90% of the local sector employees in the oil sector are from Sudan. These employees are hired as international workers as opposed to being from South Sudan. There are noticed challenges with the companies. These challenges relate to legal frameworks that could have guided the management and operation of the oil sector and labor management (NPA, 2014). More suitable skills are needed to allow young South Sudanese to access employment in the oil sector. According to the NPA report (2014), a good legal framework is needed to secure workers' rights to freedom of association and the right to collective bargaining. The government of South Sudan was urged to ratify and respect all core labor standards of the International Labor Organization. The report also calls for the government to include trade unions and employers in tripartite dialogue as this is important to strengthen the role of unions in South Sudan in advancing advocacy to ensure greater consideration of youth into employment.

In the period leading to the country's independence it has been noted that the national economy has been plunged into stagnation especially when the government of South Sudan decided to shut down the oil. The stagnation of the economy contributed to increased unemployment. The overall impact of the oil shutdown led to reduced income per person, higher health costs, less quality of health-care, lower standards of living, and increased poverty in the country.

The above situation falls in line with the slow job creation proposition which argues that labor market institutions raise the costs of formal job creation, thereby creating a counterproductive duality by depressing job creation rates in the formal sector and forcing the majority of workers

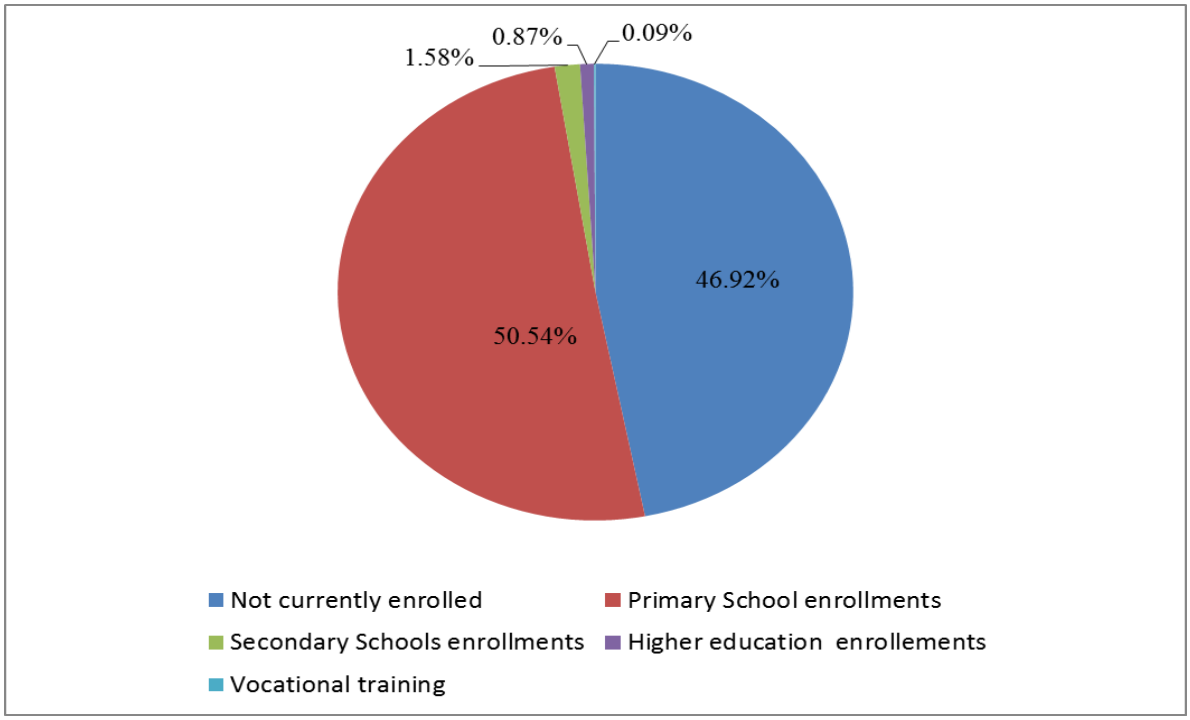
into informal employment. The South Sudan youth bulge offers a range of opportunities. First, the world's goods and services cannot be produced without working age labor. Increasing the concentration of workers both in the rural and urban areas with good skills can be a source of real innovation and rapid economic growth. As indicated by World Bank, (2008) investing in youth the benefit will make them to come to the forefront of development.

6.1.2 The South Sudan education system

The current education system has helped to compound the youth unemployment problem in South Sudan in the following ways. First, the education system has not significantly improved since the country became independent. South Sudan is still emerging from the longest civil war in the contemporary African history. The country has not yet set a stronger footing in terms of post-conflict reconstruction in many areas of social services. As such the educational infrastructure continues to struggle, and many stakeholders in government and international and local organizations are not sufficiently aware of the needs, challenges and opportunities that face the implementation of quality education which could have provided skills for young South Sudanese. Also as quantified by one policy official, the educational system in South Sudan as well as in the neighboring countries where most South Sudanese young one's study contributed to unemployment as the students are academically oriented to seek for white collar jobs instead of providing technical skills for self-employment (M. John, personal communication, November, 20. 2015).

The study has also found that, in South Sudan there are few educational programs that do exist to provide under-educated youth with useful knowledge and skills. That, even though the country education system is grounded in both the Transitional Interim Constitution of South Sudan 2011 and the Child Act of 2008, which enshrines education as a right of every citizen and directs all levels of government to ensure free and compulsory education is provided to all children. This has not come to reality as noticed by the author during the study period. There is no robust strategy put in place by the government to ensure equitable participation of young people in education and also considering the issue of quality education system which is supposed to promoting sustainable development throughout the country.

Figure 5: Educational attainment, active population aged 15-24 years in South Sudan



Source: Authors' construction based on data from World Bank (2012) and UNESCO (2014).

As concerning educational attainment, the active population aged 15-24 years in South Sudan based on the figure 5 above it can be analyzed that majority of South Sudanese young population have not gained access to formal education. This situation highlights gloomy prospects for future development of South Sudan. According to the data those young people not currently enrolled are (46.92%) and those with primary education are (2%) young people with secondary education amounts to (1.58%), higher education enrollments is (0.87%) and vocational training is (0.09%). This data is only based on overall enrollment patterns and statistics recorded in 2009 cited by World Bank (2012) and UNESCO (2014). The study did not find specific up-to-date recorded data. Primary, secondary school enrollments might have risen in South Sudan over this period also as the case may be for high education and vocational education. The statistic the study found did not provide an overall picture of those young South Sudanese studying abroad and those in refugee's camps.

This paper also confirms that, university graduates are very often lacking crucial skills to carry out their jobs, even though they studied exactly in the relevant field. For example, a young woman who has studied Business Administration is not able to fill in a simple balance sheet in Excel or a young man who studied Software Development has no clue of how to write even the simplest code on a computer. Over-reliance on theoretical teaching and the neglect of practical training leads to the fact that holding a degree in a certain field is by no means a reliable sign for employers that the applicants are actually capable. The capability of a potential employee has to be established in time- and money-consuming application interviews and tests.

Results from most interviews specified that, education becomes attractive when it produces quality human resources into public and private sector service provision and that is dependent on the quality and amount of teaching skills, availability of the right teaching materials and equipment, the conditions of the teaching environment and ability in school management. The Interviewees stated that, before getting young ones into schools, there are many factors to be considered in order to give the young people quality education. These factors range from the school infrastructure, quality of teachers, distances to school, road infrastructure and the parents' commitment in sending young ones to school. Another major challenge is also the high level of illiteracy in the country and the absence of school infrastructure to provide a quality and better educational performance. These challenges have real impact on young people those that are supposed to acquire skills in order to participate in the labor market in the country.

> A statement from Dr. Michael Hussein based on media interview specified that "Three generations of South Sudanese did not have an opportunity for proper education. The girls have suffered the most" (From the Ground Up, 2007, p.3).

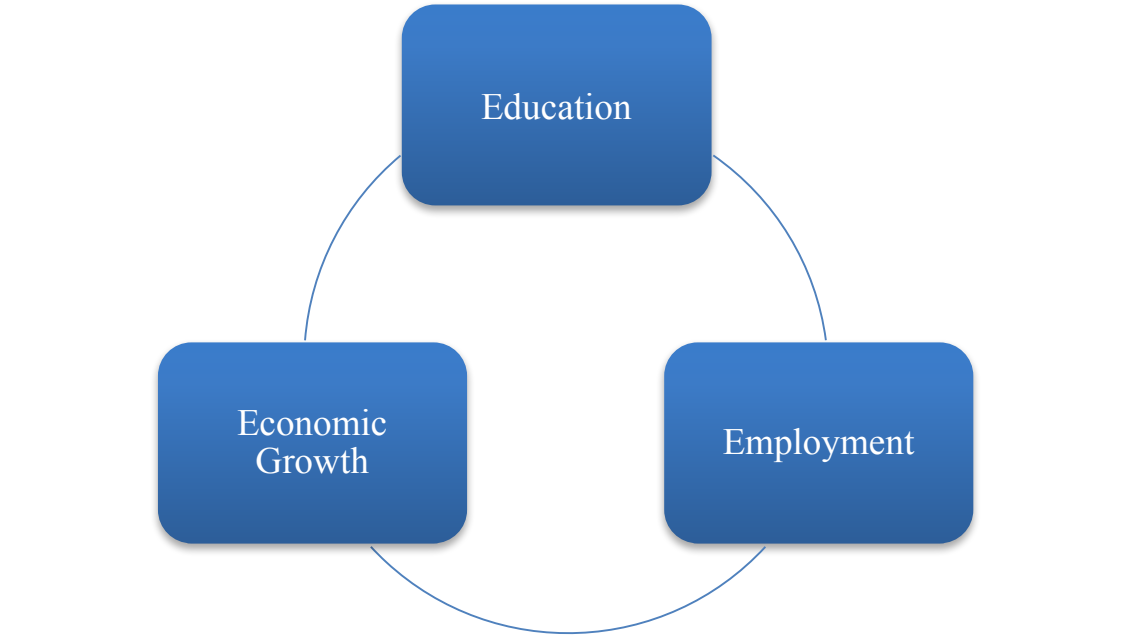
Another factor that led to youth unemployment is also linked to the language of instruction used in schools. As legacy of colonial administration there were differences in educational policies. For example, in the north where most South Sudanese traveled to access education. The education language used in the north was Arabic in line with Islamic-based formal national curriculum. Also in some parts of South Sudan some schools continued to teach Arabic. Many of the young South Sudanese who graduated from these schools became intellectual Arabic speakers limiting them to access jobs that requires candidates who are educated in English schools.

6.1.3 Employability Framework

Investment in education is very necessary when it followed this employment framework indicated as figure 6. In this framework the author contended that, education should translate into employment and also support and accelerate inclusive economic growth. Education in this context as understood should be about building human capital. The relationship between education employment and economic growth are very compelling when looked at from the perspective of positive outcomes of economic growth. In South Sudan what is needed is that, under this framework all young people requires a set of skills and attributes that will prepare them for both employment and further learning. The Employability Framework should also be on what employers and employees consider as a good employment.

The author also sees a clear analogy between institutions and business in South Sudan and how they operate and work together in addressing unemployment as a development problem. There is no any other best alternative benefit of education if it does not provide skills for young people to engage in the employment market and in overall contribute to reducing the growing social problems such as "*Youth Violence*", solving the diminishing economic growth and in supporting the post-conflict environment so that recovery and development can begin in South Sudan.

Figure 6: Recommended way of thinking Education through an Employability Framework



Source: Author construction (2016)

6.1.4 Skills mismatch between the education system and employers' expectations

The mismatch between the type of education provided at schools in South Sudan and the requirements of the labor market is a reason that has been both mentioned by most interviewed youth. Results from several interviews as well as the observations of the author is that the South Sudan like many other African countries school systems is far too theoretical and is not preparing the young people in an adequate way to find job after graduation. As also discussed before, the lack of employable skills by youth has hindered them from accessing jobs even though the job falls under their field of studies. The theoretical education in South Sudan was designed more to provide civil servants and professionals to serve the colonial administration than to educate the South Sudanese. Moreover, the distribution of facilities, staff, and enrollment was biased in favor of the needs of the administration and a Western curriculum. As some authors claimed, the mismatch between the type of education provided at schools and the requirements of the labor market is a reason that has been both mentioned by the academic literature in many countries (Chigunta 2002, ILO 2012, Kellow, 2010).

Another important lesson learned by the author while working in South Sudan is that the soft skills are much more important than the hard skills necessary for the job. Honesty, loyalty, being hard-working and reliability are the basis for any kind of job. It has been referenced that, the best vocational or technical training is useless if the person is not able to be on time or to be honest with his/her customers as well as the employer. Other institutions such as the African Development Bank in 2012 pointed out that, among the factors contributing to youth unemployment are skills mismatches. Obviously, youth applicants lack experience or proper qualifications as most have attended private education institutions in major cities in South Sudan that lack credible, internationally renowned accreditation. Very often, qualifications are also not in line with the economic priorities of the government, such as skills for the energy and construction sectors. This situation underscores the need to develop a human resource development strategy delineating the areas of priority for both the public and private sectors.

The Study confirms that, the issue of skills mismatch between the education system and employers' expectations in South Sudan goes in line with the proposition indicated in the study. This proposition asserts that, maintenances of a mismatch between what the education system teaches and what the labor market requires are not aligning. Education produces young people who have few marketable job skills but who nonetheless aspire to "good" jobs that are secure, well-paid, and offer higher social status and who spend a fair amount of time looking for such jobs. This leaves the labor market with no available human resources to employ from. This proposition is tested in Sri Lanka (The Challenge of Youth Employment in Sri Lanka, 2010).

Table: 2. Identified priority skills for youth employment and Development South Sudan.

No.	Sector	Needed skills
1	Agriculture	Animal husbandry Agricultural equipment repair Para-veterinarian Blacksmithing Forestry equipment operator
2	Transportation	Driving Repair Auto-mechanics Surveying
3	Housing and construction	Masonry, Carpentry Construction Electrical Plumbing Welding
4	Hospitality	Cook Baker Cleaner Wait staff Customer relations
5	Computers	Computer technician/repair Financial accounting skills English
6	Business	Customer relation Business and marketing skills Communication skills

Source: Author's own construction, (2015)

The skills sets listed under agriculture, transportation, housing and construction, hospitality computer and business are necessary for South Sudan. These skills will benefit a significant number of youth who have not accessed high levels of education. Investing in these skills sets is also in line with "4Es" conceptual framework developed by the International Labor Organization, World Bank and UN-sponsored Youth Employment Network initiative. The conceptual framework indicates that when youth are able to gain necessary and relevant skills they will be able to benefit from range of issues such as employment creation, employability, entrepreneurship, and equal opportunity. Realizing this will also be core in contributing to youth genuine employment for sustainable development.

6.1.5 Lack of skills and business training

According to the Agribusiness Advisor for GIZ Food Security and Development of Agricultural Markets (FSDAM) program, the problem of youth unemployment is characterized by lack of skills, negative attitude towards work and limited access to capital for those who want do business, absence of supportive policies and programs. As a result, many young people get involved in criminal activities such as theft, drinking of illicit substances, idleness, prostitution for girls and frustration.

6.6.6 Over dependency on the government and NGOs

Interviews with SCN Area Director for East Africa indicated that, there is combination of several factors - not many jobs available outside government, army, service industries in Juba and a few bigger towns, or in NGOs. The business sector and other areas of job opportunities are quite limited. There is also a combination of relatively low levels of formal educated youth, but even the youth with education do struggle to find jobs. In the few private sector businesses available and the in NGOs there is a tendency to hire "more experienced" employees (highly educated) from neighboring countries. This factor of youth unemployment is in line with the queuing proposition. The queuing proposition argues that, the unemployed wait for an opportunity to take up good jobs in the public sector characterized by job security, generous fringe benefits, low work effort, and high social status. It was also pointed out that political compulsions driving unending recruitment into an already bloated civil service have only reinforced the incentives for job aspirants to queue for these jobs.

As reflected by development practitioners and scholars that "unemployment problem brings about the lack of inclusive growth, reduction in the absorption of young people into the labor market and lack of participation of youth in the economy. This retards economic growth and creates a high tendency for youth to join extremist groups, as currently noted from the number of youth joining the current conflict in South Sudan and any in the future" (Boboya, 2014. p.4).

6.1.7 Lack of credit facilities

Many young people in South Sudan could have started self-employment opportunities or embarked on income generating activities but they lack startup capital. In South Sudan there are no known credit facilities. As also stipulated by some reports most young South Sudanese

hoping to establish small businesses encounter many obstacles and receive little support (From the Ground Up, 2007).

A study of youth livelihoods in South Sudan found that designing targeted and appropriate interventions such as provision of loans to entrepreneurs will increase employment. Provision of targeted loans to youth will mean that youth will not remain idle or in low-skilled and possibly exploitative jobs. Youth will not waste their potential resources but rather will support the country's reconstruction and development (From the Ground Up 2007). Another survey result indicated that "South Sudanese growing insecurity is caused by frustration due to unemployment and lack of regular salaries for those working with the government, and that if youth could access loans they could have opted to run their work business that create jobs" (Boboya, 2014.p.6). According to the UN Capital Development Fund (UNCDF), that youth are mainly facing three barriers when trying to access and use formal financial services in developing countries: "Restrictions in the legal and regulatory environment, inappropriate and inaccessible financial products offered by financial service providers (FSPs) and poor financial capabilities of the youth" (UN Capital Development Fund, 2012, p. 9).

6.1.8 Neglect of the agricultural sector

The agriculture sector is known to be the biggest employer. But the sector has been neglected to the extent that it cannot enhance resilience and reinforce the need of the rural South Sudanese. The neglect of the agricultural sector has also increased the economic interdependence of the population. As reported by USAID household productivity in South Sudan has been reduced. The reduction in productivity has impacted many young farmers. Young farmers can not link themselves to other communities to markets produce and captures market opportunities (USAID, 2011). As observed during the study the regional corridors are inordinately long and transportation costs, prohibitively high. The dilapidated state of arterial and feeder roads and the absence of core road corridors remain a major constraint to realizing the potential benefits from agricultural development and regional connectivity in South Sudan.

The agriculture sector in South Sudan is the foundation of its economy that employs majority of the population. Before the war many parts of South Sudan, especially the Equatoria region acted as the food basket a prospect that could have resulted to massive employment. For example, Lainya, Yei, Morobo and Kajo Keji were known as potential areas in the country with flourishing cooperative societies supporting the production and marketing of produce. Most parts of South Sudan are fertile with suitable climate combined to support the cultivation of varieties of crops. The independence of South Sudan has resulted in so many potential youth abandoning the rural areas and rushing to urban centers in search for other forms of employment since attention to revitalize the sector is not not taken seriously. Some of the reasons given for decline in agriculture are; poor agricultural technology, no market for the few agriculture products due to poor and bad roads and lack of agricultural skills. The loss of skills by the youth during the war period has also made youth to participate in violence and crime in stead of focusing in agriculture production.

6.1.9 The influence of culture and family

As reported by many interviewed youth, there are a number of cultural aspects which compounded youth unemployment in South Sudan. There is, for example, the issue of attitude,

especially among rural based population of viewing young women's activities as largely being confined to household work. This attitude is slowly changing and women are increasingly becoming active in the labor force. As also pointed out by the UN Regional Communication Specialist that, youth employment factor in South Sudan is linked to dependency on family wealth. For example, if a young person comes comes from a family with relative income such person will not think of a job. Many young people pin their future on family wealth such as livestock or land which they hope to inherit. Many youth groups in South Sudan detailed that, the solution for addressing the youth influence by culture and family can be through youth delinking themselves from traditional practices that affect progress such as communal conflicts. Investing in rapid skills training to improve traditional economic activities, look at skills training on income generating activities that do not require a lot of cash/capital and encourage savings among young people, including through group saving to generate capital for investment. It was also proposed that, the government of South Sudan should to develop a youth program that can holistically address youth unemployment.

6.2.1 Lack of business advisory services

Even if youth were to get a startup capital they are likely to badly manage the business because there is a shortage of business advisory services in South Sudan. Also as hinted in this study youth lack business training. Providing business advisory services will be necessary in supporting young people to be able to manage their business.

6.2.2 Corruption, nepotism and tribalism

The study found that there is lack of economic opportunity, particularly among marginalized youth in South Sudan due to corruption. This marginalization became a critical driver of conflict in the country as many young South Sudanese believed that economic opportunities are being provided along ethic lines due to nepotism and tribalism. It has been mentioned by policy officials and youth themselves that, nepotism and tribalism as well as corruption has impacted many aspects of development in South Sudan. The youth agrees that it is all about connections when applying or accessing job. What determines whether you get a job are not your qualifications or your degrees and certificates but if you know the person which is in charge of the recruitment process if he or she belongs to your tribe you may stand the best chance of getting the job. This has the effect that very often; unqualified people end up getting a job, even though there would have been a candidate which is more suitable. There seemed to be a high level of frustration with such practices among many young South Sudanese. The Youth in South Sudan without those important social connections will get discouraged after too many negative experiences to apply for further jobs as they get the impression that all employers are the same. As reported by one official, corruption in South Sudan is a big factor that brings youth unemployment because often money that is earmarked to get a particular development project is embezzled by individuals and the youth who should have been recruited end up without getting any chance of employment (Jonas J, personal communication, November 14, 2015).

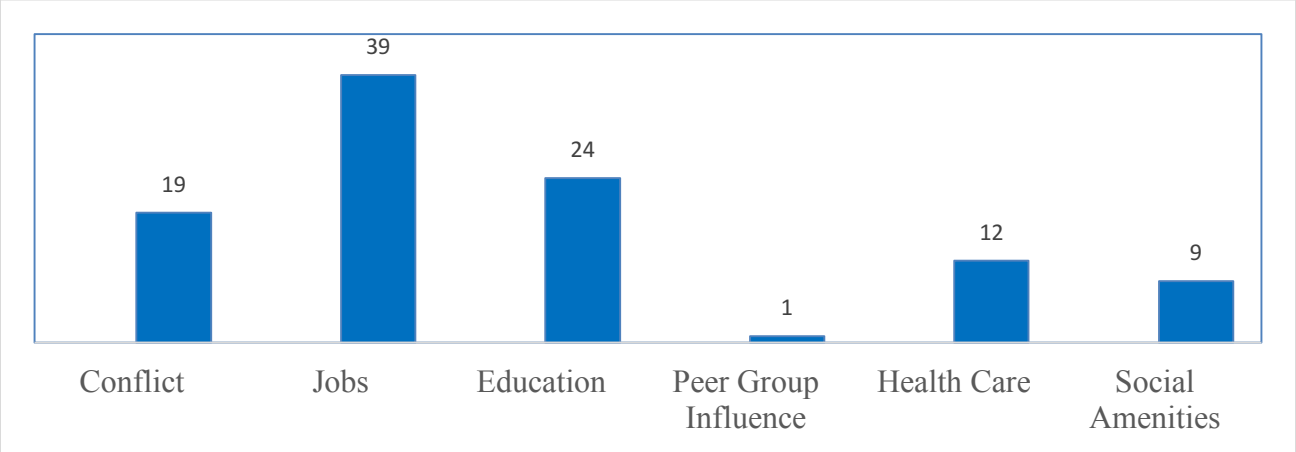
6.2.3 Rural- urban migration

Rural-urban migration during the study was mentioned as a major cause for unemployment and youth unemployment in particular. As South Sudan gained independence from Sudan in July 2011 as the outcome of a 2005 peace deal that ended Africa's longest-running civil war, most

youth see an opportunity to migrate to urban centers of South Sudan. According to the interviews conducted with different youth groups and policy officials a number of other reasons connected to rural- urban migration were reported.

The major reason for this ongoing rural-urban migration is economic motivation (search for jobs). Young people residing in the countryside are trying to escape the lower standard of living in rural areas to find employment and a better life in urban centers such as Juba. This then led to an oversupply of both skilled and unskilled labor on the job market in most urban areas of South Sudan. As the economy cannot absorb all the job seekers that are already in rural areas and those that are trying to find employment in the urban areas. The on-going rural-urban migration was also observed by the author during his 12 years of work in South Sudan.

Figure: 7. The reasons for Rural -Urban Migration in South Sudan



Source: Author's own construction, (2015)

From figure 7 above shows that rural –urban migration in South Sudan occurs due to youth search for jobs (39%), followed by the need for education (24%), fear of conflict and insecurity in rural areas (19%), health care services (12%), social amenities (9%) and tribal and peer group influence (1%). The data was acquired from more than sixty (60) respondents from most parts of South Sudan. Most youth that were involved in the interviews in Juba and other parts of South Sudan reported that the majority of the youth in the urban centers are urbanized in their approaches to life. As asserted by other authors rural- urban migration especially on youth can be problematic as in Africa today youth migration is three times as high as other migration in Africa (Michael, 2015). As also claimed, the consequences of rural-urban migration can also be serious for youth as there will be over-supply of both skilled and unskilled labor.

According to SPLM Senior Cadre, this situation has made a lot of youth remain unemployed in South Sudan and they are stuck in urban areas as they lack the economic resources to go back to their rural homes. Also another issue is that they are too ashamed to go back to rural areas because they failed in their endeavors. While speaking most local youth in most South Sudan rural side, the author had the impression that the rural youth has the feeling that they have no future in the rural areas. As confirmed by the author, the lack of focus on rural development by the South Sudanese government is a plausible explanation for this factor.

6.2.4 How can the causes for youth unemployment in South Sudan be addressed?

First some sense of stability and peace has to be realized. This will allow interested investors to invest and create job opportunities. There is a need to make investment to improve infrastructure to make it possible and profitable. Putting in place a sound regulatory framework that supports employment will be needed. Such framework should create an affirmative action to secure the majority of jobs which are in the hands of non-South Sudanese. Investment in formal and vocational education is needed to ensure youth are able to acquire standards skills for employment. South Sudan needs to invest in several alternative sectors apart from petroleum. Sectors such as agriculture will be key to provide robust employment for youth South Sudanese. Ensuring new markets/businesses that actually respond to needs in the country (both export of products and with time also export of expertise). Stronger job creation mechanisms grounded in a deliberate strategy for inclusive growth and social development in the South Sudanese private sector is needed.

Addressing the youth unemployment problem in South Sudan requires an integrated holistic approach. Shortcuts will not work. The World Bank (2008) report advocates for a comprehensive model that caters for rural development, rural-urban migration, preparation of young people for the labor market and investments in agriculture. The role of South Sudan government should be to create enabling environment to promote investments. This includes provision of power, maintaining law and order, and adequate security.

The education curriculum should be revised to incorporate skills and enterprise development. A special program should be designed for low-skilled youth in vocational centers. Incentives should be provided to Small and Medium Enterprises (SMEs) that promote student internships. The current state of youth unemployment in South Sudan requires shared responsibilities to tackle it. It will take the 'Power of We' to solve it. Businesses will thrive in a safe and secure society. Government can implement developmental programs only in an atmosphere of peace and security. It is therefore incumbent on government to work closely with the private sector to promote internships, graduate trainee programs, and community-based projects that create jobs for young people. Social Entrepreneurship is a viable tool that can create jobs for many young people.

Considering investment in education is paramount, especially given the dismal state of education now in South Sudan. As a positive consideration education is the key to social, economic and political development of any society in the world. It also determines and measures productive capacity of any economic growth. It influences all the human activities right from birth to death. In order to attain economic stability and improve livelihood standards, South Sudan needs to invest in developing a good level of educational standards measured by good quality. The widespread illiteracy has negative implications for health care delivery, low productivity, and limited practice of good governance. Agriculture is a viable source of investments for young people if it is made attractive as for now many South Sudanese seems move interested to engage in the sector. There should be a swift transition from subsistence to commercialized farming. Farm and non-farm activities should be better packaged to make them really attractive. There should also be adequate investment in rural education. This will boost rural opportunities and reduce rural-urban migration and its concomitant challenges.

6.2.5 Are there policies on youth employment in South Sudan?

In the absence of coherent government policies and a legal and regulatory labor framework, the few foreign owned private enterprises tend to bring skilled workers from their countries of origin, Typically Kenya, Uganda, Ethiopia and Eritrea. Only a handful of South Sudanese are hired, usually as drivers, waiters, loaders, sweepers or cashiers. According to the African Development Bank, many employers, both national and foreign, complained that the youth attitude to work is very poor. From the employers' point of view, local youth seek much higher wages than are merited by the level of productivity they are able to achieve. Furthermore, many job seekers see themselves as the equals of the better-organized, more experienced and better-paid youth from neighboring countries (AfDB, 2012a, p. 9. 10). Cultural perceptions of what constitute decent jobs (for instance, the poor perception of manual work by pastoralist communities) may influence the employment choices of young people. Many young South Sudanese, who were taught in Arabic when South Sudan was part of the Sudan, lack proficiency in the English language, and this is also a challenge to their employment prospects with international firms in the country.

Government policy recognizes the importance of the private sector in developing the country. One of the government's main objectives, as stated in the South Sudan Development Plan 2011–2013 is to diversify the economy and double the amount of non-oil revenue by creating a more conducive business environment for the private sector (Government of South Sudan, 2011). It is important to be noted that, "the youth in South Sudan has played a key role in calling for social change during the many decades of liberation struggle. Much as social change has been brought over the years to South Sudan by the majority of the youth, they generally have little say in matters that affect them, it is known that the adults generally having the upper hand in the most public affairs".

6.2.6 Legal frameworks that support the issues of youth in South Sudan

The Ministry of Culture, Youth & Sports (MoCYS) is responsible for youth affairs and the national youth policy, promotion of youth activities and projects, youth services, youth organizations, youth centers and hostels, youth sport activities, and developing policies on youth development. According to the Youth Unemployment briefing (2012), the Ministry of General Education and Instruction has a unit responsible for youth education, and a dedicated Youth Directorate exists within the Ministry of Gender, Child and Social Welfare but most of them don't facilitate youth activities. The impact of these legal frameworks in addressing youth unemployment is South Sudan is not widely felt. As it can be mentioned, the lack of a sound legal and regulatory framework limits the absorption of youth by the labor market. Employers complain about the youth attitude to work as being utterly poor. This is true especially of the refugees and internally displaced persons, who have been affected by the legacy of donations and food support programs by international NGOs carried out during the long period of war. Employers further complain that local youth seek high salaries and wages relative to the amount of work they are supposed to perform.

Part Two of the Transitional Constitution of the Republic: The Bill of rights has enumerated a set of rights that supports the issue of youth in South Sudan, both male and female. Legal frameworks provide an opportunity for the Promotion of youth employment in South Sudan because they have provisions that promote and protect the rights of all south Sudanese without

discrimination. However, the provisions therein have never been implemented to the letter and spirit (Emmanuel G, personal communication, November 12, 2015).

6.2.7 Youth Employment Programs in South Sudan

6.2.7.1 Are there any known programs that have been implemented for purposes of addressing youth unemployment in South Sudan?

Numerous NGOs are implementing or plan to implement different kinds of TVET programs (informal, non-formal and formal in basic occupational skills training), among them Norwegian People Aid, the Norwegian Refugee Council, Plan International, and Women for Women International. It is important to put a key focus on analyzing the strengths and weaknesses, and also the successes and failures, of these different initiatives. This analysis needs to be done by both NGOs and at the ministerial level, and this is seen as a necessary step to effectively and efficiently plan future TVET initiatives.

Some of the programs put in place before the independence of south Sudan to increase the employment of youths in South Sudan are technical vocational training institutions such as Yei Vocational Training Centre, Yei Vocational Training College, Lainya Vocational School, Logogo vocational training center in Juba, Wau vocational and technical training center, Multi-Service Training center (MTC) in Juba, Maban Vocational Training center, Aluakluak women's vocational training center (Not functional), Yei Agricultural Training Centre and crop training Centre (CTC) in Yei. On average 90 students per year are able to access these learning centers. These training centers have been offering technical vocational education to school dropouts, youth, women, vulnerable groups, disabled people, and returnees. Most of those who have access to the trainings were drawn from many parts of South Sudan. The training programs in these centers have provided support to youth and women now they are able to focus on their skills and look at income-generation activities.

At least it can be indicated that most of the youth that acquired skills have reduced their idleness and are engaging in productive alternatives. All these training centers are supported by funding from international donors. The government of South Sudan has not been active in providing the needed financial support. There are many challenges to the development of TVET in South Sudan, but there are also considerable opportunities for improvement and growth and for the development of a diverse array of marketable and apprenticeable trade's specific to South Sudan that can contribute to sustainable development and post-war reconstruction. A clear articulation of a TVET framework for action within the national, social and economic goals of South Sudan can create a platform for locally rooted support and fiscally viable TVET initiatives in the country. (Dominic and Kevin, 2014) See list of trainings Centers established to offer skills to young people to gain employment made as the annex 1.

Testimonies from interviewed youth indicate that there are real benefits from these programs as they offer them relevant skills to engage in employment.

> Sunday Alismaya came to Juba from Western Equatoria State in 2006 to look for work: "As I had no qualification in any trade, it was a daily struggle to find even a casual job. I joined the second batch and graduated in masonry. I received my certificate and headed

straight away to Lakes State because I had heard about work opportunities there. I got a paid job in a construction company, which pays good salaries for skilled workers. With the money I saved, my parents were able to build a two-bedroom house in my home town of Mundri."

Dina Patrisio is a young lady who lives near the center: "Due to drastic financial difficulties faced by my family, I was unable to continue my education. I have worked hard for years, sewing or handcrafting, but it was not enough. When I graduated from Lologo in electricity, I applied for a job of technician in electricity at a United Nations' office near Juba airport. I was chosen among many candidates, and now I feel as if I was reaping the fruits of my dedication and hard working. I am delighted to have this job and I plan to get married soon."

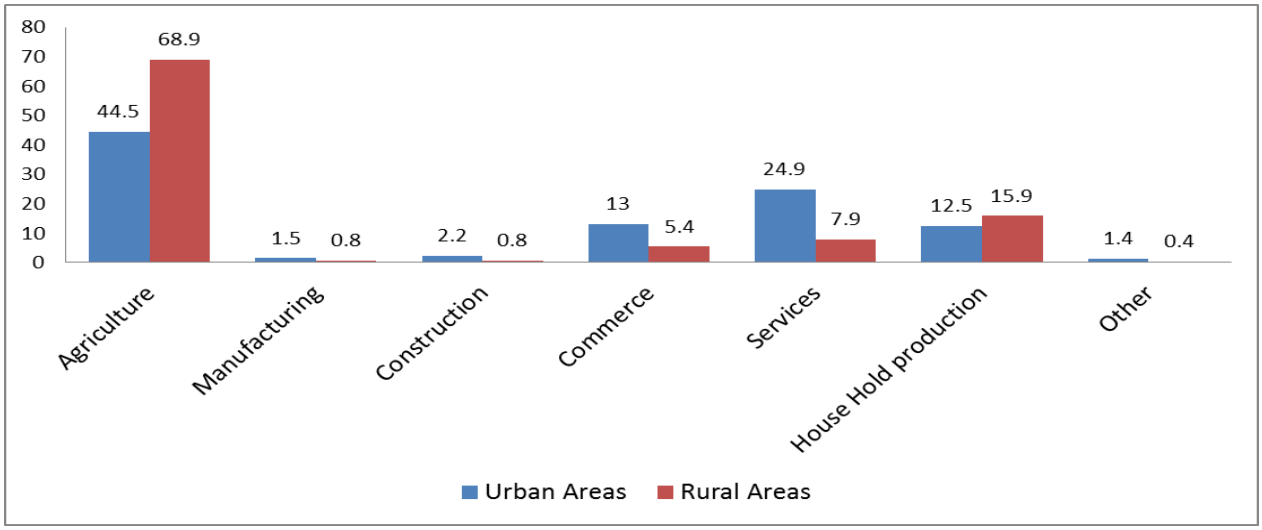
Juro Petrous Hassan, after she graduated in masonry: "During renovation I saw a lot of Ugandans doing the work in the center. This motivated me and other girls and boys to join the training because we believe that long-term development cannot be attained by importing labor force from abroad. I just did not know anything when training started. My determination was so strong that I withstood some very demoralizing comments of those who believe that masonry is not a job for a woman. I am sure many girls will join the next training session because they have seen through me and my other female colleagues that girls can become good builders. We have learned a lot of skills that we will translate into jobs for the benefit of our families and country. I had also started to work at the third month of training, on weekends and holidays."

6.2.8 Sector of employment, percentage of employed persons by residence

This section discusses the various Sectors of employment, percentage of employed persons by residence. During the study it was found that the main Sector of employment are many ranging from agriculture, manufacturing, construction, commerce, services, house hold production[4] and others. Household production includes: undifferentiated goods- and services-producing activities of private households; and other includes: mining and quarrying, electricity gas and water, extraterritorial organizations. Sector of employment, percentage of employed persons by residence are here shown as below.

[4] Household production includes: Undifferentiated goods- and services-producing activities of private households; other includes: mining and quarrying, electricity gas and water, extraterritorial organizations Source: UCW calculations based on Sudan Fifth Population and Housing Census 2008, long form questionnaire.

Figure: 8. Sector of employment, percentage of employed persons by residence



Source: Author's construction based on data from UCW Working Paper Series, (2011)

As shown in figure 8 with data concerning the sector of employment, the percentage of employed persons by residence in both urban and rural areas the following indications are revealed. As the above data indicates agriculture especially in rural area employs most of the young people. Therefore, promoting agriculture extension could create the needed jobs. Also once peace return to construction and service sectors are more likely to increase opportunities for many young people to gain employment. Sectors such as manufacturing, commerce and households should robustly be considered and expanded to open up wider market space for youth employment. All these employment sectors are vital for supporting any strategy the government of South Sudan and the international donors are putting in place on the key issue on demilitarization and reintegration of young people into the society.

6.2.9 Agriculture

Sustained economic growth and development which is led by a vibrant private sector and individual initiative will be crucial for South Sudan 's future prosperity. Hope for youth employment emphasis should be laid on enhancing agricultural productivity to drive rural/local economic recovery and development, as vast majority of the community is dependent on agriculture subsistence farming. The agriculture sector will focus on introducing new farming methods and commercializing agriculture production while creating avenues for market accessibilities. This will enable the unemployed youth to participate in and to benefit from the growth process. It is vital that the economy diversify to create the much needed employment and livelihood opportunities. Employment generation and improved livelihoods especially for young men and women is important for South Sudan economic growth thereby reducing poverty. Agricultural development for small farmers in rural areas is viewed as the engine that will not only allow South Sudan to diversify its economy away from oil dependence, but also to directly reduce poverty and food insecurity. The key to bring about broad-based economic growth involves removing the constraints that limit this sector from realizing its potential.

6.3.1 Construction

South Sudan's infrastructure base is a small fraction of its neighbors and one of the lowest on earth. Though there are challenges associated to this it still can be underscored that this sector appears to have generated some employment to young people who recently graduated from vocational schools. But a lot needs to be done in order to increase employment in South Sudan rapidly. South Sudan needs to develop the infrastructure base, and associated regulatory and institutional frameworks, particularly in roads, to establish domestic and regional connectivity as a foundation for diversifying the economy in future. The country also needs to create an enabling environment for the private sector to generate jobs and economic opportunities, including for women and youth. Economic growth in South Sudan is likely to be mainly dependent on the agriculture sector, but also on services and the construction industry, as the country will have to invest its oil resources to develop a modern economic and infrastructure base.

6.3.2 Manufacturing, Commerce, Services and household production

The service sector is developing and as it is mostly seen it is concentrated in Juba. The service sector that is known is on food services and trade in construction materials, motorbike taxis etc. According to the Doing Business in Juba, (2011), a report of the IFC and the Bank, the cost of starting a business is as much as 250 percent of per-capita income and more than twice the average cost in Sub-Saharan Africa. Juba's poor infrastructure, complex administrative processes, limited access to credit and the lack of a collateral registry are serious impediments to trade and private sector investment. Manufacturing, commerce, services and household production are expected to grow and that could offer to the youth a significant proportion of employment. These sectors are also constrained by lack of power generation and transmission networks. There is only a very small distribution network in Juba, while power networks are nonexistent in the rest of South Sudan. The South Sudan's ICT market is still underdeveloped, although cell phone use has been increasing. South Sudan should borrow the example from Kenya. Kenya has been leading the way with an innovative mobile phone technology that has transformed the lives of millions of people and businesses with its ICT supporting M-PESA system[5]. The system has now provided money transfers support to 18.2 million Kenyan (mostly young people) and made many young people to access finance in both urban and rural areas. The service and created a significant number of jobs for young people. This system is now in Tanzania, Afghanistan, and India.

6.3.3 The private sector

The private sector will play a vital role in South Sudan's development, bringing intellectual capital and know-how as well as financial resources. Following independence of South Sudan, it can be mentioned that, there will be new opportunities for domestic and international entrepreneurs who previously may have been hesitant to invest for a variety of reasons. The Government of South Sudan needs to be encouraged to create an enabling policy environment

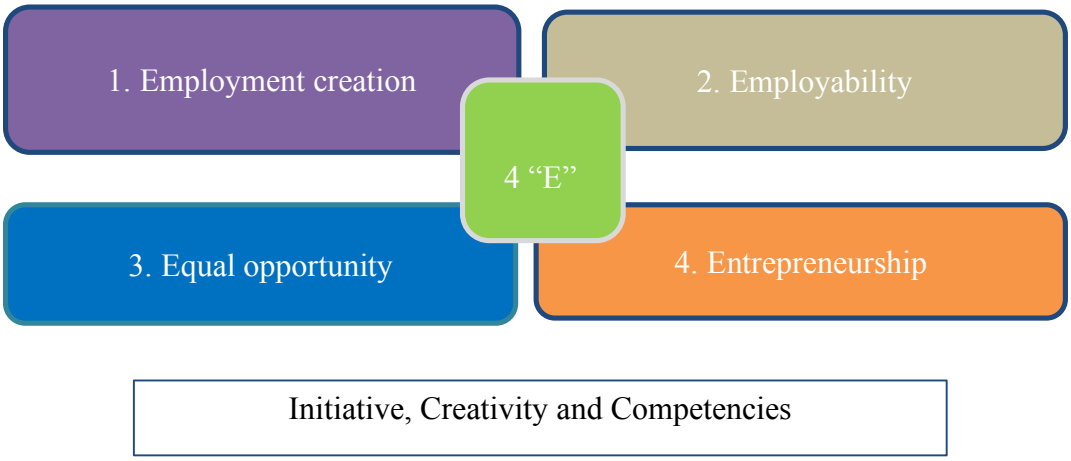
[5] The most successful of these systems, and the first to operate on a large scale, is M-Pesa, a joint venture between mobile phone giant Vodafone and Kenya's Safaricom. The M stands for mobile, and Pesa is Swahili for money.

that fosters investment and drives development which will eventually lead to greater youth employment.

6.3.4 Four key labor market areas:

It is important to state that the unemployment problem facing South Sudan can easily be addressed using the four key labor market areas and framework. Stakeholders in South Sudan should ensure this framework actually worked as they are key in addressing the overall development challenges such as poverty, crime, violence, political disengagement and the weakening of social cohesion. Also the general aspect of security and stability in post-conflict environment in South Sudan so that recovery and development can begin. The benefit of realizing this conceptual framework is that it will also contribute to wider recognition of human capital (Employability, upward mobility and community engagement).

Figure: 9. Four Key Labor Market Areas



Source: Author construction (2016) based on ILO and World Bank conceptual framework

Figure 9 above discusses four key labor market areas. These four market areas framework show the need for Employment creation, Employability, Equal opportunity and Entrepreneurship. It needs to be emphasized that all the components of this framework are equally reinforcing each other and supporting all of them will be key in solving the unemployment problem in South Sudan.

Employment creation: The framework in this category claims that, opportunities, such as incorporating alienated and marginalized youth into the economic mainstream in South Sudan is crucial. Addressing delinquency and psychosocial issues arising from unemployment, developing new skills and experiences to be applied to general challenges in life. Furthermore, promoting innovation and resilience, revitalizing local communities in rural and urban South Sudan, and using the vitality of young entrepreneurs to respond to new economic trends in the country will be the pathway forward.

Entrepreneurship*:* It is important to explain that the framework in a way that it recognizes employment strategy for young people in South Sudan. Entrepreneurship training that can lead to business creation and expansion in South Sudan is very vital. Several public, nonprofit, and private entrepreneurship training programs are available to youth in South Sudan and this provide a real opportunity.

Equal Opportunity: It should be suggested that linking past and current participation of youth in unrest in South Sudan is due to the fact that they are frustrated in the way they access opportunities. Some evidence show that the frustrations of young South Sudanese is when they feel that they are unable to find work. It is worth noting that, institutions in South Sudan have failed to address inequalities in the distribution of resources. In line with this there is need for equal opportunities to be promoted and those responsible should ensure that it happens if South Sudan need to become a successful welfare state.

Employability: This category insists that, technical education and vocational training can be important in enhancing the employability those already in the labor market and also new entrants to the labor markets by providing jobs skills that are not taught in the general education system in South Sudan. Appropriate preparation and training of young South Sudanese can reduce job search time and offer higher returns.

Conclusion and recommendations

7.1 Introduction

We have seen and discussed the nature and extent of youth unemployment problem in South Sudan. The paper has examined some of the major factors which contributed to youth unemployment, various policies, legal frame works and programs that have been implemented to address youth unemployment and the impact of such policies and programs in South Sudan. In this section we will offer conclusions and recommendations to the Dynamics of Youth Unemployment in South Sudan.

The youth employment challenge confronting South Sudan is significant, with only a quarter of the labor force unemployed. What South Sudan requires is a comprehensive short-term and long-term reform agenda. To create jobs for the young ones today South Sudan needs much stronger labor force, highlighting the imperative of achieving and sustaining accelerated and inclusive economic growth. This situation underscores the need to develop a human resource development strategy delineating the areas of priority for both the public and private sectors. The human resource development should focus on the hands-on skills as primarily targeting the bulk of young South Sudanese who have not accessed education before and also those that are educated but do not acquire practical skills.

Government institutions currently do not have the required capacities to enforce and design employment strategies that could have improved the general employment conditions in South Sudan including that of the youth. The issue of limited capacity of youth in networking, advocacy, leadership, decision-making and the provision of member services requires to be looked into. The youth, particularly marginalized ones, have little or no say to make an impact on issues affecting their life so government at various level and youth institution should address this concern. Organizations supporting youth should empower youth constituents to make demands for their rights.

The challenge regarding poor performance of the economy and the labor market, the South Sudan education system is another serious issue international South Sudanese partners and the government itself should design strategies for addressing these challenges.

The rationale for policymakers, governments at different levels, private sector and development agencies to improve the present situation of youth, create decent jobs and increase inclusive opportunities in the labor market could be. First, the factors responsible for youth unemployment in South Sudan need to be addressed. These factors are the poor performance of the economy and the labor market, deficiencies in the South Sudan education system, the skills mismatch between the education system and employers' expectations, the lack of skills and business training, over dependency on the government and NGOs, lack of credit facilities, neglect of the agricultural sector, the influence of culture and family, lack of business advisory services, corruption, nepotism and tribalism and rural- urban migration. There needs to be investment in much improved infrastructure to make it possible and profitable to a much greater extent to invest in business in South Sudan.

As noticed by the study within this bleak situation the problem of youth unemployment is considerably acute. Half of all people 18 to 30 age are unemployed and their prospects of finding a job are much lower than anybody in the South Sudanese Society. Without experience, young people have little chance of becoming employed. This is an economic problem and a waste of potentially productive resources. Additionally, one has to say unemployment contributes to poverty, crime, violence, political disengagement and the weakening of social cohesion.

Given this development challenge a policy response to youth unemployment is therefore vital. As highlighted by the African Economic Outlook Report, (2015) and the World Bank Economic Overview (2015) the costs associated with delaying to to response to youth unemployment problem in South Sudan are large and will led further depreciation of human capital and growing social problems and diminishing economic growth. Therefore, policies that support accelerated and sustained economic growth in South Sudan are important because a growing economy boosts labor demand specially after the peace brings stability.

This Masters Paper considers some of the policy options for advancing and lightening youth unemployment. As stated in literature and discussion section of this paper before, there are a number of workable policies available and an inclusive multi-pronged approach is needed. Outcome of implementing the proposed policy recommendations will also make young people's ability to succeed in the world of work. As the author can further argue a youth employment subsidy that leverages other complementary interventions would also be appropriate for South Sudan, particularly given that labor demand, work experience is critical and that the reforms to education and skills development through investing in vocational training schools will only improve the productivity of school-leavers in the longer term.

Given the scale of the problem, and because as highlighted in discussion section section of this paper that majority of all unskilled and semi-skilled youth jobs are in private sector firms. Also as indicated in most sections of this paper that, agriculture and construction, engaging the private, construction and agriculture sectors to create jobs for young people can be necessary step in this regards. Massive investment is needed in several sector such as agriculture, manufacturing, construction, commerce, services and house hold production. As pointed out in the discussion sector of this paper, addressing youth unemployment in South Sudan requires an integrated holistic approach, and shortcuts will not work.

There is a real opportunity in South Sudan given the reality that, various NGOs are implementing or plan to implement different kinds of TVET programs (informal, non-formal and formal in basic occupational skills training). As reported by The Youth Unemployment briefing (2012), the government of South Sudan has not been active in providing the needed financial support therefore, it is paramount that the government wakes up now in order to carry out its constitutional responsibility.

To do this, the Government of South Sudan with its stakeholders should work together and articulate a clear TVET framework for action. This framework needs to be within the national, social and economic goals of South Sudan. The framework is necessary for South Sudan to create a platform for locally rooted support and fiscally viable TVET initiatives in the country.

7.2 Key Policy Recommendations

In order to support sustainable development initiatives for improving and creating more inclusive youth growth and employment in South Sudan the study suggests the following policy recommendations. The policy recommendations are meant for a range of stakeholders. The policy recommendations can be used by policymakers, government institutions at different levels, private sector, development agencies, individuals and training institutions.

It needs to be recommended that, "The social fabric among different youth groups in South Sudan needs to be addressed through creating a platform for dialogue between different youth groups. Such a platform will enable young people to form and join business ventures that will create some sense of sustained business environment. Addressing the social fabric among different youth groups will also have a significant impact on youth interactions considering the current situation and ensure employment and promoting of their common vision" (Boboya, 2014. p.20). This policy will also address the challenge of youth Cultural perceptions of what constitute decent jobs.

Developing a national action plan on youth employment will be a pathway forward. As it should be mention: "The national action plan can be initiated by government with participation and support from development employment creation stakeholders. This should be done while strengthening youth employment networks at state and national levels. The action plan should focus on future entrepreneurial generations by scaling up youth entrepreneurship and encouraging the development and success of young entrepreneurs and this will drive youth to not participate in conflicts" (Boboya, 2014. p. 20).

Putting in place the action plan requires some funding allocation which the government needs to support. The "4 E" framework discussed in this paper can be used to inform the designing of the national plan. Government, private sector, international development agencies and the youth can work jointly analyze every aspect of the 4 E (employment creation, employability, equal opportunity and entrepreneurship) and how each of them can be financed.

The government, private sector players and civil society groups should work closely together to ensure that skills development programs have exiting strategies that link young people to employment opportunities, further learning or self-employment. Skills development programs should be made more inclusive so that youth can benefit from economic growth and job creation. However, this will require political will from all. The labor market can also borrow an example from countries such as Sri Lanka.

All shareholders should adopt a policy program which targets the mobilization of guarantees, granting loans and providing monetary services. "The financial services can target small businesses operated by disadvantaged youth but this has to be inclusive in the informal sector both in Juba and in the states. Funds should be set aside and emphasis placed on strengthening credit bureaus and guaranteeing loans to small and medium".

The Jobs and Opportunity Seekers (Jobs) and Graduate Database links unemployed young South Sudanese people (especially unemployed graduates) to job opportunities. Such database should be established with an aim of providing an online job-linking service which employers can use to find staff and on to which work seekers can load their CVs. Such program has been implemented in South Africa and it worked. In South African the database is increasingly used by SETAs and companies to source learners for apprentice and general youth employment.

As outlined by Boboya, (2014) "Local economic development will ensure that rural youth will get employment in rural areas and reduce rural- urban migration. This also has to go with food security and small holder's employment. Realizing local development will cost some money and the government needs to budget for it" (. p.20). A real political will is needed here.

The government should consider; "subsidizing the agriculture production cost as this is important to ensure young farmers increase food production for market. The subsidies can be through provision of improved seeds, agricultural tools, access to market and also a reduction in the number of taxes farmers pay. The government ensuring and using subsidy as a policy program will result in an increase in the rate of youth employment in the agriculture sector". Transforming the traditional subsistence agriculture into a productive enterprise that goes beyond meeting household's food needs is a key for making agriculture the engine of economic growth in South Sudan.

To help the rural poor to participate in the markets, agricultural output must be diversified, quality of produce must improve, and agro-based processing must add value to primary products. Rural agricultural communities must also obtain greater access to credit. The communities can become better organized through cooperatives, which can help provide a range of necessary rural facilities, including those relating to input and output marketing, extension and financial services.

Formal education is critical in determining the quality of labor market entrants in South Sudan. As as noted in this paper "The government and development agencies should increase educational success rates by providing needed resources to poorly resourced schools; improving the quality of teaching; and providing supplementary support to students who perform poorly. Government partnership with relevant partners should promote access to education through mobilizing scholarships and bursary schemes for the youth to enable them to access education. There should be consideration of career guidance, with particular emphasis on the promotion of scarce skills". This will increase in the opportunities for out-of-school youth to complete education that will enable them to compete in the open labor market.

Education curriculum in South Sudan should be revised to integrate skills and creativity development enterprise. "A special program should be designed for low-skilled youth in vocational centers". Incentives should be provided to Small and Medium Enterprises that promote student internships. The current state of youth unemployment in South Sudan requires shared responsibilities to tackle it. The skilled set listed in this paper can be used as the basis to advance reforms in the Technical Vocation Education Training curriculum in a very inclusive manner. Bangladesh introduced similar policies and the Small and Medium Enterprises expanded.

Focus should be put to develop Information Communication Technology market as currently it is significantly underdeveloped. An area of particular importance is the need to expand the cell phone coverage and use. The introduction of the the mobile money systems will also enhance the value of the mobile phone networks. Introducing the mobile money service will generate employment for youth and also greatly increased access to finance. Kenya embraced such policies which resulted in the creation of many jobs for young people. The government through the ministry of Telecommunication and Postal services should work with companies such as Viva cell, MTN, Gemtel and Zain to ensure that the resources they have are utilized in meeting the suggested policy programs.

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Appendices

Appendix 1: Well Known Technical and vocational training facilities in South Sudan

Institution	Focus area	Administration and funding	Location
Torit Technical School	Offering TVET Programs to secondary school students and youth	GOSS and Eastern Equatoria State Government with funding from State government	Torit, Eastern Equatoria State
Yei Vocational Training Centre	Offering TVET Programs to school drop outs, youth, women, vulnerable groups, disabled, returnees and IDPs.	Norwegian People's Aid (NPA) with funding from international donors	Yei- Central Equatoria State
Yei Vocational Training College	Offering TVET Programs to school drop outs, youth, women, vulnerable groups, disabled, returnees	Episcopal Church of the Sudan-Yei with funding support from international donors.	Yei- Central Equatoria State
Lainya Vocational School	Offering TVET Programs	Episcopal Church of the Sudan-Lainya with international funding from international donors.	Lainya- Central Equatoria State
Lologo vocational training Centre	Offering TVET programs and community development	Catholic Diocese of Juba	Juba, Central Equatoria State
Vocational and Technical Training Centre Wau	Offering TVET Programs to school drop outs, youth, women, vulnerable groups, disabled, returnees	Western Bahr El Ghazal State, with funding support from international donors	Wau, Western Bahr El Ghazal State
Multi-Service Training Centre (MTC)	Offering TVET Programs to school drop outs, youth, women, vulnerable groups, disabled, returnees	Central Equatoria with funding from international donors	Juba, Central Equatoria,
Maban Vocational Training Center	Carpentry, tailoring. Construction	Ministry of Labour, Public Service and Human Resource Development with support from International donors	Maban, Upper Nile state
Aluakluak Women's Vocational Training Center (Not Functional)	Tailoring, catering Horticulture, office admin and ICT,	Ministry of Labour, Public Service and Human Resource Development , with support from international donors	Aluakluak West Yirol County Lakes State
Yei Agricultural Training Centre	Basic Agricultural Training	Norwegian People's Aid (NPA) with funding from international donors	Yei, Central Equatoria

Source: Author Construction (2015)

Annex 2: Educational attainment, active population aged 15-24 years in South Sudan

Category	Population	%
Not currently enrolled	1,300,000	46.92
Primary School enrollments	1,400,000	50.54
Secondary Schools enrollments	44,027	1.58
Higher education enrollments	23,968	0.87
Vocational training	2,760	0.09
Total (%)		**100**

Source: World Bank (2012) and UNESCO (2014),