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**THE CHALLENGES OF YOUTH UNEMPLOYMENT TO THE CHURCH IN
GHANA: RESPONSE OF THE METHODIST CHURCH KUMASI CIRCUIT
AND CHURCH OF GOD PATASI DISTRICT**

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IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD
OF THE DEGREE OF MASTER OF PHILOSOPHY**

DECLARATION

I hereby declare that this dissertation is my original work towards MPHIL and has not been presented either whole or in part, for any purpose anywhere. I have duly acknowledged information from other sources.

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ABSTRACT

Youth employment as a concept holds that young people are an important resource and key to the growth and development of any nation. Youthful years are with great strength and ability; therefore it is incumbent on the government and other stakeholders including the Church to harness this tremendous potential in a co-ordinated approach to enhance its growth and development.

It is against this background that this research sought to review the main causes and effects of youth unemployment in Ghana as well as the responses that have been generated from the government, the Church and other stakeholders. The research looked specifically at what Methodist Church Kumasi Circuit and Church of God Patasi District perceive as causes and effects of youth unemployment and assessed their efforts at addressing the youth unemployment challenge. Effort by government and suggestions by private sector to address the youth unemployment challenge were also discussed.

The research revealed these as the main causes of youth unemployment; lack of skills by the youth, low investment and low economic growth, slow growth of SME and a lack of comprehensive strategy to deal with the problem. Some of the major effects were that, the youth may be prone to deviant behaviours as a result of frustration, hopelessness and desperation borne out of continuous unemployment. Unemployment could result in tension and conflicts in the family and as such breakdown of social network and family cohesion. In the Church, it could hamper the spiritual and physical growth, as a result of low attendances and reduction of church finances.

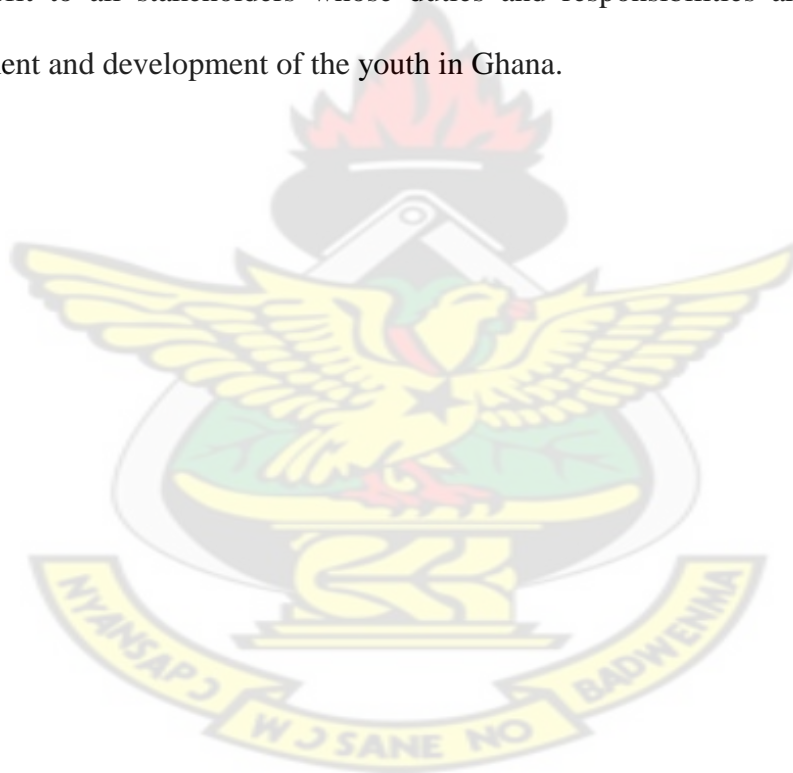
Unemployment could affect the national economy and pose a threat to peace, stability and development of the nation as the youth fail to contribute to the growth of the GDP and resort to deviant behaviours. The research further revealed that although the

churches have a lot of programmes designed and planned for the youth, few of such programmes were targeted to address the unemployment challenges.

The research recommended among others that christian attitude and for that matter the church attitude towards the unemployed youth should be that of sympathy leading to assisting them out of the situation and not seeing them as worthless and downtrodden.

Pastoral care therefore becomes paramount as leaders of the church have the greatest responsibility in finding solution to the youth unemployment challenge.

It is the firm conviction of the researcher that the findings as outlined in this study will be of benefit to all stakeholders whose duties and responsibilities are to ensure the empowerment and development of the youth in Ghana.



ACKNOWLEDGEMENTS

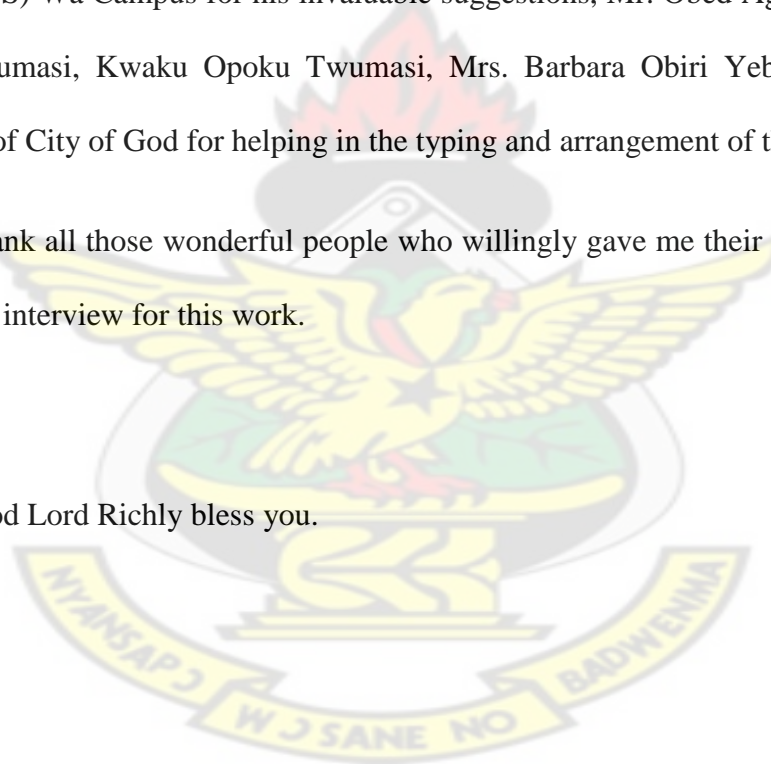
I wish to express my sincere gratitude to the Almighty God for granting me the strength, wisdom and knowledge to bring this work to a successful completion.

I extend my appreciation to my supervisor, Rev. Fr. Dr. Peter Addai Mensah, for the extreme patience and tolerance he exhibited in correcting and directing this work.

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I wish to thank all those wonderful people who willingly gave me their precious time by granting me interview for this work.

May the good Lord Richly bless you.



DEDICATION

I dedicate this work to my beloved wife, Mrs. Comfort Twumasi Britwum for her moral support and encouragement. I also dedicate it to the wonderful children God has blessed us with, Akua Nyako Twumasi, Akosua Serwaa Bonsu Twumasi, Kwaku Opoku Twumasi Britwum, Abena Frimpomaa Twumasi and our lovely Twins, Kofi Twumasi Britwum and Afua Twumasi Britwum.

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CHAPTER ONE

GENERAL INTRODUCTION

1.1 Background to the Study

The development of any nation depends to a large extent on the empowerment of its youth. Fortunately, Africa in general and Ghana in particular has a large number of youth with enormous potentials which when harnessed in a coordinated approach could bring tremendous national development. The youth constitute the driving force of society, the spirit of today and hope for the future. In addition to constituting the large segment, they are also the most socially active and productive sector of the Ghanaian population. According to National Youth Policy (2010), it is estimated that young people constitute 60 percent of the National Population.

The youth constitute the bulk of our human resource potential, yet opportunities for employment open to them are limited. Kudadjie and Aboagye-Mensah (2004: 117) got the picture right when they stated that “In developing countries, unemployment becomes particularly painful because the greater percentage of the population is made up of the young people”. A number of reasons may result in the level of unemployment in a given economy. These may include poor governmental policies, the kind of colonial legacy bequeathed to a people in relation to the people’s understanding of what may constitute a decent job, wrong location of industries, lack of capital, and wrong behavioral attitudes like laziness, gambling, and over dependence on others for support for one’s livelihood.

The need to develop the youth cannot be overemphasized. Creating employment opportunities to enable the youth engage themselves productively as well as to prepare for their future security should be the priority of all especially the Church, for by so doing the church's own growth and development might be enhanced. To this end, there should be interventions that focus on youth employment and entrepreneurship, youth leadership and capacity building, youth policy and advocacy and youth participation and active citizenship.

1.2 Statement of the Problem

Unemployment is currently one of the critical problems facing the Ghanaian economy. The challenge has therefore become an issue of great concern not only to governments, but also to employers and trade unions in developing countries. There is anxiety in government when increasing numbers of young people who have left school and are unable to find jobs roam the streets in frustration. Also, there is anxiety in trade unions about the weakness of their bargaining position in the presence of labour glut. Equally, businesses are anxious about the narrowness of their markets due to low demand and disposal income. Unemployment has become such an important public policy issue that some governments are treating it as a national security issue, especially with what has occurred in the "Arab Spring" with disturbing consequences.

The unemployed youth by their sheer numbers, misplaced utilization of energies and anti-social orientation pose serious challenges to the enforcement of law and order and could pose real threat to social order. It constitutes a real threat to the survival of the youth and their capacity to contribute effectively to national development.

In Ghana presently, about 230,000 people who seek to enter the labour market every year, the formal economy is able to offer jobs to about 2 percent or about 4,600 of them (ISSER, 2004). The remaining 98 percent of the job seekers are left to find employment in the informal economy where the levels of compliance with labour standards are non-existent or very low or remain unemployed. No country can boast of development with at least 70 percent of its youth population not acquiring employable and knowledgeable skills thus depriving the government tax revenue to build schools, hospitals, roads, support security services as well as social services for the comfort of the citizenry. When lack of employment exists in a country such as Ghana, where the majority of the youth cannot enter college, learn a trade or land jobs, they get themselves entangled in criminal web of armed robbery, stealing, drug peddling and human right abuses. When these happen, they overstretch the state security apparatus, where fund, meant to support the aforementioned institutions and projects are instead channeled to support security mainly to provide protection for the numerous and daily increasing population.

The Kumasi Circuit of the Methodist Church Ghana and the Patasi District, Church of God Ghana acknowledge the presence of an appreciable number of unemployed youth in their churches. It is a recognized fact that unemployment poses major problems in the churches in areas such as finances, attendance and activities. It is further acknowledged that the consequence of long-term unemployment in the churches is that young people could experience a loss of sense of purpose and meaning in life. This could be accompanied by a loss of self-worth, self-esteem and deterioration in well-being. The cumulative effect of these is the tendency for the youth to resort to ungodly and deviant behavioural patterns that are at variance with the tenets of Christianity. Youth

unemployment could be said to present serious problem to both the Methodist Church Kumasi Circuit and Church of God Patasi District.

If youth unemployment is such a serious issue, then its solution requires collective effort by all institutions and concerned policy makers. If a concerted effort is needed, then what role has the Church got to play? Does youth unemployment and empowerment present any real challenge to the Church in Ghana? Does the Church see itself as a key player in finding solution to this problem? It is against this backdrop that the researcher intends to carry out this study to find out the scope of the problems and also examine the roles and appropriate responses of the Church in finding solution to the youth unemployment challenge.

1.3 Objectives of the research

This research seeks to:

1. Identify the main factors that cause youth unemployment in Ghana.
2. Explore the effects youth unemployment has on the individual youth, the family and society, the Church and the national economy.
3. Look out for interventions the churches have put in place to solve the youth unemployment problems.
4. Target the youth and assess whether the teachings in our churches correlate with unemployment attitudes among the youths.

1.4 Significance of the study

1. The study is to provide valuable information to governments and other policy makers to focus on youth employment and empowerment as a means of poverty

reductions in line with the government's long term development plan as captioned in the vision 2020 document.

2. This project may make a significant contribution to various attempts by government, NGO's and other stakeholders including the church in finding lasting solutions to the problems facing the unemployed youth.
3. The pastoral responses this research generates are intended to encourage the churches to roll out interventions that may help the youth to set up their own businesses and manage them effectively. This may create more jobs and help to improve the economy and reduce rural-urban drift.
4. This study may also add to the lot of concerns being raised on youth unemployment, map out the unique nature of the problem as it pertains in the study area and arouse further discussion on the subject.

1.5 Research Questions

Some of the questions which led to the field findings are:

- What is unemployment?
- What are the main causes of youth unemployment in Ghana today?
- Are there effects of youth unemployment on the individual, family and society, Church and the community?
- What programmes have the Churches put in place to address youth unemployment challenges?

1.6 Methodology

The research units for this study are the Methodist Church Kumasi Circuit and Church of God Patasi District.

The researcher explored the use of both qualitative and quantitative methods of data collection to obtain a holistic picture of the study. This involved the use of open interviews with the Youth, Ministers and leaders of the two churches, Men' and Women' Fellowship members, employers (both private and government official) on one-on-one basis.

Questionnaires both structured and unstructured were designed and sent to appropriate respondents. Furthermore, primary and secondary sources for data gathering were used. The primary sources were data collected from sources such as interviews. Secondary sources were data obtained from authoritative sources like books, articles and journals. Internet information was also sourced where necessary and appropriate.

The researcher sought further information from governmental agencies like Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA), National Youth Authority (NYA), Ministry of Youth and Sports (MOYS), Ministry of Employment and Social Welfare, National Board for Small Scale Industries (NBSSI), Rural Enterprises Project (REP), Ministry of Food and Agricultural (MOFA) and other Non-Governmental Organisations, involved in youth development and empowerment.

1.7 Research Limitations

The research limitation is that the studies are limited to only two of the many Circuits and Districts of the Methodist and Church of God churches in Ghana. The researcher

admits that the issue of youth unemployment is broad and widespread in Ghana and that the study should have covered a wider area. However, acknowledging the limitation in the availability of resources and time, the researcher focussed on the unemployment situation among the youth in the Kumasi Circuits of Methodist Church Ghana and Patasi District Church of God, Ghana.

1.8 Literature Review

A lot of materials have been written on the subject of youth unemployment because of its socio-economic and religious implications on individuals and society as a whole. On the issue at stake, not much is seen as related to it however, some literature materials have been valuable in deepening the researchers' understanding of the issue.

The youth constitute the bulk of our human resource potential, yet opportunities for employment open to them are limited. Kudadjie and Aboagye-Mensah (2004:119) writing in *Christian Social Ethics* got the picture right when they stated that in the so-called developing countries, unemployment becomes particularly painful because the greater percentage of the population is made up of the young people. They further compared the situation to that of the more industrialized countries where such young people may receive unemployment benefits from their governments; even though this cannot replace the satisfaction of working, it may reduce the effect of mental as well as social shock that these unemployed youth experience. They therefore admonished our governments and other agencies including the Church to seriously work out some such schemes, even if benefits are not to be entirely granted to reduce the burden on the unemployed.

Kudadjie and Aboagye-Mensah (2004:119) also believed that the Church has a moral mandate to proclaim the gospel of Jesus Christ which has power to transform human

beings. Through the preaching of the gospel, mature moral beings will be created to handle the economy with much more care and concern; for moral and economic issues are closely related. People with weak moral characters can very easily weaken an industry with a strong economic base. If the economy is weakened, it will inevitably lead to job losses. Thus, the proclamation of the gospel is an integral part, though indirect, of the church's contribution to job creation for the unemployed.

The National Youth Policy (2010) states emphatically that the youth are a nation's asset. The role of the state is to ensure that young people enjoy their fundamental rights as enshrined in the 1992 constitution. The state is therefore to provide adequate resources for sustainable youth development, create institutions that enhance national cohesion and integration, provision of exemplary leadership and a conducive environment for good governance. Provision of opportunities for the youth to grow with head, heart and hand are also key responsibilities of the state as far as youth development is concerned.

The real picture that confronts the nation as far as the youth unemployment situation is concerned is a far cry from what has been described above as the basic rights of the youth. Unemployment has and continues to manifest itself in various facets of our national life such as the multitude of youth roaming our streets, the rural-urban migration for non-existent jobs, the drifting of the youth from the north to the south and of much greater magnitude, the graduate unemployment saga. Therefore government and other stakeholders including the Church should act now so that the rights and responsibilities of the youth as enshrined in the 1992 constitution may be achieved.

Unemployment may involve serious problems for both the individual and society as a whole. For the individual, it may mean loss of income and in many cases self-respect and self-worth. For society, it may result in loss of productivity and in some cases criminal or other anti-social behaviours. Stott (1984: 164-165) states that unemployment brings humiliation, tension and conflict to family lives. It also results in depression, pessimism, fatalism, bitterness and broiler spirits and finally results in demoralizing and dehumanizing the victim. Stott (1984:157) quotes Sayers that work is not a primary thing one does to live, but the thing one lives to do.

By this statement, Sayers affirms the fact that as human beings an important part of our self-fulfilment is derived from the work we do. Work therefore becomes an indispensable aspect of human life through which a person's creative potentials are expressed. Sayers statement therefore poses a great challenge to the youth in particular since unemployment deprives them of the opportunity to express their sense of creativity and purpose, leaving them unfulfilled and empty.

Stott (1984:163) writing on the trauma of unemployment added to its spiritual dimension when he quoted Temple as saying that the gravest and bitterest injury of their state is not the animal (physical) grievance of hunger or discomfort, nor even the mental grievance of vacuity and boredom; it is the spiritual grievance of being allowed no opportunity of contributing to the general life and welfare of the community. It is this spiritual dimension of unemployment that places enormous responsibility on the Church to play a key role in solving the youth unemployment problem.

Stott (1984:164) further admonished christians to see and understand work as self-fulfilment of the service and purposes of God. He went on to urge christians to feel

deeply for the unemployed and that no stigma should be attached to unemployment, at least within christian communities. He went on to stress that Paul's dictum of, "If a man will not work, he shall not eat". (2 Thess. 3:10) was addressed to voluntary not involuntary unemployment, to the lazy not the 'redundant'. So we need to welcome, encourage and support the unemployed in our churches for greater majority of them want to work, but cannot find jobs. There is therefore the need for christian sympathy and pastoral care bearing in mind that though they are out of employment, they are not out of work.

Bleakly (1981:89) believes that the church should have key role to play since the unemployed have no union to represent them or plead their cause, the Church could be the voice of the voiceless, for it is well placed to do so.

Pope John Paul II (1981:4) is clear and outspoken about the fundamental place of work in human life. In his encyclical on "Human Work" entitled *Laborem Exercens* he writes, "Work is one of the characteristics that distinguish man from the rest of creatures, whose activity for sustaining their lives cannot be called work". This does not imply that, animals do not work but rather the sense of creativity and innovation, self fulfillment and accomplishment that are associated with man's work are completely absent from the work of such creatures like animals. Other creatures may derive some benefits from the work they do to sustain their lives, but for man, something that goes beyond mere sustenance is what he derives from his work i.e. self worth, self accomplishment and the satisfaction of contributing to the needs of society.

He continued that; from the early chapters of Genesis the Church is convinced that work is a fundamental dimension of man's existence on earth. For this reason, human work is key, probably the essential key to the whole social question. So then work is a good thing

for man, not only because through it he achieves fulfillment as a human being, but indeed, in a sense, becomes more a human being.

The Pontiff added a spiritual dimension to the need to empower the youth for employment for by that, the way could be opened for them to exercise their divine mandate of subduing the earth, and exploiting the earth's resources to serve their interest and needs.

Koonce (1965:83) in describing the role young people contribute to church growth and development stated that growing churches are those whose leaders are goal and relationship oriented. According to him, such leaders of growing churches concentrate on empowering other christians for ministry. These leaders, he added; equip, support, motivate and mentor individuals, enabling them to become all that God wants them to be. Koonce, states further that religion can give teens that naturally tend to feel insecure, a feeling of security. Young people look for something that will help them establish a set of values and life directing goals. They want high standards that will challenge them to be and do their best. They want that which will help them with social, moral and religious problems. For these reasons, no church with an aim to grow and develop will overlook the importance of youth empowerment. The youth should be made the target of mentoring and equipping for they are the future of the Church.

If indeed the Church is looking for something that will secure the future of the youth and help them establish a set of values and life directing goals, then its equipping and mentoring should not be directed only towards christian ministry but also to empower them for entrepreneurial development and job creation. This is one sure way by which their quest for solutions to their social, moral and religious problems could be achieved.

Logan (1989:18) saw growing churches as those that grow both quantitatively and qualitatively. He went on to describe such churches as placing much emphasis on the fulfillment of the Great Commission and that their lasting growth flows out of “church health”.

Warren (1995:50) agreed that church growth should be both qualitative and quantitative and described quality as referring to the kind of disciples a church produces and quantity as the number of disciples a church produces. For Warren, also, church growth is the natural result of church health and he argues that church health can only occur when the churches’ message is biblical and its mission balanced. A balanced mission may include the involvement of the youth in the churches’ activities, giving them leading roles and expressing concern for their welfare and well-being through employment creation.

Hadaway (2005) believes that a congregation that is able to attract younger adults has growth potentials. Congregations in which older adults (50 years or older) comprise 25 percent or less of all active members (including children) were most likely to grow. Congregations in which more than 70 percent of active members are 50 years or older were unlikely to grow. Such congregations according to him often lack a clear sense of mission and purpose, vibrant worship and involvement in recruitment and evangelism. Therefore, larger proportion of younger adults leads to growth opportunities.

In the opinion of the Atkinson et al (1995), the Church should respond to unemployment by developing proposals for how theological insights can be correctly applied; by working with the unemployed where possible to form mutual support groups and to

develop training and job creation projects; and by providing sensitive pastoral support for individuals who are out of work.

Bleakly (1981: 89) says the need to develop our youth cannot be overemphasized. Creating employment opportunities to enable the youth engage themselves productively as well as to prepare for their future security should be the priority of all especially the Church; for by so doing the churches' own growth and development would be enhanced.

The youth need opportunities to achieve and accomplish their desires and ambitions. The Church should be the platform to help offer such opportunities. In this regard, the Church should be prepared to channel a sizeable proportion of its resources to help train the youth for employment generation with the same readiness in which it offers support and utilizes the young people in service, projects, missionary outreach, programme planning and evangelistic efforts. When this is done, the Church stands a better chance of realizing the immense abilities of the youth to enhance its own growth and development.

1.9 Organization of the Study

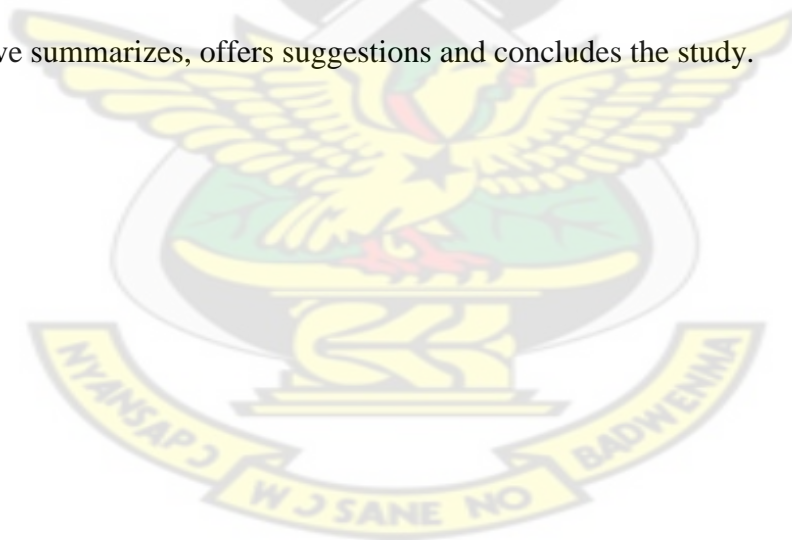
The structure of the content is outlined in five chapters. In this introductory chapter, attention is drawn towards the general overview of the issue at stake, the statement of the problem, objectives, the significance of the study, research questions, limitations, the methodology used for the study and the literature review.

Chapter Two considers from literature the various definitions of unemployment, causes and effects of unemployment, as well as the responses that have been generated to help solve the problem.

Chapter Three compares the responses that were generated, discusses and analyses the data collected for the study. It also includes the assessment of the behavioural patterns of the youth in the two churches in the areas of godliness, self-discipline and good morals to ascertain whether unemployment has had any adverse effect on their lives or not.

Chapter Four looks at location of Kumasi, the physical and climatic conditions and the context within which the youth unemployment problem exists. The chapter is made up mainly of the field report generated from the survey interviews on the causes and effects of youth unemployment and the programmes rolled out by the churches (Methodist Church Kumasi Circuit and Church of God Patasi District) and other stakeholders to address the challenge.

Chapter Five summarizes, offers suggestions and concludes the study.



CHAPTER TWO

YOUTH UNEMPLOMENT IN GHANA, CAUSES, EFFECTS AND RESPONSES

2.1 Introduction

In chapter one, the need for the Church in Ghana to rise up to the challenge of finding solution to the unemployment problem of the youth was emphasized. This is as a result of the fact that unemployment has and continues to manifest itself in various facets of our national life such as the multitude of youth roaming on our streets, the rural-urban migration for non-existing jobs, the drifting of the youth from the north to the south and of greater magnitude, the graduate unemployment saga. It was realized that a concerted effort by all stakeholders including government, Non-Governmental Organizations (NGOs) is needed to address this problem especially the role of the Church since its own growth and development will be enhanced through this effort. Youth unemployment has been a topical issue for some time now. Clearly, the phenomenon is not peculiar to Ghana. Rather, it has been a global challenge for several nations of the world, developed and developing. This global phenomenon has become more pertinent since 2007 owing to the global economic crunch. Since 2007, youth unemployment has increased by over 4 million totaling about 75 million and putting the current global rate at 12.6% (ILO, 2012).

According to Chambers (2008), youth unemployment situation in Africa today is an issue of critical concern. Poku-Boansi and Afrane (2011) report that the youth in African region constituted about 36.9 percent of the total working age population over the period 1995-2005. They further postulate that Africa's labour force growth was 29.8 percent and unemployment 34.2 percent over this period. The labour force growth and

unemployment rates are the second highest among the developing regions (ILO), 2004. The youth labour force participation rate, which measures the relative size of the youth labour supply available for the production of goods and services, is estimated at 65.5 percent (Poku-Boansi, Afranie, 2011)

This chapter therefore looks at the various definitions of unemployment and then proceeds to give an overview of the state of the youth unemployment problem in Ghana and also explores the causes, effects and the responses that have been generated by stakeholders such as government, Non-Governmental Organizations (NGOs) and the churches in Ghana.

2.2 Definitions of Unemployment

According to Amofo (2011), the definition of unemployment has since 1954 been periodically revised, its basic criteria however, remain intact, i.e. a person is to be considered unemployed if he/she, during a reference period, simultaneously satisfies being: a) “without work” b) “currently available for work”, and c) “seeking work”. The World Book of Encyclopedia (1974:13) defines unemployment simply as the state of a person who wants to work but does not have a job. International Labour Organisation (ILO, cited by Oben-Tarkornoo, 2009) defines unemployment as the numbers of the economically active population who are without work but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work. According to these definitions, the term does not refer to people who are not seeking work because of age, illness or a mental or physical handicap, nor does it refer to people who are attending school or keeping house. Such people are classified as out of the labour force rather than unemployed. Lipsy (1989) shares a similar view that lazy

people, the underage, the retired and the physically challenged who by virtue of their conditions are not seeking jobs cannot be classified as unemployed.

Traditionally the types of unemployment we have include:

- Frictional unemployment which is the time period between jobs when a worker is searching for or transitioning one job to another.
- Seasonal unemployment which according to Dictionary.com is the periodic unemployment created by seasonal variations in particular industries especially industries such as construction that are affected by weather. It is also a kind of structural unemployment since it is a type of unemployment that is linked to certain kinds of jobs.
- Structural unemployment which is a form of unemployment resulting from a mismatch between demand in the labour market and the skills and locations of the workers seeking employment. Even though the number of vacancies may be equal to, or greater than the number of the unemployed, the unemployed workers may lack the skills needed for the jobs or they may not live in the part of the country or world where the jobs are available.
- Voluntary Unemployment. Farlex Financial Dictionary (2012) defines voluntary unemployment as the number of persons in economy without jobs because they choose to be unemployed. An example of a voluntarily unemployed person is one who rejects a position while looking for one with better pay or benefits. Therefore, most frictional unemployment (unemployment when one is between

jobs) is considered voluntary because one is looking for work rather than taking any job one finds.

Of recent occurrence in Ghana has been another form of unemployment, the graduate unemployment phenomenon which is the situation where some graduates after completing their National Service are unable to find work even though they are available for work.

Poku-Boansi and Afrane (2011) reckons the definition of unemployment in the Ghanaian economy as difficult since the concept is usually referred to those who are engaged in formal economy wage employment. Consequently, although unemployment is quite high, only a relatively small proportion of the labour force is usually recorded as unemployed (Abdek-Rahman, 1994). In fact, the relatively low recorded figures of open unemployment problem mask the real magnitude of the employment crises in the county. In the light of the above, what is rather more visible about the unemployment problem in the country is underemployment which is generally characterized by low-productivity and low-income rates (Poku-Boansi and Afrane).

2.3 The Extent of Youth Unemployment in Ghana.

According to Amankrah (2003), Ghana's population has a youthful structure with the youth (defined officially as aged 15-24 years), constituting about one out of every four of the population. He stated further that over the past forty years the number of the youth in the total population of Ghana has increased from 1.1 million in 1960 to 2.3 million in 1984, and to 3.5 million in 2000(1960-2000 Censuses of Ghana). The youth constitutes about 22.6 percent of the economically active population. The share of the youth in

population is also reflected in a corresponding share of the youth unemployment. Generally, the proportion of the unemployed decreased with increasing age. In 2010, 42.7% of the unemployed populations were aged 15-24 years, 46.2% aged 25-44 years, and 9.9% aged 45-64 years and 1.3% aged 65 years and older. This makes Ghana's youth unemployment rate one of the highest in the world. According to Nsowah-Nuamah and Amankrah (2003), about 230,000 youth join the labour force every year.

The data further show that the proportion of the unemployed among the youth is higher for females than for males over the past forty years. In addition, both the fourth round of the Ghana Living Standards Survey (GL SS-4) and the 2000 Ghana Population and Housing Census show that the youth unemployment is largely concentrated in the urban areas as high as 30.8 percent in Accra, compared with 11.5 percent in rural areas and 23.5 percent in other urban areas.

2.3.1 Graduate Unemployment

According to World Bank Survey (1998), education and unemployment are related for a young person's employment prospects are closely related to the kind of education received. For this reason, a distinction is usually made between the educated and the uneducated youth in the employment nexus and it is within this broader perspective that graduate employment should be understood. Generally, unemployment is highest among the educated youth as against the uneducated (UNECA, 2010). For instance in 2003, the unemployment rate was 8.5 percent for the former and 6 percent for the latter group in Ghana.

According to the 2010 census, the unemployment rates were highest among persons with secondary school education in both 2000 and 2010 at 9.6% and 19.7% respectively. The next group which recorded relatively high unemployment rates was persons with tertiary education: 2.7% in 2000 and 9.1% in 2010. Generally, female unemployment rates were higher than male unemployment rates at every level of education. Unemployment rates were lowest among those with no formal education (17.0% in 2010) with similar patterns for males and females. This is because the educated are inclined towards picking among job opportunities using several variables but the uneducated are not. (Twerefour et al. 2007, cited in UNECA, 2010). “This educated joblessness” is what has now become known as graduate unemployment where people with tertiary degrees cannot find work to do.

In the opinion of Boateng and Ofori (2002), graduate unemployment is not a recent phenomenon in Ghana. The question that naturally arises from this fact is why has the country not been able to resolve this issue? Or why has this situation been so persistent? In an attempt to answer this question, many interesting views have been shared. Some people are of the view that successive governments have not done enough whilst others blame the universities for irrelevant curriculum. Yet others blame the graduates for not “baking” themselves well before graduating. So thus far, it seems the debate has largely been a blame game.

2.4. Causes of the Youth Unemployment in Ghana

Growth in national productivity, rising industrial and farm output, low inflation, stable currency, as well as increase in exports, investments, exchange reserves are some real indicators of growth and development but they have little meaning for millions of

unemployed in a developing nation like Ghana. According to Amofo (2011), the term “development” would seem to be a serious misnomer if not a cruel delusion to the unemployed. Therefore, the problem of unemployment is of rapidly increasing concern to governments, employers and trade unions in developing countries including Ghana. It is an established fact that Ghana’s future success depends, to a great extent, on the capacity of her young people to play a part and contribute to nation building. Nevertheless, numerous problems confront the youth, one of which is the low youth employment opportunities. A number of factors account for this growing youth unemployment in Ghana; some of which are discussed below.

2.4.1 Excess supply of labour over the demand for them

Youth unemployment in Ghana is a reflection of the imbalances between the demand and supply sides of the labour market (Poku-Boansi and Afrane; 2011). According to them, there are two main issues to be considered on the supply side-the quantity and quality of labour. There has been a more than threefold increase in the youthful population over the last forty years according to the Ministry of Manpower, Youth and Employment (2006). The World Bank (2006) states that, the growth in youth labour supply between 1984 and 2000 was 3.5 percent per annum.

However, between 2000 and 2005, it increased to 6.5 percent per annum. Out of about 230,000 people who seek to enter the labour market every year, the formal economy is able to offer jobs to about 2 percent or about 4,600 of them (ISSER, 2004). The remaining 98 percent of the job seekers are left to find employment in the informal economy where the levels of compliance with labour standards are non-existent or very low or remain unemployed.

2.4.2 Skills mismatches: (The Quantity and Quality Mismatch Concept)

The second issue on the supply side has to do with the quality of the job seekers. Many of the unemployed youth either have no skills or at worse, have unwanted skills. This makes them unemployable in the formal labour market where emphasis is on qualification and expertise. Where there is formal training for jobseekers, there is a problem of gap between academic training and industry requirements and all these together, have compounded the problem confronting the youth (Poku-Boansi and Afrane: 2011) The education system continues to produce graduates whose training and aspirations do not match the requirements of modern industry. Consequently, the universities and other tertiary institutions are reported to churn out about 68,000 graduates yearly without the corresponding high number of jobs being created to absorb them. Only recently, the Institute of Statistical, Social and Economic Research (ISSER) has indicated that about 50% of graduates from 2011 graduating year may have to wait up to 2014 without finding jobs.

For Amoako (nd), the contents of the courses that are taught in our universities, polytechnics and other institutions of higher learning should be redesigned to provide as much practical training as theoretical. In his opinion, the teaching of courses that would not bring immediate benefit to the nation and where job prospects in the country are non-existent should be suspended. For him, the focus of our education should be redefined to emphasize on the training of creative, innovative and critical thinkers and graduates who will have the ability to search for solutions to societal problems and hence create employment for themselves. He believes that by this, people who are afflicted with problems will be ever ready to patronize their services and by this way, the graduate unemployment will become a thing of the past.

For Boateng and Ofori (2002), the issue of quality borders on the possession of some specific skills considered relevant to job performances. According to them, employers do not necessarily require certificates but the ability to perform and this has led to increasing demands for these qualities namely computer, analytical, managerial and technical skills to name a few. For example in 1995 only 13.4 percent of jobs requiring university education also demanded computer skills; 0.4 percent also demanded communication skills 1.5 percent also demanded personal attributes. The demand increased in 2000 to 45.7 percent for computer skills, 38.6 percent and 41.8 percent for communication skills and personal attributes respectively (Boateng and Ofori; 2002).

The hopes and aspirations of the youth are also factors that contribute to the unemployment nexus. The job expectation of graduates does not match wage offers given by employers. A survey conducted among 450 final year students of the University of Ghana in 2000 found that over 80 percent expected wage significantly higher than current wage offered by the sectors in which they indicated they preferred to work (Boateng and Bekoe, 2001 cited by Boateng and Ofori, 2002).

2.4.3. Low Investment and economic growth

On the demand side, low investment and low economic growth rates are the issues that have contributed to youth unemployment in Ghana. First and foremost, a developing nation like Ghana faces the problem of capital shortage. This is attributed to low savings in developing economies. For development of any country to take place, there must be adequate amount of capital (both domestic and foreign) as domestic capital must lead for foreign capital to follow (Amofo, 2011). It is worth noting that no country has developed with only foreign capital. When new projects, such as power plant, roads,

habours, sanitation, sewer plant, airport etc. are constructed, they require a large pool of labour, therefore, lack of or shortage of capital to undertake these projects becomes a major cause of unemployment.

It may also be argued that the youth unemployment challenge in Ghana is a consequence of the poor macroeconomic performance over the past 50 years and therefore the need to go beyond a purely supply-side response (ILO/O' Higgins 2001, Amankrah 2006).

2.4.4. Low income levels

Low income levels are a major contributing factor to the present state of unemployment among the youth of the country. Most of the young people roaming the streets of our cities immigrated from the rural communities in search of non-existing job opportunities. Faced with the stark reality of city life, the youth resort to undertake menial jobs which attract low incomes.

According to Ghana Living Standard Survey (2008:36) majority of Ghanaian labour force is in self-employment and live on an average income of less than one Ghana cedi, ten pesewas per day, whilst most residents in rural localities live on less than eighty-five pesewas per day. This low income levels translated into shortage of capital and consequently low investment and an unfavourable economic conditions that leads to the collapse of many businesses. Therefore, the unemployment rate in Ghana continues to worsen due to the unfavourable economic climate that prevails presently.

2.4.5. Structural Economic Reforms

Although unemployment situation in this country has not been favourable over the years, the situation has worsened in the last two decades because of structural economic reforms introduced into the economy. In fact, unemployment levels started an upward

trend at the inception of the second phase of the Economic Recovery Programme (ERP) in 1986 when retrenchment and redeployment policies were introduced by the PNDC government as a result of conditions prescribed by the World Bank and other donors to find solutions to the severe economic challenges experienced by the nation at the time.

2.4.6. Increase in Population Growth

The rapidly increasing population growth rate at an average of 2.7 percent per annum over the past two decades puts pressure on the labour force and has been identified as the main reason for the high incidence of youth unemployment in the country (Poku-Boansi and Afrane, 2011). In the opinion of Amofo (2011), the links between population growth and development have always been seen within the context of population and resources. According to him, this issue has engaged the attention of traditional economists like Malthus, Coale, Hoover, etc. who were worried about rapid population growth in the face of relatively fixed resources. With the emergence of environmental movements in the early 1970s, the whole question was transformed to the links between population, environment and development, and today, it encompasses sustainable development. Therefore, a clear policy priorities should be outlined that will allow for a harmonious population growth and economic growth that could lead to sustainable development for the creation of job opportunities for the youth.

2.4.7. Lack of Interest in Agriculture

Within the developing agenda of Ghana, agriculture is identified as one of the economic pillars. Agriculture is important to the development of any nation, Ghana being no exception. This development must include the youth yet the agricultural sector remains

unattractive to young graduates (and the youth at large) even though our economy is structurally agrarian.

The need for the youth to participate in agriculture is necessary and vital not only to create employment but also to facilitate food and nutrition security for the country. Moreover, there is compelling evidence of ageing farmer population in the country which must be addressed to facilitate sustainability in agricultural production. According to Ministry Food and Agriculture (MOFA), the average age of farmers in Ghana is 55 years and life expectancy averages between 55 to 60 years. Also the poor image of persons in agriculture, especially in the rural communities needs to be changed and the youth are the ideal catalyst for such change given their greater propensity and willingness to adapt to new ideas, concept and technology which are all important to changing the way agriculture is practiced and perceived. In effect, increased productivity in agricultural sector depends on the youth who comprise about 20-30 percent of Ghana's active population. Their sheer numbers and energy provide tremendous opportunities for increasing agricultural productivity.

2.4.8. Seasonal Variations

There are many industries which produce goods seasonally like those in the agro-processing sector (tomatoes, edible oil and fruit). These businesses operate only for a few months and remain closed for the remaining period. So a large number of people who are engaged in these industries become unemployed during the shutdown periods. This seasonal unemployment happens because many developing countries including Ghana depend on rain-fed and subsistence farming to feed their factories and population.

2.4.9. Slow growth of Small and Medium Enterprise (SMEs)

There is ample evidence worldwide to suggest that SMEs have great potentials to promote socio-economic development, poverty reduction, employment creation, and generation of wealth. Ayyagari and Becks (2007) who reviewed the contribution made by SMEs to economies in 76 countries, observed a relationship between the contribution that SMEs give to Gross Domestic Product (GDP) and national income. They revealed that 51 percent of GDP was produced by SMEs in high-income countries, 39 percent in medium-income countries and only 16 percent in low income countries. Newberry (2006), showed a positive relationship between a country's overall level of income and the number of SMEs per 1000 individuals. He showed that low-income countries are associated with low number of SMEs per 1000 individuals and that the rise in the income level of a country is proportional to the increase in the number of SMEs per 1000 individuals.

Despite the positive contribution SMEs bring to economies of the world, Ghana's attempt to promote their growth to absorb excess labour have not yielded the desired results. This may be due to several factors including high interest rates, difficulty in accessing finance, weak and unreliable infrastructure etc.

2.4.10. Lack of Career Counseling

A great number of the youth are not properly guided and motivated to choose or pursue the right career path. The students are made to choose career which does not befit their personality and nature thus leading to failure in professional life as well as their inability to find suitable jobs that is if they find one.

2.4.11. Causes of Youth Unemployment as outlined by Ministry of Manpower, Youth and Employment

Finally, the Ministry of Manpower, Youth and Employment (2000) has compiled the following as the causes of youth unemployment in Ghana.

- The introduction of the Junior Secondary School and Senior Secondary School system without the adequate planning for integration into the trade/vocations and job placement;
- Education and training have no link to the needs of the important sectors of the economy;
- The near collapse of Ghana's industrial base due to ineffective management of the divestiture process which resulted in the closure of many factories without a structural transformation of the economy to generate alternative jobs for the people;
- The shrinking of public sector employment opportunities coupled with a relatively slow growth of the private sector; and
- The lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem.

2.5. Effects of Youth Unemployment.

The preponderant growth in the number of unemployed youth coupled with the seemingly lack of attention to youth empowerment and youth development have for decades been an issue of grave concern to policy makers and other stakeholders in the country.

It is therefore not a surprise that the issue of youth unemployment has been a thorn in the flesh of the government of Ghana. The situation is so appalling to the extent that the youth have become so vulnerable to the machinations of some Ghanaian politicians and other self-aggrandizing individuals. This entails an overall low job creation; given the sustained population growth rate with the population regarded as a young and growing type, the labour market has not been able to absorb all the new comers. The effect of unemployment can be said to be multi-dimensional as it has effect on the physical, emotional, spiritual, psychological, economic as well as the social well-being of the individual. Unemployment therefore, may involve serious problems for both the individual and society as a whole.

2.5.1 Effect on the Individual Youth

In the opinion of Poku-Boansi and Afrane (2011) the prolonged joblessness of the youth is creating serious frustrations, hopelessness and desperation among these frail and young folks. According to them, one thing the youth cannot bear with is idleness and boredom, which is now the lot of many. The psychological effects of boredom and worthlessness is driving many to commit various forms of crimes and engage in unacceptable conduct such as sex work, drug addiction and trade, teenage pregnancy and disrespect for the elderly. The resultant effect of these is the recent increase in sex-related diseases particularly HIV/AIDS, among the youth. Mental as well as psychiatric problems are also on the increase.

2.5.2 Effect on the family and society

To the family, persistent unemployment of the youth means bigger family expenditure. This situation arises because the youth enjoy adult privileges without the commensurate

measure of responsibility in terms of payment for rents, clothing and food. This unmerited sphere of freedom is mostly exploited by the youth to lead lives that bring embarrassment to the family and society. Stott (1984) states that unemployment brings humiliation, tension and conflict in family lives. It also results in depression, pessimism, fatalism, bitterness and boiler spirit and finally results in demoralizing and dehumanizing, the victim. This embarrassment becomes more pronounced when their wards succumb to peer group pressures and engage in deviant behaviours that land some of them in psychiatric hospitals and jails. Unemployment problems and the gradual breakdown of social support networks have further predisposed young people to anti-social behaviours.

This breakdown in social network and family cohesion is what Poku-Boansi and Afranie (2011) outlines as follows;

Traditionally, in Ghana, youths as a group were perceived to take instructions from elders, because they were inexperienced. This perception that they had to be cared for characterized a culture of inter-dependency with established codes of conduct that regulate the relationship between adults and the young.

According to Abrefa(2003), unwritten rules about the behavior limits of young people in the community, defined a normative behavior that governed roles, and expectations of different age groups. In the last two decades, however, this perception changed as the youth became more educated and assertive. Youth enlightenment was radically enhanced by the increased level of information resulting from the proliferation of radio and televisions, internet services and mobile phones.

The culture of interdependence that existed between the youth and adults as a result of unwritten code of conducts that regulated behavioral patterns created social networks and family cohesion in the past. Recently however, these values seem to have broken down as a result of proliferation of modern gadgets like radio, television, internet service and mobile phones which seem to breed an atmosphere of independence and isolation.

2.5.3. Effects of youth unemployment on the Church

Unemployment may affect the church's finance. In this respect, the vision of the church in terms of growth and development may be affected. Unemployment affects individual members and keeps them in a cycle of poverty. They become physically and emotionally burdened and then come to church service exhausted and not able to concentrate.

The challenge of youth unemployment to the church may raise some Christian ethical concerns. Such youth have nothing in terms of money to share with colleagues to demonstrate Christian love and concern for one another. Unemployment may lead to idleness, gossips and slandering behaviours which are at variance with the tenets of the Church. It weakens the spiritual development and commitment of the individual and therefore affects the growth of the church in general.

In the area of pastoral responses, the unemployment of the youth may increase the level of pastoral responsibilities towards members and the immediate community. As their unemployment status leads to frustration and emotional im-balance and even deviant behaviours, the amount of time needed to counsel them increases. Therefore, quality time needed for prayer and Bible studies by way of preparation on the part of leadership is spent on counseling the deviant unemployed youth. The entire church is thus affected by way of retarded spiritual development. Unemployment may cause some of the youth to remain unmarried for a long period. Unsuspected ones among them may be enticed with sex with the promise of offering them jobs which may lead to prostitution, teenage pregnancy, single parenthood and other behavioural tendencies that may pose a great challenge to the Church.

Unemployment of the youth may lead them to a state of inferiority complex when they are not able to contribute adequately to the church's finances. This unwarranted feeling

of guilt becomes pronounced when they fail to settle loans taken from the Credit Union and other welfare schemes instituted by the church. This psychological effect does not only disturb the youth but extends to affect the development of the church both physically and spiritually. Quite a number of vibrant youth with talents that can be made available to serve the church are compelled to migrate to other areas in search of jobs resulting in low attendance at church services. This in turn affects the finances of the church.

2.5.4 Effect on the economy

Unemployment has social as well as economic consequences for young people following over a decade of structural adjustment policies, Ghana's labour market has undergone a structural transformation from a government dominated labour market to private sector led market (Amankrah, 2000). This change has led to youth unemployment challenges in the Ghanaian labour market. The inability of the formal sector to provide jobs for the unemployed has resulted in residual urban self-employment. As a result of this about 58 percent of the employed population is estimated to be "working poor" in low productive and low paying jobs with decent work deficits and lack adequate economic security (Amankrah/ILO 2003). According to them such a high proportion as "working poor" constitutes a real challenge to demand for skills in a country experiencing widespread underemployment in low productivity/low-wage activities.

For Poku-Boansi and Afrane (2011) another disturbing effect is the dwindling interest of the youth in formal education. Some of the youth are beginning to devalue education due to their unfortunate circumstances. According to them, the consequences of these unfortunate impressions about education on the future development of these young

people are obvious. These may include disconnected members of society who become rebellious and conditioned by their predicaments tend to engage in deviant activities like armed robbery, drug peddling, alcoholism and violence. This is because they end up frustrated, hopeless, angry, disgruntled and eager to get even with society for letting them down. In the not too distant future, the disinterest in education will create problem for the country due to the large pool of unemployable and uneducated young people who will be a threat to peace, stability and development of the country.

The effect of youth unemployment on the national economy has far reaching consequences in that it results in high economic dependency ratio where fewer people work to support the rest of the larger population. Pressure will be brought to bear on the national budget or the economy as a result of the youth inability to work and contribute to the Gross Domestic Product (GDP) and yet enjoying social services such as health and housing, given the size of their population.

2.6 Responses to Youth Unemployment Challenges

There have been various attempts by stakeholders including the government, the Non-Governmental Organizations and the Churches to find solution to the youth unemployment challenge.

2.6.1 Response by Government

One of the greatest opportunities in addressing the unemployment challenge is the commitment as evidenced in the 2006 budget statement. According to the Ministry Finance (2006), the budget is about investing in people, investing in jobs, and further recognized the fact that the key to sustainable progress in attacking poverty and improving living standards is by creating opportunities and incentives for firms to invest

productively, create jobs and expand. The budget essentially sought to address the problem of unemployment through three key interventions.

- To promote programmes and increase demand and opportunities for people to be employed.
- To provide programmes and incentives to ensure that those that will be employed are properly trained and equipped to work.
- To utilize 22 percent total expenditures on employment generating activities, including agriculture, skills training and provision of infrastructure.

The establishment of the National Youth Employment Programme (NYEP) and other policy intervention to address the youth unemployment challenge were some of the issues that developed out of the 2006 budget statement of the government. National Youth Employment Programme since its inception in 2006 has trained many young people under its various modules.

A Ghana Statistical Service Survey (GSS 2006) indicated that a total of 153,480 net jobs were created during the period January to September 2006 out of which 91,015 were jobs created under the National Youth Employment Programme.

In addition, the Education Reform Programme of the government in 2002 has also created the urgent need for trades that have market potentials in Ghana's labour market. It is aimed at orienting the educational curricula with the needs of the private sector, by the creation of an apprenticeship system as one of the viable alternatives available at the post-basic education level. Obviously tied up to this intervention is the new policy on technical and vocational education and training as contained in the **COVCET ACT (718)**, which devotes a section on apprenticeship to create the need for marketable trades

in the promotion of the apprenticeship system. Merely considering the persistence of the youth unemployment problem in the media landscape and the associated responses from stakeholders may be sufficient to help us appreciate its gravity.

As a matter of fact, since 2006 there have been various interventions to address the youth unemployment by the governments of both the National Patriotic Party (N.P.P) and the National Democratic Congress (N.D.C).

According to Ofosu Ampofo (2011) the Ministries of Local Government and Rural Development has earmarked GH¢84 million to enhance the activities of the Local Enterprise and Skills Development programme (LESDED). The report continued to assert that the programme had already turned out over 1,000 graduates and was expected to help the youth, especially those underprivileged and skills that will grow them as entrepreneurs capable of providing jobs for themselves as well as employing others.

2.6.2 The Churches Response

The Churches in Ghana's response to youth unemployment reduction have been mainly through the provision of infrastructure development such as schools and hospitals to offer formal education and training to the teeming youth population. Some have also provided vocational and technical institutions in response to the growing demand for skill acquisition to empower the youth for gainful employment. For Osei-Bonsu (2012), President of the Catholic Bishops

Conference, the youth unemployment has been a major challenge facing the country in recent times, given the increasing number of youth without jobs. He asserts that in the past, the Catholic Church made efforts to address this challenge through its Technical and Vocational Education Training (TVET) project.

However, the Church now believes that in order to make a greater impact in addressing the problem, there is the need for a strategic mix of both practical and policy advocacy interventions. Therefore, what he calls the youth self-employment as a critical pathway has been adopted and it is meant to prioritize youth employment as a social issue with the view to promote youth employment, reduce crime and vices among the youth and promote economic and social empowerment. In addition it is also aimed at advocating for the requisite policy framework for the youth.

The Methodist Church as a demonstration of its commitment to youth employment and development has in place a Youth Advisory Board under the Committee on Education and Youth that roles out policy guidelines and oversees their implementation in an effort to address the unemployment challenges of the youth. The Church of God Ghana is equally concerned with the development of the youth and as such has a Directorate of Christian Education and Youth Development to that effect.

2.6.3. Response of Non-Governmental Organizations (NGOs)

There are numerous NGOs in the country with programmes and activities aimed at advancing the socio-economic development of the nation. Among them are the few whose core mandate is the development and empowerment of the youth in terms of skills training as an avenue for job creation. According to Baah, Director of National Youth Authority (Kumasi Metropolitan Assembly), the contributions of the following NGOs are worthy of notice and recognition.

- Young Men Christian Association (YMCA)
- Opportunities Industrialization Centre (OIC)
- Centre for the Development of People (CEDEP)
- Catholic Street Children Programme

- Bright Generation Community Foundation
- Kayayee Project

Their activities include sponsoring needy young people to further their education, offering skills training in cottage industries, recycling plastic waste into usable products to offer employment for the youth, training the youth to manufacture bicycles with local materials such as bamboo, offering education on reproductive health and ensuring the proper upbringing of the youth by giving them moral education.

2.6.4 Conclusion

It is clear from the above discussion that the youth constitutes a substantial proportion of the global, African and the Ghanaian population, yet forms a small percentage of the employed population. This translates itself into the unemployment situation in the churches in Ghana affecting their growth and development. The effect of youth unemployment is such that it would be tragic for any government and even the churches to ignore since no nation can boast of development with majority of its young population wallowing in abject poverty due to unemployment. It is however unfortunate that government policies and interventions aimed at addressing the youth unemployment challenge have not been adequate enough.

A concerted effort is therefore needed by all stakeholders including the churches in Ghana. The Church should therefore see itself as a key player in finding solution to youth unemployment challenge since youth empowerment translate into the Churches own growth and development.

CHAPTER THREE

METHODOLOGY AND DATA PRESENTATION

3.1 Introduction.

The purpose of this chapter is to present, analyze and discuss the field data collected from the study area (The Methodist Church Kumasi Circuit, and Church of God Patasi District). Data collected from Employers and Government officials (Ministries, Departments and Agencies (MDAs) are also analyzed to enrich the study.

3.2 Method.

Questionnaires were distributed to categories of respondents as follows;

A total of 222 representing 83% of the Youth responded to the questionnaires. For Ministers and Leaders in the two Churches, 32 persons representing 71% responded, while 75 persons representing 75% responded for the Employers. 14 government officials (MDAs) representing 70% also responded to the survey. In addition, interview questions were designed and answers to them were received from respondents on a one-on-one basis.

The study employed the use of both qualitative and quantitative analyses. This is because, the data collected during the use of the survey questionnaires tended to be more in quantitative form (dealing with numbers) while those collected during the interviews tended to be more in qualitative form (dealing with conceptualization).

3.2.1. Demographic Features of the Youth

A total of 222 youth made up of 145 (65.3%) from Methodist Church and 77 (34.7%) from Church of God were interviewed.

Out of the total 222 from both churches, 112 (50.5%) were males whilst 110 (49.5%) were females. Their level of education ranged between Junior High School and Post Graduate Degree holders. Most of the youth had Senior High School qualifications followed by those with First Degrees, Diploma and Junior High School Certificates. Those with Post Graduate, Commercial and Vocational certificates were the least.

When the research wanted to know the number that had vocational training, 71 (32.0%) said 'Yes' whilst 151 (68.0%) said 'No'. Those with Technical and Vocational training included construction technicians, barbers, caterers, hairdressers, radio mechanics, seamstresses, tailors and textile designers.

When the research wanted to ascertain whether they were gainfully employed or not, 107 (48.2%) said 'Yes' whilst 115 (51.8%) said 'No'. 93.1% of those not gainfully employed said they would want to work should there be job opportunities whilst 6.9% said they would not want to work because they were still in school. When the research probed further to know what kind of employment they want 56.1% said they would want to work in government establishment whilst 20.6% wanted to work for private establishment. The remaining 23.4% on the other hand were prepared to begin on their own to build their companies, firms or industries. The research therefore established that majority of the youth in the Church looked up to the government to offer them employment and only a few had the entrepreneurial mindset to create employment for themselves.

3.3 Respondents' responses on the main causes of youth unemployment in Ghana

The research adopted a "close-ended" approach to generate responses. The rationale was to limit respondents to "close-ended" views on the causes of Youth unemployment as captured in the literature review. The aim was to test the views in the literature against what was obtained in the field.

**Table 1 Represents options given to respondents (Ministers and Leaders) on the Main Causes of Youth Unemployment in the 2 Churches.
(Methodist and Church of God.)**

OPTIONS	Frequency					
	COG	%	METH	%	TOTAL	%
Excess supply of labour over the demand for them	0	0.0%	0	0.0%	0	0.0%
Lack of skills or unwanted skills	9	28.125%	13	40.625%	22	68.75%
Low investment and low economic growth	1	3.125%	1	3.125%	2	6.25%
Structural economic reforms that did not help much	0	0.0%	0	0.0%	0	0.0%
Increase in population	0	0.0%	1	3.125%	1	3.125%
Lack of interest in agriculture by the youth	0	0.0%	0	0.0%	0	0.0%
Seasonal variations of our weather leading to rain fed agriculture/subsistence farming	0	0.0%	0	0.0%	0	0.0%
Slow growth of small and medium enterprises (SME's)	0	0.0%	0	0.0%	0	0.0%
Lack of career counseling in our schools	1	3.125%	1	3.125%	2	6.25%
Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem	2	6.25%	2	6.5%	4	12.5%
Laziness on the part of the youth	0	0.0%	0	0.0%	0	0.0%
Lack of adequate education	0	0.0%	1	3.125%	1	3.125%
TOTAL	13	40.625%	19	59.375%	32	100.0%

Source: Authors Fieldwork 2013.

i. Ministers and Leaders.

The research intended to analyze responses using "intra" churches and "inter" churches views on causes of youth unemployment.

In the "inter" analysis, respondents responses would contrast the opinions within the churches while the inter analysis would compare opinions between the churches.

In the Methodist Church, the most prominent response given was "lack of skills or unwanted skills" and respondents who were Ministers and leaders were 13 (40.625%) out of 32 (100%). Another reason was given by 2 (6.25%) Ministers who responded and said the cause could be "lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem". Others who gave various causes constituted 12.5% in total and their responses included "lack of career counseling", "increasing population" and "low investment and low economic growth".

Table 1 also compares the 2 churches and the "inter" analysis was made between them. It is clear from the table that between Church of God and Methodist Churches responses that received the highest frequency was "lack of skills or unwanted skills". The next that they all agreed on in their responses was "lack of a coherent national employment policy and....." It could be inferred from the table that between them "lack of skills....." was their main concern and others that appeared in the literature were not reasons they considered as causes of youth unemployment in Ghana as they received zero responses.

ii. Youth

The research considered the youth and their responses as necessary to unravel answers to the research question 'what are the main causes of youth unemployment in Ghana?'

In a sense, one can say that the youth unemployment challenge concerns them more than the other respondents, therefore, the research wanted to gather their views and this was obtained in the form of the responses they gave as shown by Table 2 below.

Table 2 contains various options and responses according to the "Youth" in Methodist and Church of God responding to the main causes of youth unemployment.

OPTIONS	Frequency					
	METH	%	COG	%	Total	%
Excess supply of labour over the demand for them	3	1.351%	1	0.5%	4	1.802%
Lack of skills or unwanted skills	30	13.513%	7	3.2%	37	16.67%
Low investment and low economic growth	34	15.32%	8	3.6%	42	18.92%
Low income levels	22	9.9%	17	7.7%	39	17.57%
Structural economic reforms that did not help much	27	12.2%	20	9.0%	47	21.17%
Increase in population	19	8.6%	15	6.8%	34	15.32%
Lack of interest in agriculture by the youth	2	0.9%	1	0.5%	3	1.35%
Seasonal variations of our weather leading to rain fed agriculture/subsistence farming	1	0.5%	2	0.9%	3	1.35%
Slow growth of small and medium enterprises (SME's)	1	0.5%	2	0.9%	3	1.35%
Lack of career counseling in our schools	4	1.8%	3	1.4%	7	3.15%
Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem	2	0.9%	1	0.5%	3	1.35%
Total	145		77		222	100%

Source: Authors Fieldwork 2013.

In the Methodist Church, 34 (15.32%) respondents out of the total of 222 considered "low investment and low economic growth" as the main cause. Other prominent causes respondents gave included "structural economic reforms that did not help much" (12.2%), "low income levels" (9.9%), "increasing population" (8.6%). These were the

contrasting figures the youth in Methodist Church gave as depicted by the "intra" analysis.

In the Church of God however, 20 (9.0%) of the youth out of the total of 222 considered "structural economic reforms that did not help much" as the most prominent cause followed by "low income levels" (7.7%) and "increase in population" (6.8%) as depicted by the "intra" analysis. When the views of the youth in the two churches were considered together, it could be inferred from the analysis that what they considered as the main causes of unemployment were "structural economic reforms that did not help much", "low investment and low economic growth", "low income levels", "lack of skills or unwanted skills" and "increase in population".

Table 2 again shows that comparing Methodist and Church of God, the responses given by the youth on the causes of unemployment differ. Between them, "low investment and low economic growth responses (15.32%) was higher for Methodist Church than the (3.6%) recorded for Church of God respondents. The views of Methodist Youth on the causes of unemployment were different from Church of God Youth, who considered "lack of skills or unwanted skills" as the main cause.

Some reasons like "seasonal variation of the weather..." "Slow growth of SMEs" and "lack of interest in agriculture" and "lack of comprehensive strategy to deal with the problem received low responses from the youth; unlike on the Methodist Church where Ministers and Leaders had concern about "lack of education" (3.125%). Neither the youth nor the ministers and leaders responses included "laziness on the part of the youth".

iii. Employers

The research considered the other end of unemployment respondents to include "employers" i.e. those who would employ the youth all things being equal. Therefore, the study covered their views in their responses to the main causes of youth unemployment in Ghana. Employers in Kumasi were sampled in consonance with the study area of the two churches. In practice, employers do employ anybody and may not strictly discriminate among religion or denomination, therefore, they were not categorized into Methodist and Church of God.

Table (3) shows employer respondents, options and opinions on causes of youth unemployment in the country.

OPTIONS	Frequency	
	Total	%
Excess supply of labour over the demand for them	8	10.7%
Lack of skills or unwanted skills	8	10.7%
Low investment and low economic growth	10	13.3%
Low income levels	5	6.7%
Structural economic reforms that did not help much	5	6.7%
Increase in population	4	5.3%
Lack of interest in agriculture by the youth	4	5.3%
Seasonal variations of our weather leading to rain fed agriculture/subsistence farming	4	5.3%
Slow growth of small and medium enterprises (SMEs)	9	12.0%
Lack of career counseling in our schools	4	5.3%
Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem	5	6.7%
Laziness on the part of the youth	4	5.3%
Lack of adequate education	5	6.7%
TOTAL	75	100.0%

Source: Author's Fieldwork 2013.

The total number of employers who responded was 75. Out of this, 10 (13.3%) considered "low investment and low economic growth" as the main cause of youth unemployment. The response agrees with the views of Ministers and Leaders of Methodist Church. Employers also responded that "slow growth of Small and Medium Enterprises (SMEs)" as the next in line of the causes of youth unemployment. "Lack of skills and unwanted skills" and "excess supply of demand for them" were two causes that received the third highest responses with (10.7%) each. "Lack of adequate education", "laziness on the part of the youth" and others received low responses from employers. Considering their responses, it could be inferred that they considered "low investment and low economic growth" and "slow growth of Small and Medium Enterprises" as their main concern and the research did not hesitate in agreeing with them because those were the reasons that mostly concerned them as employers.

iv. MDAs

The research included the views of (Ministries, Departments and Agencies) to reflect the response of government. The MDAs could also be considered as "employers" of the youth.

Table 4 shows the options and frequencies of the responses of the MDAs.

OPTIONS	Frequency	
	Total	Percentage
Excess supply of labour over the demand for them	0	0.0%
Lack of skills or unwanted skills	1	7.14%
Low investment and low economic growth	0	0.0%
Low income levels	2	14.29%
Structural economic reforms that did not help much	0	0.0%
Increase in population	0	0.0%
Lack of interest in agriculture by the youth	3	21.43%
Seasonal variations of our weather leading to rain fed agriculture/subsistence farming	3	21.43%
Slow growth of small and medium enterprises (SMEs)	0	0.0%
Lack of career counseling in our schools	0	0.0%
Lack of coherent national employment policy and comprehensive strategy to deal with the unemployment problem	5	35.1%
Total	14	100%

Source: Author's Fieldwork 2013

The total numbers of respondents were 14. Out of this number, 5 which constituted (35.1%) said "lack of coherent national policy and comprehensive strategy to deal with the unemployment problem" was the main cause of youth unemployment in Ghana. Another reason they gave was "lack of interest in agriculture by the youth" and respondents constituted (21.43%) of all the respondents. "Low income level" and "lack of skills and unwanted skills" had the least responses of 14.29% and 7.14% respectively.

The figures show that responses of MDAs focus on "lack of coherent national employment policy". Indeed their responses might fit in well with their type of job which

might include drawing out national policy on employment and empowerment for the youth.

3.3.1. Respondents' responses on the persistence of the youth unemployment challenge in Ghana.

The research wanted to ascertain the reasons why the youth unemployment challenge has been so persistent in the country despite its obvious negative implications to national development.

Table 5 shows respondents' views (Ministers and Leaders) of the 2 churches (Methodist and Church of God).

OPTIONS	Frequency					
	COG	%	METH	%	TOTAL	%
Gov't adamant attitude towards the situation	1	3.1%	2	6.3%	3	9.4%
Irrelevant curriculum by our training institutions	4	12.5%	12	37.5%	16	50.0%
Lack of entrepreneurial mind set of school graduates	8	25.0%	5	15.6%	13	40.6%
The church's inability to play their roles as expected of them	0	0.0%	0	0.0%	0	0.0%
TOTAL	13	40.6%	19	59.4%	32	100.0%

Source: Author's Fieldwork 2013

i. Ministers and leaders.

From Table 5 above, out of the total of 19 Ministers and Leaders in the Methodist Church, 12(63.2%) said "irrelevant curricular by our training institutions" was the main reason why the youth unemployment problem is persistent, 5(26.3%) of Methodist Ministers and Leaders however ranked "lack of entrepreneurial mindset of school graduates" as the next highest reason. For Church of God Ministers and Leaders

however, 8(61.5%) out of the total of 13 felt "lack of entrepreneurial mindset of school graduates" was their main concern while 4(30.8%) reckoned "irrelevant curriculum by our training institutions" as the next highest.

The analysis shows clearly that Ministers and Leaders of the 2 churches consider "irrelevant curriculum by our training institutions" which together had 50.0% responses and "lack of entrepreneurial mindset of school graduates" which had 40% responses as the main reasons why the problem of youth unemployment is persistent in the country. They therefore, did not consider "Government adamant attitude towards the situation"(6.3%) and "the church inability to play their roles as expected of them"(0%) as reasons significant enough as to why the youth unemployment problem is persistent.

ii. Youth.

Table 6 shows respondents' views of the 2 churches on the persistence of the youth unemployment problem

OPTIONS		Frequency					
		METH	%	COG	%	Total	%
Government adamant attitude towards the situation	50	22.52.0%		26	11.71%	76	34.23%
Irrelevant curriculum by our training institutions	38	17.12%		21	9.46%	59	26.58%
Lack of entrepreneurial mind set of school graduates	36	16.22%		20	9.01%	56	25.23%
The church's inability to play their roles as expected of them	21	9.46%		10	4.50%	31	13.96%
TOTAL	145	65.32%		77	34.68%	222	100.0%

Source: Author's Fieldwork 2013

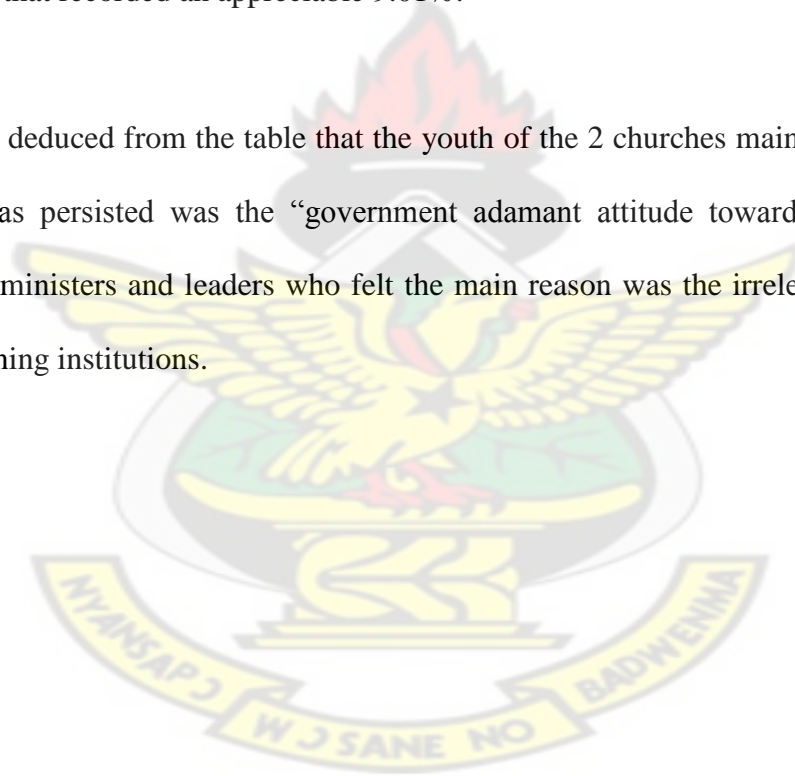
Table 6 shows that 50 (22.52%) youth in the Methodist Church, out of the total of 222 felt that "government adamant attitude towards the situation" was the highest reason for the problem being persistent. This was followed by 38(17.12%) that believed that

"irrelevant curriculum by our training institutions" was the next highest reason. Lack of entrepreneurial mindset of school graduates got a response of 36(16.22%) as the third highest with the least number of 21(9.46%) responses being "the church's inability to play their roles as expected of them"

Out of the total of 77 people in Church of God, 26(11.71%) responded that "Government adamant attitude towards the situation was the next highest reason. The next highest reason was "irrelevant curriculum by our institutions with 9.46%.

Another significant reason given was "lack of entrepreneurial mindset of school graduates" that recorded an appreciable 9.01%.

It could be deduced from the table that the youth of the 2 churches main reason why the problem has persisted was the "government adamant attitude towards the situation" unlike the ministers and leaders who felt the main reason was the irrelevant curriculum by our training institutions.



iii. Employers

Table 7 shows employers views on the persistence of the youth unemployment problem in the country.

OPTIONS	Frequency	
	Total	%
Government adamant attitude towards the situation	19	25.3%
Irrelevant curriculum by our training institutions	14	18.7%
Lack of entrepreneurial mind set of school graduates	31	41.3%
The church's inability to play their roles as expected of them	11	14.7%
TOTAL	75	100.0%

Source: Author's Fieldwork 2013

Table 7 above depicts that out of the total of 75 respondents 31 (41.3%) of employers who responded to the survey felt that the main reason why the youth unemployment problem has persisted in the country was "lack of entrepreneurial mindset of school graduates" followed by "government adamant attitude towards the situations" with 19 (25.3%) respondents. 'Irrelevant curriculum by our training institutions' had 14 (18.7%) respondents as the third highest with the least being "the church's inability to play their roles as expected of them having responses of 11(14.7%). It was not surprising that the employers who were mostly private entrepreneurs were concerned had "lack of entrepreneurial mindset of school graduates" as their main concern. This correlates well with the response given by the youth to the question "which kind of employment do you want?". On the whole a total of 60 people (56.1%) responded to the option of preferring to "work in government establishment" as against 25 (23.4%) preferring to

"beginning on my own to build my company/ firm/ industry" option, with 22 (20.6%) preferring to "work for a private entrepreneur".

This throws more light on the fact that most of the youth prefer and expect the government to employ them after graduation instead of becoming entrepreneurs themselves.

The research also agrees with the employers concern about "the government adamant attitude towards the situation" because much has been said that the private sector holds the key to the country's development in terms of job creation, yet the government has persistently failed to create the necessary environment to allow the sector to flourish in order to absorb the youth, though it claims its focus is on that sector.

iv. MDAs.

Table 8 shows responses of MDAs on the persistence of the youth unemployment challenge in Ghana.

OPTIONS	Frequency	
	Total	Percentage
Government adamant attitude towards the situation	2	14.29%
Irrelevant curriculum by our training institutions	3	21.43%
Lack of entrepreneurial mind set of school graduates	8	57.14%
The church's inability to play their roles as expected of them	1	7.14%
TOTAL	14	100.0%

Source: Author's Fieldwork 2013

Table 8 shows clearly that the MDAs who were government officials had the opinion that "lack of entrepreneurial mindset of school graduates" which had 8(57.1%) people out of the total 14 responses was the main reason why the problem has persisted in

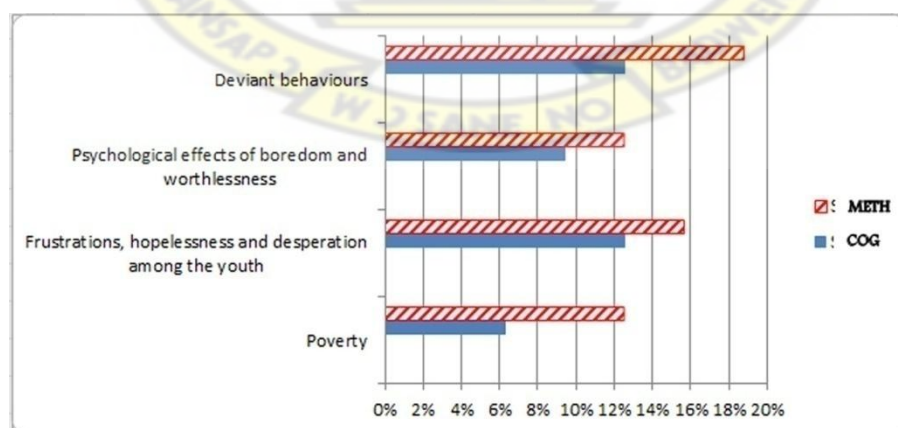
Ghana. To them, "Government adamant attitude towards the situation" which had 2(14.29%), "Irrelevant curriculum by our training institutions" with responses 3 (21.43%). and "the church inability to play their roles as expected of them with 1(7.14%) were not enough reasons why the youth unemployment problem has persisted.

This response of the MDAs agreed with that of the employers that "lack of entrepreneurial mindset of school graduates" was the main reason for the persistence of the youth unemployment problem in Ghana. In other words, both public officials and private entrepreneurs have the view that the mindset of the youth need to be oriented towards the private sector more, for that sector holds the key to the youths' empowerment and development in terms of job creation.

3.4. Respondents' responses on Effects of Youth Unemployment on the Individual, Youth, Family and Society, the Church and the National Economy.

3.4.1. Individual Youth.

Figure 1 shows responses of (Ministers and leaders of Methodist Church and Church of God) as to the effects of Unemployment on the individual youth.



Source: Author's Fieldwork 2013

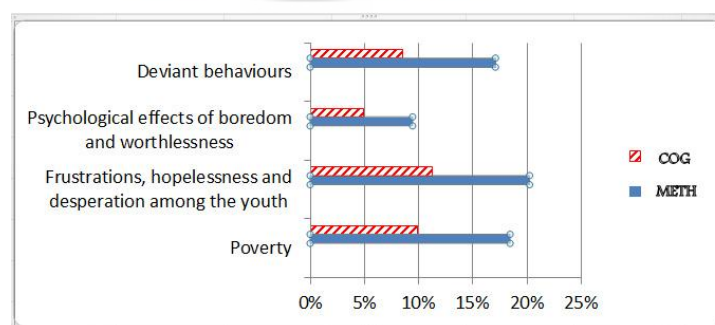
i. Ministers and Leaders.

According to Figure 1 above, Ministers and Leaders of Methodist Church had the view that the greatest effect unemployment could have on the individual youth was the fact that they would be prone to "deviant behaviours" (18.8%). The next highest response was "Frustrations, hopelessness and desperation among the youth" (15.6%) followed by both "Psychological effects of boredom and worthlessness", and "Poverty" which recorded responses of 12% each.

Ministers and leaders of Church of God reckoned both "deviant behaviour" (12.5%) and "frustrations, hopelessness and desperation among the youth" (12.5%) as the two greatest effects on the youth. It could therefore be inferred from the analysis that Ministers and leaders of both churches regarded the two "options" named above as the highest effects that unemployment could have on the individual youth, however "psychological effects of boredom and worthlessness" as well as "Poverty" recorded appreciable responses as factors that could also impact negatively on the youth as a result of their being unemployed.

ii. Youth.

Figure 2 shows the responses of the youth (Methodist and Church of God) on the effects of unemployment on the individual.



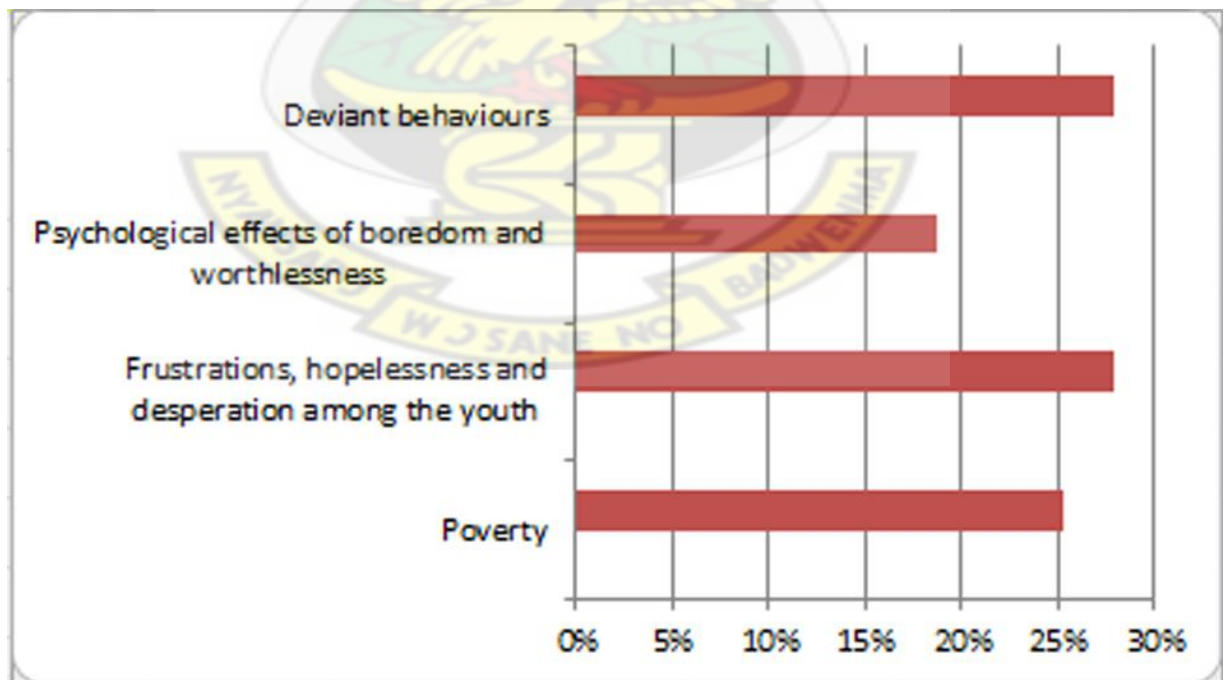
Source: Author's Fieldwork 2013

Figure 2 depicts clearly that the youth in the Methodist Church and Church of God responded that "Frustrations, hopelessness, and desperation..." was the greatest effect that unemployment could have on their lives. This was followed by "Poverty" and "Deviant Behaviours" with "psychological effects of boredom and worthlessness" affecting them the least.

This contrasted with the views of the Ministers and Leaders who felt that unemployment may render the youth prone to "deviant behaviours" was the major effect. However, both the youth and the leaders agreed by their responses that "Frustrations, hopelessness and desperation among them" was another significant effect as a result of unemployment.

iii. Employers

Figure 3 shows the response of employers on the effects of unemployment on the individual youth.

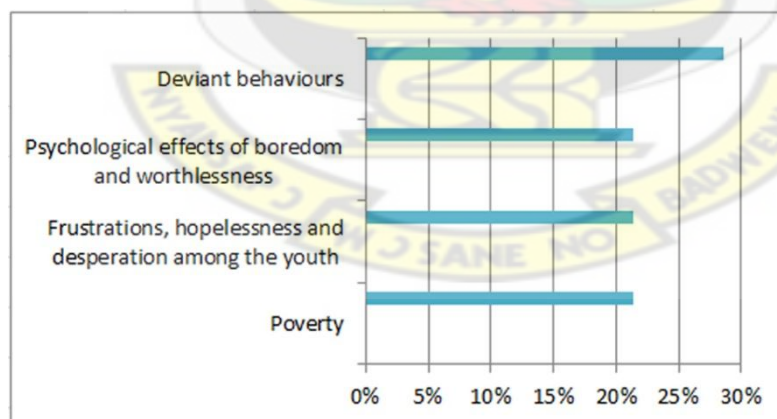


Source: Author's Fieldwork 2013

According to Figure 3 above, the responses of employers showed that they regarded "Deviant Behaviour" and "Frustrations, hopelessness and desperation among the youth" as the two most prominent effects on the youth as the result of their persistent unemployment status. The next appreciable factor they considered as affecting the youth was "Poverty" with "psychological effects of boredom and worthlessness" being the least. This agreed with the views of the Ministers and leaders who chose "Deviant Behaviours" and "Frustrations, hopelessness, and desperation..." as the two most prominent factors that affect the youth as a result of unemployment. It is also in consonance with the view of Benjamin Twumasi who said during the interview that "the individual may be prone to deviant behaviour such as teenage pregnancy, prostitution, and armed robbery.

iv MDAs

Figure 4. The response of MDAs on the effects of unemployment on the individual youth



Source: Author's Fieldwork 2013

The responses of MDAs on how unemployment affected the youth were expressed in the Figure 4 above. According to the MDAs, the most pronounced effect that unemployment could exert on the youth was the "Deviant Behaviours" option.

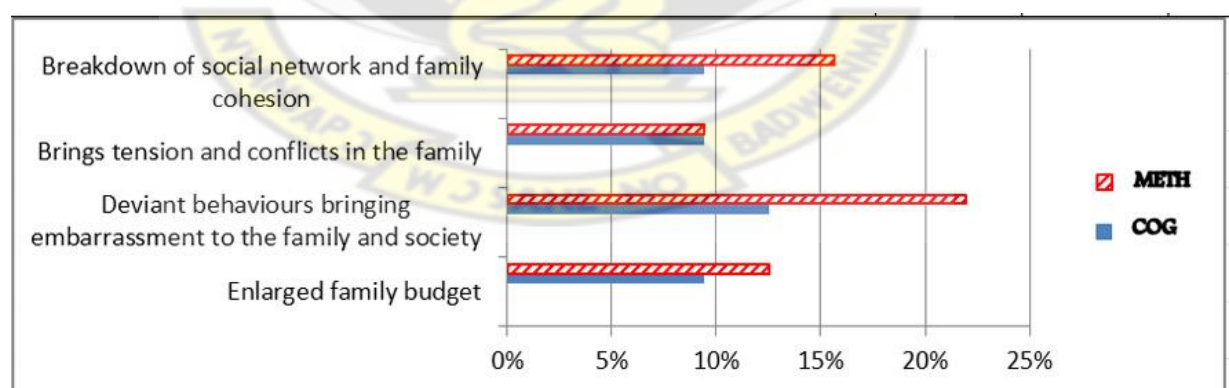
In their opinion, the other options like "Frustrations, hopelessness and desperation...", "Poverty" and "psychological effects of boredom and worthlessness" also affect the youth in equal measure, and their being prone to deviant behaviours was the major factor that might be borne out of unemployment.

Here again, the views of the MDAs agreed with that of the Ministers, leaders, and the employers with the exception of the youth themselves who felt "Frustrations, hopelessness, and desperation among them" was the prime effect.

3.4.2 Family and Society.

i. Ministers and Leaders.

Figure 5 shows the responses of the Ministers and leaders of the 2 churches to the effect of unemployment on the family and Society.



Source: Author's Fieldwork 2013

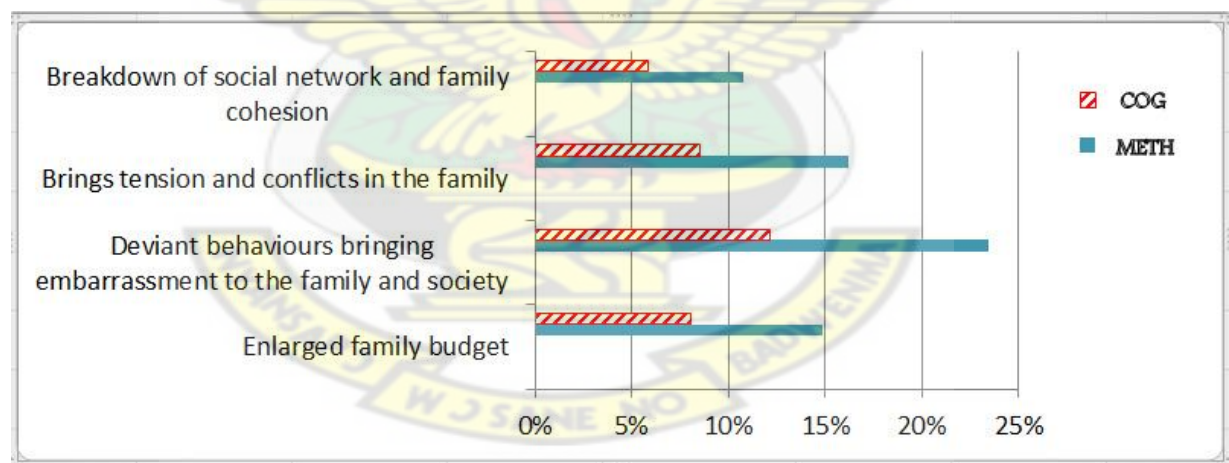
The Ministers and Leaders of Methodist and Church of God in expressing their views, chose the "Deviant Behaviours bringing embarrassment to the family and society" option

as the one that affected the family and society most. The next option they preferred was the "Breakdown of social networks and family cohesion" with "Enlarged family budget" and "Brings tension and conflicts in the family and society" options following in that sequence.

It could be deduced from the analysis that Ministers and Leaders believed that unemployment might not only expose the individual youth to "Deviant Behaviours" but also that same deviant behaviours might have the ripple effect of bringing embarrassment to the family and society at large.

ii. Youth.

Figure 6. Responses of the youth on the effects of youth unemployment on the family and society.



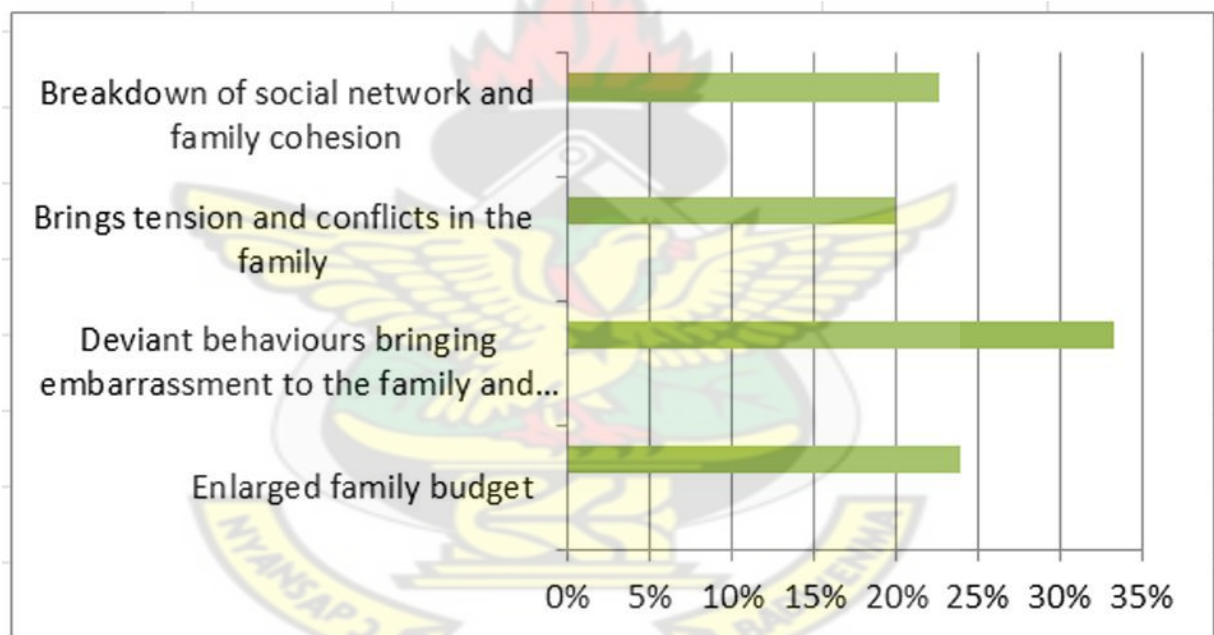
Source: Author's Fieldwork 2013

Figure 6 above shows the views of the youth in Methodist and Church of God on the effect of youth unemployment on the family and society. The youth in both churches were of the opinion that "Deviant Behaviours bringing embarrassment to the family and society" option was their main concern followed by the response that said unemployment

"brings tension and conflicts in family and society". The third concern they considered was "Enlarged family budget" with "Breakdown of social network and family cohesion" being the least option. Here again, the youth themselves agreed with the Ministers and Leaders that deviant behaviours arising out of their unemployed conditions might eventually bring embarrassment to the family and society.

iii. Employers.

Figure 7 depicts employers' response on the effects of youth unemployment on the family and society.



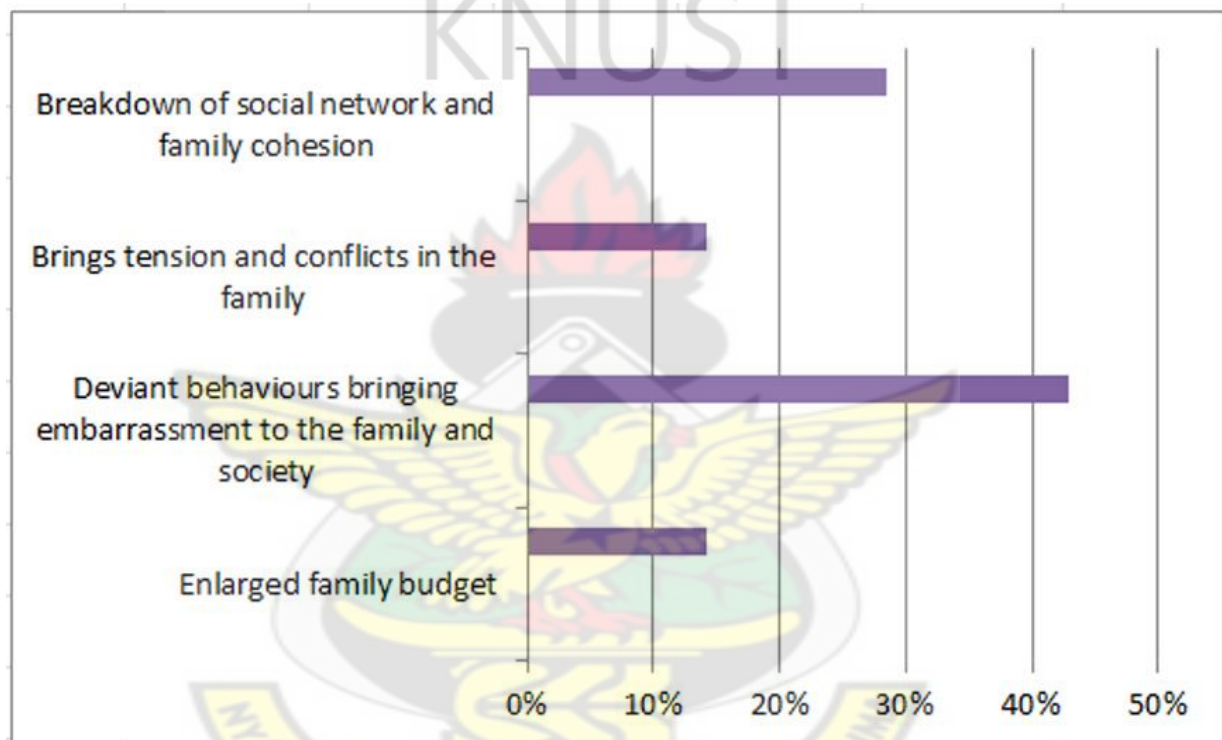
Source: Author's Fieldwork 2013

The employers were overwhelming in their response that "Deviant Behaviour bringing embarrassment to the family and society" was the major effect unemployment brings to the family and society. The next major factor they considered was "enlarged family budget" with "Breakdown of social network and family cohesion" and "Brings tension and conflicts..." following in that order. Therefore, the choice of the employers agreed

with that of the Ministers and Leaders, and the youth themselves that deviant behaviours bring embarrassment to the family and society.

iv. MDAs

Figure 8 shows MDAs' views on the effects of youth unemployment on the family and society.



Source: Author's Fieldwork 2013

The MDAs views as represented in Figure 8 above also shows that they consider "Deviant Behaviours bringing embarrassment to the family and society" as the topmost effect that youth unemployment could bring to the family and society. Also of some concern to them was the "Breakdown of social network and family cohesion" which they chose as the next option whilst "enlarged family budget" and "Brings tension and conflict..." were followed as the least options.

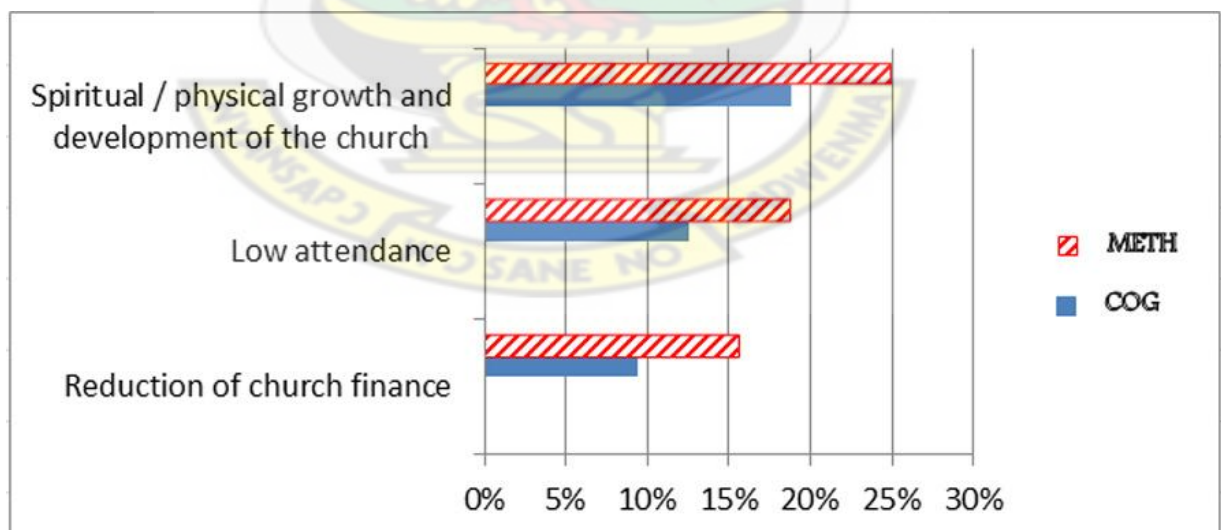
The analysis leaves no doubt to the fact that "Deviant Behaviours bringing embarrassment to the family and society" was the obvious choice for all the 4 categories (Leaders, Youth, Employers and MDAs) as the prominent reason that effected the family and society as far as youth unemployment is concerned.

This is re-echoed by the views of Poku-Boansi and Afranie (2011), "that what is even disturbing and embarrassing to most parents is when their wards give in to peer group pressures and begin to practice some of the deviant behaviours, which land some of them in psychiatric hospitals and jails". Stott, (1984) state that unemployment brings humiliation, tension and conflicts in family lives.

3.4.3 Respondents' responses on the effect of youth unemployment on the Church.

i. Ministers and Leaders of the 2 churches.

Figure 9 shows the views of Ministers and Leaders of Methodist and Church of God on effects of youth unemployment on the Church.



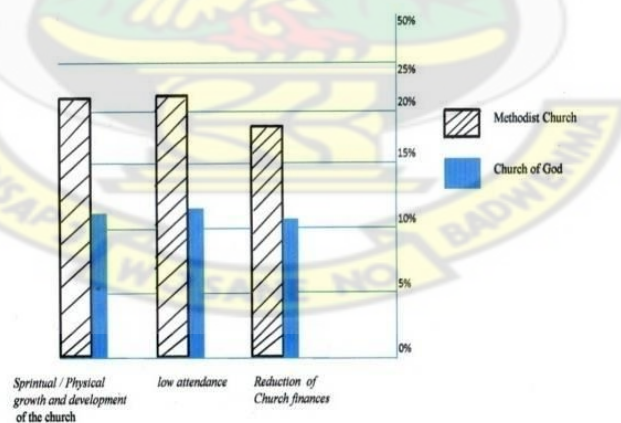
Source: Author's Fieldwork 2013.

According to Figure 9, the Ministers and Leaders of the 2 churches had the view that the "spiritual and physical growth as well as the general development of the church" were

the most affected areas when the youth remain unemployed in the churches. Their next area of concern was "low attendance" followed by "Reduction of church finances" respectively. From the analysis, it was not surprising that the Ministers believed that the church's development, (both physical and spiritual) might be affected when the young men and women remain unemployed. The youth's contribution to church growth and development cannot be over-emphasized. According to Koonce (1965), young people look for something that will help them establish a set of values and life directing goals, something that will challenge them to be and to do their best, that which will help them with social, moral and religious problems, and therefore, no church with an aim to grow and develop will overlook the importance of youth empowerment and employment.

ii. Youth.

Figure 10 shows the views of the youth of Methodist and Church of God on effects of youth unemployment on the church.



Source: Author's Fieldwork 2013.

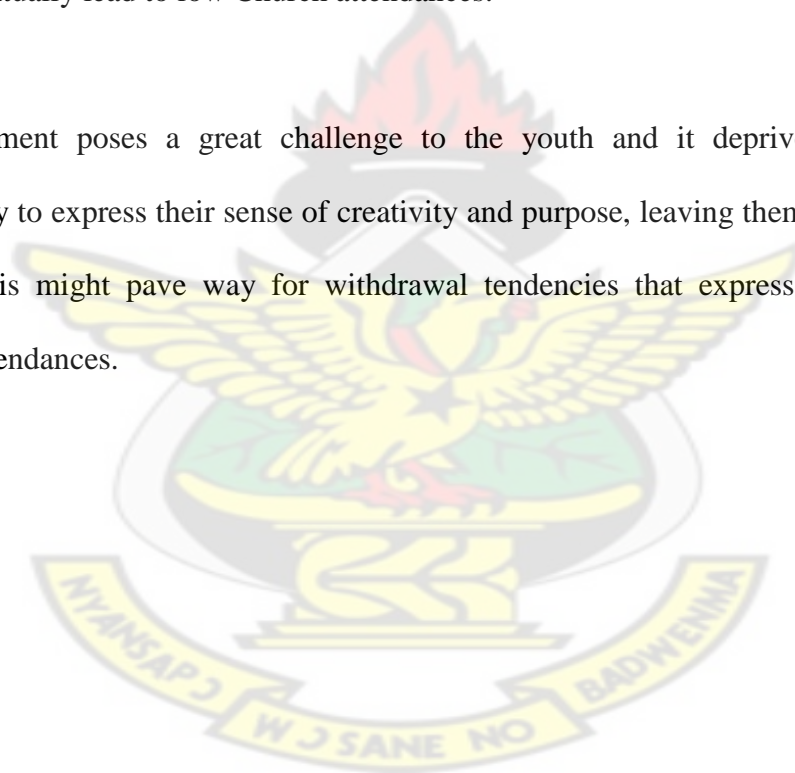
According to the responses of the youth as expressed by Figure 10 above, they considered "Low attendance" and "spiritual/physical growth and development of the

church" options as the most affected areas of the church's developments as long as they remain unemployed.

They had indicated that "poverty" and "frustrations, hopelessness and desperation..." were the 2 main factors that affect them as a result of unemployment.

It could therefore be deduced that as unemployment renders them poor, they might become frustrated and desperate as they realize that they might not be able to contribute to the church's development in any meaningful way. This psychological effect of worthlessness might have the tendency to cause them to withdraw from services which might eventually lead to low Church attendances.

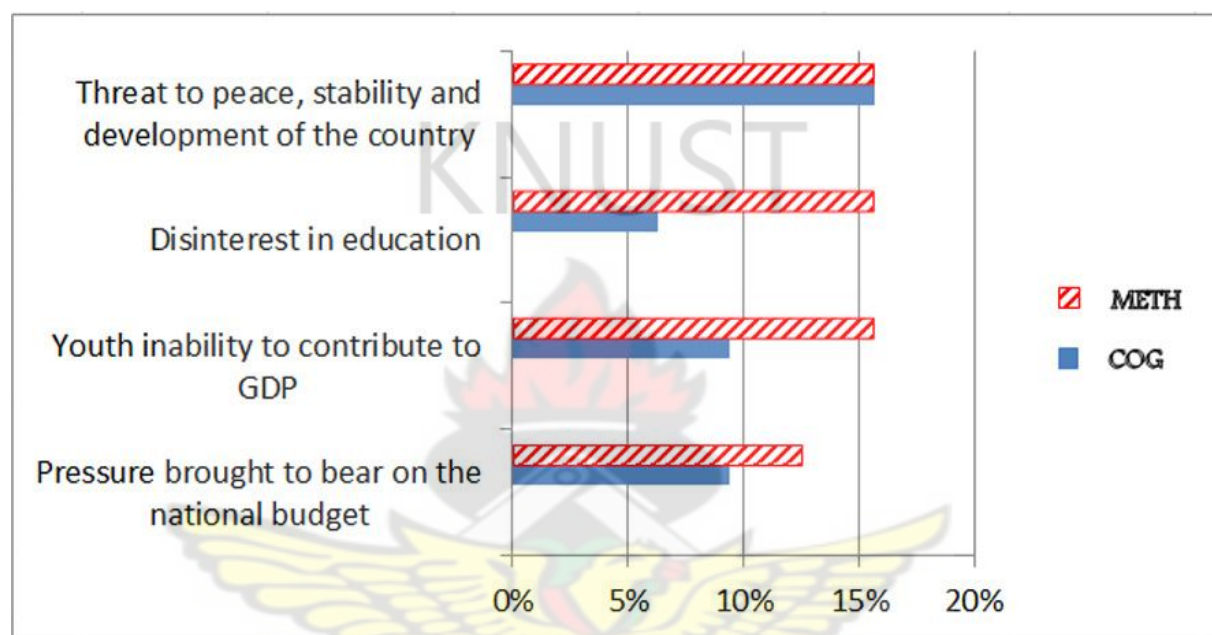
Unemployment poses a great challenge to the youth and it deprives them of the opportunity to express their sense of creativity and purpose, leaving them unfulfilled and empty. This might pave way for withdrawal tendencies that expresses itself in low Church attendances.



3.4.4. Respondents' responses on the effect of Youth Unemployment on the National Economy.

i. Ministers and Leaders.

Figure 11 shows the responses of the Ministers and Leaders (Methodist and Church of God) on the effects of youth unemployment on the National Economy.



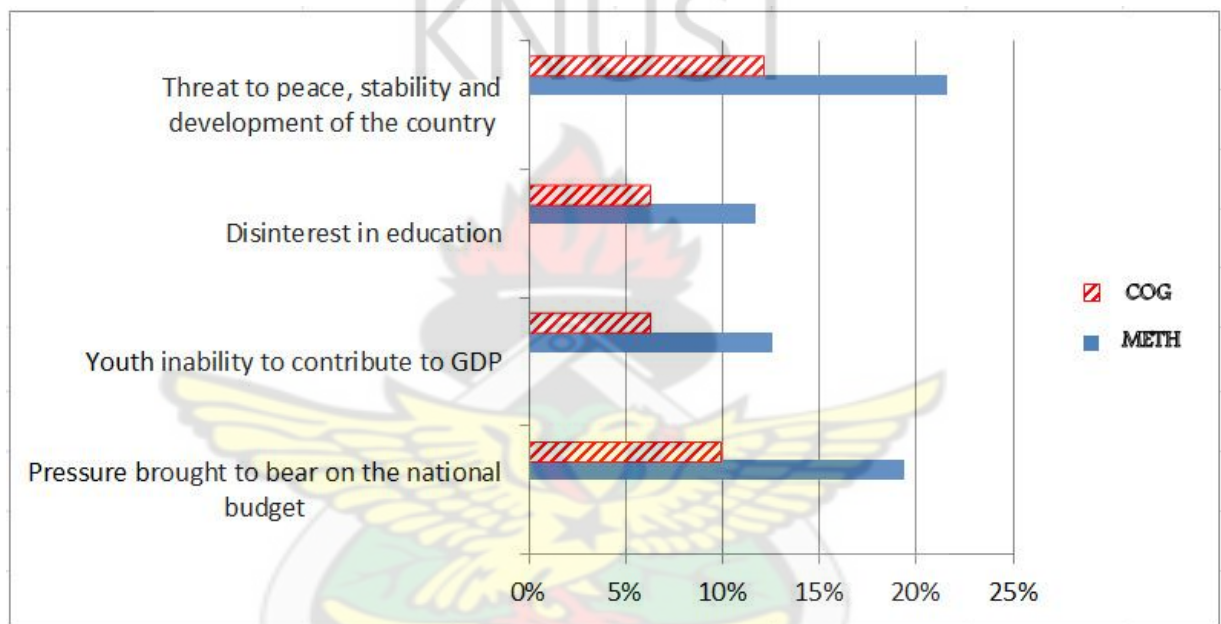
Source: Author's Fieldwork 2013.

The Ministers and Leaders of Methodist Church were of the opinion that unemployment affects the economy by way of "Threat to peace, stability and development of the country". "Disinterest in education" by the youth and "Youth inability to contribute to GDP" affect the economy on an equal measure with "pressure brought to bear on the national budget" being the least comparatively. On the other hand, the Ministers and Leaders of Church of God agreed with their Methodist counterparts that "threat to peace, stability and development..." was the major effect youth unemployment might exert on the economy. This was followed by "youth inability to contribute to GDP" and "pressure brought to bear on the budget" equally as the next with "Disinterest in education" being

the least. Therefore, in the opinion of the Ministers and Leaders of the 2 churches, all the four factors enumerated were significant enough to affect the economy as a result of youth unemployment.

ii. Youth

Figure 12 is the responses of the youth (Methodist and Church of God) to the effects of youth unemployment on the National Economy.



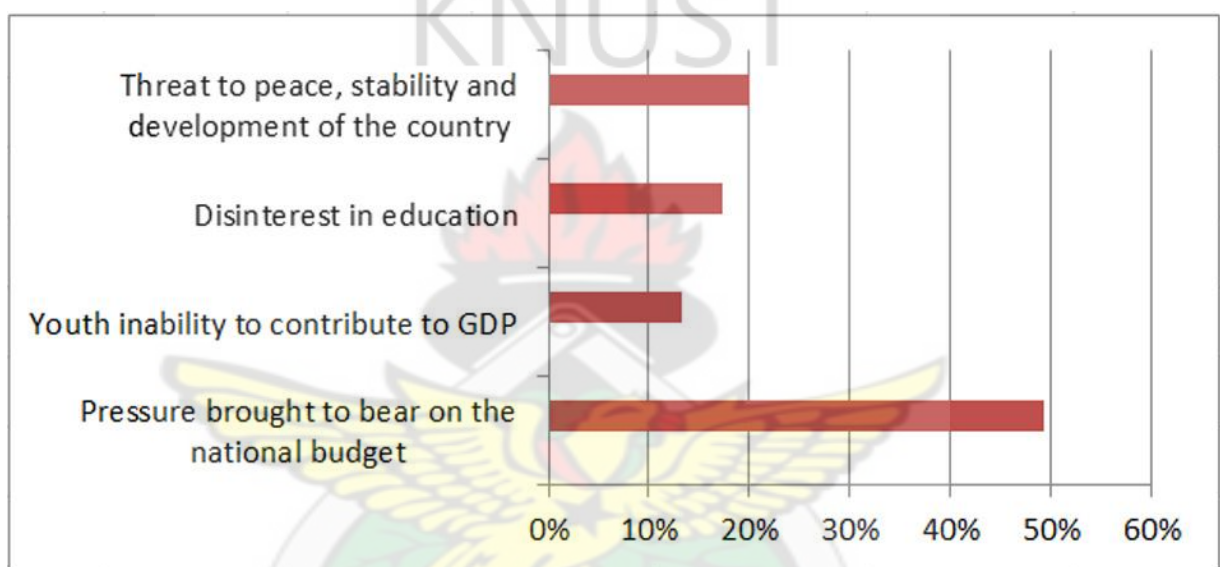
Source: Author's Fieldwork 2013.

According to the youth as depicted by Figure 12, the greatest effect that youth unemployment could have on the national economy was the "threat to peace, stability and development of the country". The next effect they felt was the "pressure that would be brought to bear on the national budget", followed by "youth inability to contribute to GDP" with "disinterest in education" option being the least. This agreed with the decision of the and leaders who is their responses also chose "threat to peace, stability and development of the country" as the main effect youth unemployment could bring to bear on the national economy. This is in consonance with the view expressed by Amofo

(2011) that "the unemployed youth by their sheer numbers and misplaced utilization of energies and anti-social orientation could pose serious challenges to the enforcement of law and order, and also pose real threat to social order".

iii. Employers

Figure 13 shows the views of Employers on the effect of youth unemployment on the national economy.



Source: Author's Fieldwork 2013

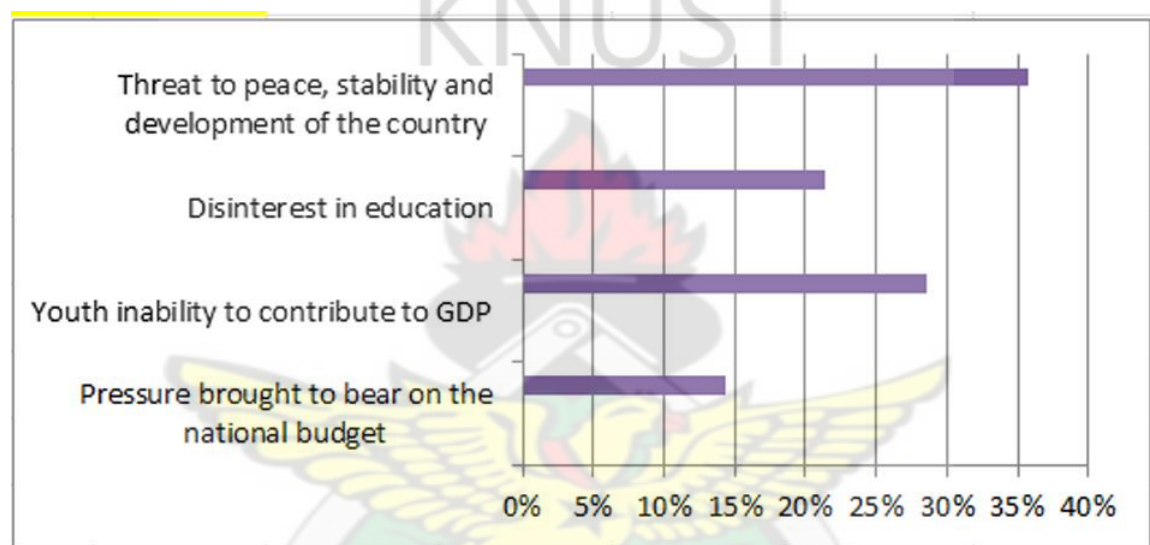
Figure 13 shows that greater percentage, about (50%) of the employers who responded to the survey had the view that "pressure brought to bear on the national budget" was the greatest effect youth unemployment could have on the national economy. The next highest was "threat to peace, stability and development of the country"(20%), followed by "youth inability to contribute to GDP" and the youth's "disinterest in education" being the least considered effect.

The choices of the employers were not surprising, for as private entrepreneurs, anything that would affect and disturb the growth of the economy would be of prime concern. Therefore, if youth unemployment could bring pressure to bear on the economy and also

cause threat to peace and instability, then they called for major concern to them since by the nature of their jobs, the need for congenial and peaceful atmosphere and a booming economy, would be of prime importance and necessity.

iv. MDAs

FIG. 14 Shows the views of MDAs are on the effect of youth unemployment on the national economy.



Source: Author's Fieldwork 2013

In the responses of the MDAs, their prime concern was, “Threat to peace, stability and development of the country”. This they considered as the major effect that youth unemployment could have on the National economy. Their next concern was the youth inability to contribute to GDP with “Disinterest in education” and “pressure brought to bear on the budget” following in that order.

As bureaucrats who roll out government policies and ensure their smooth implementation, monitoring and evaluation, it was of no wonder that youth

unemployment's potential for threat to peace and the inability of the youth to contribute to the growth of the economy should be of prime concern to them.

3.4.5 Respondents' (Ministers and Leaders) views on the positive effects of youth unemployment on the Church.

The research wanted to ascertain from Ministers and Leaders of Methodist and Church of God Churches whether there were any positive effects of youth unemployment on the Church or not. The research found this to be interesting since all the literature available to the researcher revealed only the negative effects.

Table 9 Respondents' (Ministers and Leaders) views on positive effects of youth unemployment on the church.

	Frequency					
	COG	%	METH	%	Total	%
Yes	7	21.9%	7	21.9%	14	43.8%
No	6	18.8%	12	37.5%	18	56.3%
Total	13	40.6%	19	59.4%	32	100

Source: Author's Fieldwork 2013.

As shown in Table 9 above, 12 (63.2%) Leaders in Methodist Church out of the total 19 responded 'No' as against 7 (46.2%) who said 'Yes' to the question whether youth unemployment has any positive effect or not.

In the case of Church of God Leaders 7 (53.8%) out of the total of 13 said 'Yes' whilst 6 (46.2%) said 'No'. It could be seen from the analysis that the number of Ministers and Leaders in Methodist Church who said 'Yes' were equal to the number that said 'Yes' in Church of God. If 'Yes' responses were that much appreciable as shown in table 6 above, then the research wanted to know further, in what areas the youth who were unemployed could be of benefit to the Church.

The following responses were generated for the 2 churches. 7 (43.8%) out of the total of 16 people who responded from the 2 churches, said the Church may benefit from the unemployed youth because it "May be an opportunity to unearth potentials for leaderships". This was followed by 3 (18.8%) people who felt the youth could have "more time for voluntary/charitable work" in the Church and another 3(18.8%) also felt "more time to visit and evangelize" were the areas that the Church could benefit from the unemployed youth. These were followed by 2 (12.5%) people who were of the opinion that the Church could benefit because the youth would devote "more time to help in the churches development or the putting up of physical structures". Only 1 (6.3%) person felt that the Church will benefit from the youth unemployed situation because it would offer them "more time to visit and evangelize".

If indeed the unemployed youth could be of benefit to the Church in areas as expressed by the Ministers and Leaders above, then Stott (1984) was right when he urged Christians to feel deeply for the unemployed and that no stigma should be attached to unemployment, at least within Christian communities. He further admonished Christians to welcome, encourage and support the unemployed in our churches for greater majority of them want to work, but cannot find jobs. Ministers and Leaders should therefore offer

them christian sympathy and pastoral care bearing in mind that though they are out of employment, they are not out of work.

3.5. Respondents' views on the factors and programmes the Churches, Employers and MDAs have rolled out to address Youth Unemployment Challenges

Programme agenda for the Youth was necessary to whip up their enthusiasm in the Church and help in their spiritual growth. Therefore when the question was posed to find out of the churches have any programmes designed and planned for the youth, the following responses were generated from the Ministers and Leaders as shown in Table 10 below.

Table 10 Responses of Ministers and Leaders on the programmes designed and planned for the Youth (in the 2 churches).

	Frequency					
	COG	%	METH	%	Total	%
Yes	8	25.0%	11	34.4%	19	59.4%
No	5	15.6%	8	25.0%	13	40.6%
Total	13	40.6%	19	59.4%	32	100

Source: Author's Fieldwork 2013.

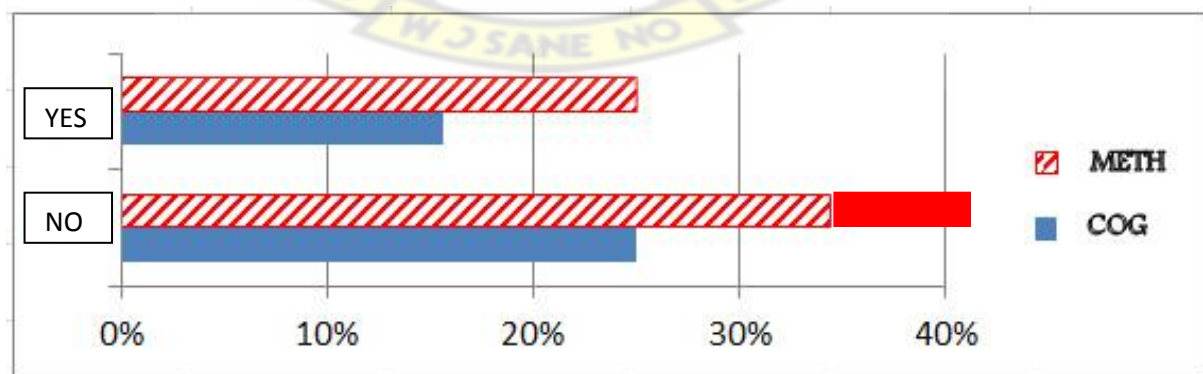
Table 10 shows that out of the total of 13 Ministers and Leaders of Church of God, 8 (61.5%) responded 'Yes' to the question whilst 5 (38.5%) responded 'No'. In the case of the Methodist Church, 11 (57.9%) out the total 19 responded 'Yes' and 8 (42.1%) responded 'No' to the question. Therefore, when the views of the Ministers and Leaders of the 2 churches were combined, 19 (59.4%) out of the total 32 said 'Yes' whilst 13

(40.6%) said 'No'. These positive responses presupposed that together, the 2 churches had programmes designed and planned for the Youth in their respective churches.

When the research wanted to know which areas these programmes were offered, the following were the responses given; that the programmes the churches offered include the following: "Vocational and Technical training for the Youth" , "Top-up classes for school dropouts to improve on their chances for further education", "Skills training in cottage industries" "Skills training in managing personal business", "ICT training", "Programmes on financial empowerment", "revival and bible studies", "youth association meetings", "prayer meetings", "seminars on entrepreneurship", "career counselling in formal and informal education", "sports and games", "personal grooming", and "leadership training".

When the research probed further to know whether these programmes had the capacity to create employment for the youth or not, 8 (42.1%) out of the 19 Ministers and Leaders in the Methodist Church said 'No' whiles 5 (26.3%) said 'Yes'. For Church of God, 4 (21.1%) said 'No' and 2 (10.5%) said 'Yes' as depicted by fig. 15 below.

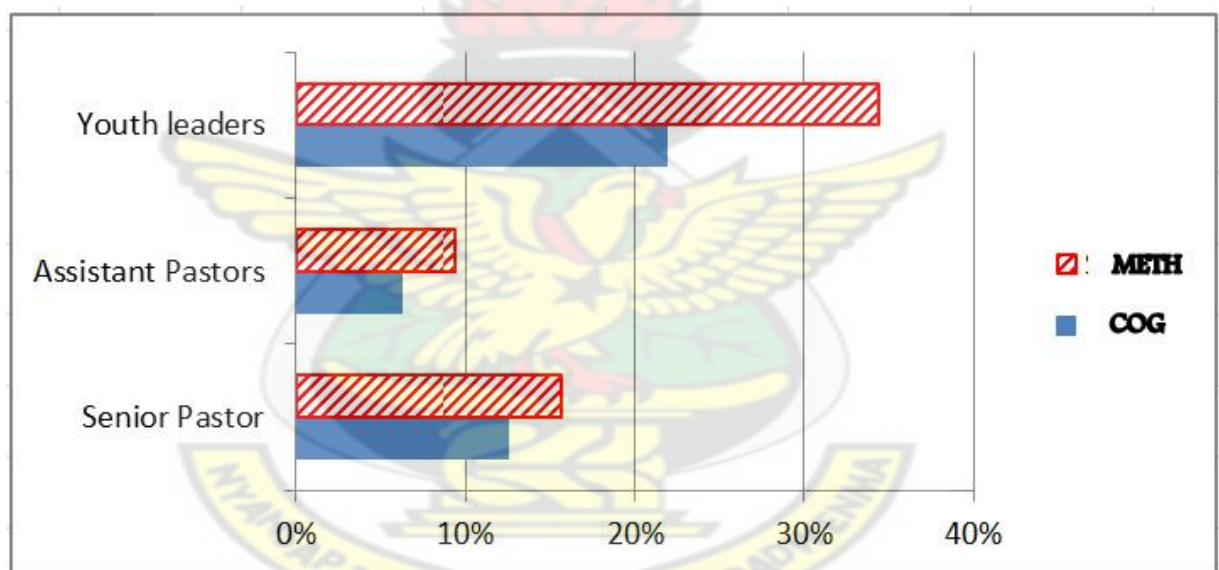
Fig. 15: Views of Ministers and Leaders as to whether programmes designed for the youth had the capacity to create employment or not



Source: Author's Fieldwork 2013.

The analysis revealed that although the churches rolled out various programmes to train the Youth, greater percentage of these programmes were not intended to help create employment for the Youth but perhaps concentrated more on their spiritual development. To this end, the research wanted to know the personalities who had been tasked to ensure that the youth were offered the requisite training that could lead to job creation or employment in the 2 churches. Fig. 16 shows the responses of the Ministers and Leaders as to the persons responsible for youth training that could lead to job creation or employment in the churches.

Fig. 16: Responses of Ministers and Leaders as to the persons responsible for the youth training that could lead to job creation or employment in the church



Source: Author's Fieldwork 2013.

According to fig.16, the Ministers and Leaders were of the opinion that the greatest responsibility was on the youth leaders to provide the kind of training that could lead to job creation or employment. Nevertheless, they felt the burden should not be left to them alone, but Senior Pastors and Assistant Pastors also have to shoulder some of the responsibilities to help the youth find employment in the churches.

The core mandate of the Church is to ensure the spiritual development of the members; however, the Church is expected to extend its activities to cover other areas as well.

Therefore, the question as to whether the Church has the responsibility to create employment in addition to its spiritual activities was posed and overwhelming majority of 29(90.6%)out of the total 32 leaders in Methodist and Church of God said ‘Yes’ whilst only 3(9.10%) said ‘No’. see table 11 below.

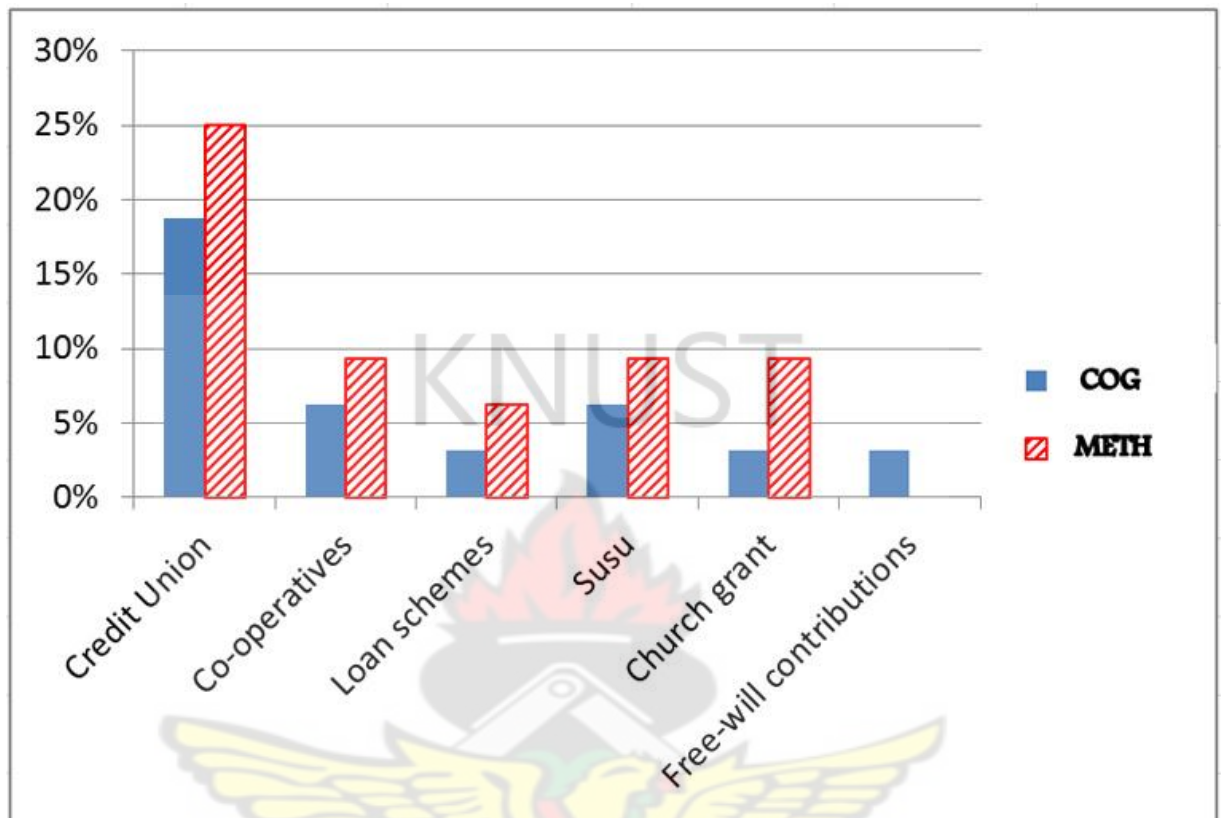
Table 11: Ministers and views on whether the church has the responsibility to create employment or not

	Frequency					
	COG	%	METH	%	Total	%
Yes	12	37.5%	17	53.1%	29	90.90%
No	1	3.1%	2	6.3%	3	9.10%
Total	13	40.6%	19	59.4%	32	100

Source: Author’s Fieldwork 2013.

They went on to suggest some of the activities in which the Church could engage in to help create employment for the youth. Some activities mentioned include, building hospitals, setting up banks, schools and establishing companies to help employ the youth; for they believed that some of the Church finances should be channeled into job creation. If the Church is expected to operate outside its core mandate of spiritual development to create employment, then much financial resources would be needed in that regard. Therefore, the research wanted to know from Ministers and Leaders the means by which money could be raised to support job creation. The responses of the Ministers and Leaders are represented in fig. 17 below.

Fig.17. Responses of Ministers and Leaders on means to raise funds to support job creation



Source: Author's Fieldwork 2013.

In the opinion of the Ministers and Leaders of the 2 churches, “credit union” scheme was the best option to adopt if the Church wanted to raise funds to support job creation for the youth. This was followed by the formation of “co-operatives” as the next preferred option. The institution of “susu” scheme, “loan schemes” and “free-will” contributions followed as the least preferred option.

3.5.1. Employers Response to factors they consider in employing personnel into their establishments.

Employers normally have set standards by which the skills or qualities possessed by prospective job seekers are measured. The research therefore, sought to sample their views and preferences for these qualities and have represented them by table 12 below.

Table 12 Employers response to factors they considers in employing personnel

OPTIONS	Frequency	
	Total	%
Age	6	8.0%
Qualification	9	12.0%
Sex	6	8.0%
Experience	14	18.6%
ICT literacy	7	9.3%
Communication skills	11	14.7%
Analytical, Managerial and Technical skills	11	14.7%
Personal attributes	11	14.7%
TOTAL	75	100.0%

Source: Author's Fieldwork 2013.

Table 12 depicted that the Employers regarded “Experience” as the highest factor they would consider in employing personnel; with 14 (18.6%) people out of the total of 75 opting for it. The second factor they would consider necessary for offering employment into their establishment were the possession of “communication skills”, “Analytical, Managerial and Technical skills” and having good “personal attributes” each of which had responses of 11(14.6%). The third factor they might consider was the possession of the requisite “Qualification” with responses from 9(12%) people. This was followed by the acquisition of “ICT Literacy” which had 7(9.3%) people responding, the demographic characteristics of “Age” and “Sex” were the least factors the employers said they would consider with 6 (8.0%) people responding for each of them.

According to Boateng and Ofori although qualifications are necessary for employment, employers do not necessarily require certificates but the ability to perform. It is therefore not surprising that qualities like “experience”, “communication skills” and “Analytical, Managerial and Technical Skills” were ranked higher than “Qualification”. The educated especially the university graduates usually tended to rely so much on their qualifications and therefore might be more inclined towards picking among job opportunities, but the uneducated might not (Twerefour et al 2007 cited in UNECA, 2010) making the unemployment challenge highest among the educated youth as against the uneducated (UNECA, 2010)



3.5.2 MDA's responses to factors they consider in employing personnel into their establishments.



Source: Author's Fieldwork 2013.

Fig.18 shows the responses of MDA's (who employ on behalf of the government) on factors they consider relevant in employing personnel into their establishments. From the responses generated as shown by fig.18, the MDA's had the view that "Analytical, Managerial and Technical Skills" as well as "Personal attributes" were the two most prominent factors they would consider in employing personnel into their establishments. The next to consider on equal and lower terms would be "communication skills", "ICT literacy", "experience", "sex", "qualification" and "Age".

Although "MDA's" did not agree with the "Employers" that "Experience" and "Communication skills" were high enough on their agenda as long as employing personnel was concerned, they affirmed the decision of the employers that "Analytical, Managerial and Technical Skills" as well as "Personal attributes" were essential factors

to consider in employing personnel. In the opinion of both the Employers and MDA's, qualification alone was not enough a factor they would consider in employing people.

3.5.2.1 Employers response to factors that may prevent them from employing the youth into their establishment.

When the Employers were asked what factors might prevent them from employing the youth, 31(41.3%) out of 75 people said "Inexperience" followed by 23(30.7%) who said "indiscipline" with 21(28.0%) as the least choosing "laziness" as shown in Table 13 below.

Table 13: Employers' response to factors that prevent them from employing the youth into their establishments

OPTIONS	Frequency	
	Total	%
Inexperience	31	41.3%
Indiscipline	23	30.7%
Laziness	21	28.0%
TOTAL	75	100

Source: Author's Fieldwork 2013

This decision of the Employers was in tandem with their earlier response that "Experience" was the most important factor they would consider in employing people

3.5.2.2 MDAs response to factors that may prevent them from employing the youth into their establishment.

According to the MDAs as shown by Table 14 below the most important factor that would prevent them from employing the youth is "indiscipline" since 6(42.9%) out of the total 14 chose that option. The next factors they would consider were both "inexperience" with 4(28.6%) and "laziness" also with 4(28.6%) people choosing them.

Table 14: MDA’s reponse to factors that may prevent them from employing the youth into their establishments

OPTIONS	Frequency	
	Total	Percentage
Inexperience	4	28.6%
Indiscipline	6	42.8%
Laziness	4	28.6%
TOTAL	14	100

Source: Author’s Fieldwork 2013.

The Employers being private entrepreneurs were mainly concerned with “experience” whiles the MDAs representing the government on the other hand were concerned with “discipline”. This might lend credence to the perception that a lot of discipline is needed by the MDAs to make them efficient in running government business.

3.6 Ministers and Leaders’ views on challenges the churches face in their attempt to help the unemployed youth.

In its desire to help the unemployed youth, the Church might face some challenges and when the research sought the views of 32 Ministers and Leaders of Methodist Church and Church of God on the subject, the following views were expressed. That the youth unemployment could have the tendency to make too many demands and as such might run down the churches’ finances. According to some of them, the failure of the youth to be trustworthy might heighten the fear that the funds disbursed might be misused and not directed towards the intended purpose of job creation. The laziness of some unemployed youth were of concern to some Ministers and Leaders and they said that such people failed to respond to or attend many of the programmes designed and planned by the churches, to help the youth gain employment. The churches therefore felt reluctant to release money to such lazy people for fear of embezzlement. Another challenge that was

raised was the inability to ensure fairness in the disbursement of funds earmarked to help the youth, since any sign of unfairness in distribution might make some youth aggrieved and as such lead to loss of members to the churches.

3.7. Respondents' views on whether youth unemployment affects the morality and the tenets of the Church or not.

Youth unemployment in the Church is an obvious phenomenon which might affect the behaviour or the attitude of the youth in one way or the other. The survey wanted to know from Ministers and Leaders whether or not unemployment could cause the youth to resort to behaviours that were at variance with the tenets of the Christian faith. Therefore, the levels of godliness, self-discipline and good morals of the unemployed youth were compared with that of the employed using the matrices as shown in Table 15 below.

Table 15a The employed level of godliness

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	3	4	7	21.9
Very good	6	4	10	31.2
Good	2	4	6	18.75
Satisfactory	2	5	7	21.9
Not satisfactory	0	2	2	6.25

Source: Author's Fieldwork 2013.

Table 15b The unemployed level of goodliness

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	2	1	3	9.4
Very good	2	2	4	12.5
Good	5	4	9	28.1
Satisfactory	2	5	7	21.9
Not satisfactory	2	7	9	28.1

Source: Author's Fieldwork 2013.

Table 15.c The employed and self discipline

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	2	4	6	18.7
Very good	7	6	13	40.6
Good	1	6	7	21.9
Satisfactory	1	2	3	9.4
Not satisfactory	2	1	3	9.4

Source: Author's Fieldwork 2013.

Table 15.d The unemployed and self discipline

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	1	0	1	3.1
Very good	2	0	2	6.2
Good	1	6	7	21.9
Satisfactory	6	5	11	34.4
Not satisfactory	3	8	11	34.4

Table 15.e The employed and good morals

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	0	2	2	6.25
Very good	5	4	9	28.13
Good	3	10	13	40.62
Satisfactory	5	3	8	25.00
Not satisfactory	0	0	0	0

Table 15.f The unemployed and good morals

	Frequency			
	COG	METH	TOTAL	PERCENT
Total	13	19	32	100
Excellent	2	1	3	9.37
Very good	1	1	2	6.25
Good	5	3	8	25
Satisfactory	2	10	12	37.5
Not satisfactory	3	4	7	21.88

Source: Author's Fieldwork 2013.

On the level of godliness of the employed youth, 7 (21.9%) out of 32 leaders said it was “excellent” while 10 (31.2%) ranked them “very good”. 7 (21.9%) again found it “good” and 7 (21.9%) felt it was “satisfactory”. Only 1 (3.1%) found it “unsatisfactory”. For the unemployed youth, 3 (9.4%) saw their levels of godliness as “excellent”, 4 (12.5%) saw it as “very good”, 9 (28.1%) as “good”, 7 (21.9%) as “satisfactory” while 9 (28.1%) saw it as “unsatisfactory”. Therefore, a total of 96.9% ranked the level of godliness of the employed youth between “excellent” and “satisfactory” and 3.1% as “unsatisfactory”. For the unemployed youth, a total of 71.9% ranked them between “excellent” and “satisfactory” with 28.1% ranking them “unsatisfactory”.

When the level of self-discipline was assessed, a total of 29 (90.6%) of the leaders ranked the employed youth between “excellent” and “satisfactory”, while only 3 (9.4%) said they were “unsatisfactory”. For the unemployed, 21 (65.6%) said their level of self-discipline was between “excellent” and “satisfactory”, while 11 (34.4%) said it was “unsatisfactory”.

From the total of 32 Ministers and Leaders whose responses were sought on the levels of good morals for the employed youth, all of them 100% said their levels of good morals was between “excellent” and “satisfactory”. “Unsatisfactory” recorded 0% ranking.

For the unemployed youth, 25 (78.1%) said their level of good morals ranked between “excellent” and “satisfactory” with 7 (21.9%) ranking them “unsatisfactory”. From the analysis so far, it could be deduced that a greater percentage of the Ministers and Leaders of both churches reckoned the behaviour and attitude of both the employed and unemployed youth as between “excellent and satisfactory”.

On the other hand, the “unsatisfactory” levels recorded for the unemployed youth as against the employed for all the 3 behavioural patterns compared suggests that though in totality, the behaviour of the youth in the churches are good and on acceptable standards, some of them had been influenced by their unemployment status to compromise and adopt attitudes that are not in conformity to the tenets of the Christian teachings. The analysis of the behavioural patterns of the youth was not only necessary for the church but also to employers and MDAs who ranked “personal attributes” high as a factor they might consider in employing the youth into their establishments.

3.8. Respondents' views on whether the Church can be partly blamed for the youth unemployment situation in Ghana or not.

Out of the 32 Ministers and Leaders whose views were sought on the above subject, 10(31.3%) from the Methodist Church responded 'Yes' while 9(28.1%) said 'No'. On the other hand,

7(21.9%) of Church of God Ministers and Leaders said 'Yes' and 6(18.8%) said 'No'.

On the whole, 53.1% said 'Yes' while 46.9% said 'No'. The reasons given by the majority who felt the Church should be partly blamed included the following:

- Some churches create the impression that prayer does everything and as such all the youth need to do is to pray without any effort on their part to create or find employment.
- That the Church is more interested in infrastructural development more than the welfare of its individual members.
- That some churches have packed a lot of activities within working hours of 8 am to 5 pm.
- That not enough seminars, conferences, and teaching have been done by the churches on job creation.
- Lack of career guidance, counseling, and pastoral care on the subject of employment creation for the youth.
- Moreover, there are religious denominations with the opinion that job creation is the sole responsibility of the government, and not the Church.

CHAPTER FOUR

PRESENTATION AND ANALYSIS OF DATA (FIELD INTERVIEWS)

4.1 Introduction

In the previous chapter, the magnitude and impact of the youth unemployment problem was highlighted. The work examined from field the cause of youth unemployment and how the situation had affected the youth in Ghana. According to Afranie and Poku-Boansi (2011), unemployed youth are forced to find alternatives to generate income, including survival -type activities in the informal sector and also in criminal activities in extreme cases. Youth unemployment as observed has been a global challenge for several nations both developed and developing and therefore not peculiar to Ghana. This chapter therefore seeks to further contribute to the on-going global debate on the subject with respect to what the Church in Ghana is doing to confront this challenge. The research looks specifically at what the Methodist Church Kumasi Circuit and Church of God Patasi District perceive as causes and effects of youth unemployment and assess their efforts at addressing the challenge. The paper assesses efforts by the government in confronting the challenge.

4.2 Background of the study area

Kumasi is located in the transitional forest zone and is about 270 km north of the national capital, Accra. It has an area of about 254 square kilometers. The unique centrality of the city as a traversing point from all parts of the country makes it a special place for many to migrate to. The metropolis falls within the wet sub-equatorial type, having an average minimum temperature of about 21.5°C and a maximum of 30.7°C. The average humidity is about 84.16% at 1900 GMT and 60% at 1500 GMT. The moderate

temperature and humidity and the double maxima rainfall regime (214.3mm in June and 165.2mm in September) have a direct effect on population growth and the environment as it has precipitated the influx of people from every part of the country and beyond its frontiers to the city. This is chiefly because the climatic conditions are not harsh.

Kumasi has a population of 1,625,180 inhabitants as of 2006. The large volume of commercial activities and presence of industries in and around Kumasi as well as high migrant number have accounted for this increased population. The age structure of the population in the metropolis is skewed towards the youth (2000 population census). The city is predominantly a trade/ commercial centre with an employment level of 71% (Kumasi Metropolitan Assembly [KMA], 2006). It is also an educational centre with two State Universities, a number of private universities, a polytechnic, two Teacher Training Colleges, Secondary and a host of Basic schools.

4.3 Methodology

The areas chosen for this research were the Methodist Church, Kumasi Circuit and Church of God Patasi District. The reason for choosing these churches is that they both have a number of youth who are unemployed and are eager to subject themselves to education and training that can transform their unemployment status.

The approach of this work was mainly qualitative because unemployment as a subject affects the quality of life of the youth in particular and the entire congregation in general. Unstructured but open way of gathering data such as open interviews on-one-on one basis was adopted. 25 people were interviewed who comprised Superintendent Ministers, Circuit Ministers, Senior Pastors, Pastors, Deacons, Caretakers, Stewards, the Youth, Employers and Senior Officers in governmental and non-governmental organizations.

These were selected based on their in-depth knowledge and experience of the subject matter under discussion.

4.4 What is unemployment?

When the above question was posed, various definitions were generated from respondents. According to Asamoah, a banker, unemployment is the excess supply of labour arising from graduates at all levels of education (formal and informal) over demand for the labour market.

In the view of Harriet Opoku, administrative assistant, International Community School, Patasi, and member of City Church of God Patasi, unemployment is a situation whereby as individual or group of persons do not have any job.

Donkor, a businessman said unemployment occurs when people are without work and are actively seeking for work.

Other interesting definitions generated from respondents are as follows;

Unemployment is the situation where normal turnover of labour exceeds the generated opportunities or the percentage of the workforce out of work but seeking employment. (Donkor Samuel, General Manager, FRIMPS Enterprise, Patasi Estate and former member City Church of Ghana, Patasi).

Persons who have the pre requisite skills and competence to work and ready to be employed but are not employed. (Armah Vincent, Geography Tutor, Prempeh College).

According to him, we also have frictional, structural and other types of unemployment.

In the view of Boakye-Yiadom, a businessman in Kumasi, unemployment is having no job for a living or having a job but the salary is not enough to cater for basic needs.

Margaret Bonsu, owner of Ellenbros Fabrics, in Patasi Kumasi, defines unemployment simply as the inability to find paid job to do.

4.5 Main Causes of Youth unemployment in Ghana

In response to what constitutes the main cause of youth unemployment in Ghana, and for that matter the Church, Nyarko Andam, the Superintendent Minister of the Methodist Church,, Kumasi Circuit said there are no industries to absorb the numerous graduates that come out of both the tertiary and the secondary schools, For him, though most graduates are qualified, job opportunities do just not exist. Successive governments have not done much as expected and at the same time have failed to create the enabling economic environment to encourage the private sector to provide the needed support. According to him, the poor economic growth results in businesses being closed down and affecting the youth such as masons, carpenter etc, who though are skilful, cannot get employment because people are not in a position to build. He maintained that the Free Trade Policy which allows for cheaper imported goods into the country is a disincentive to our local industries. This is a situation which encourages imported goods to flood our markets thus killing local initiatives and the industries. The result is lack of jobs for the youth. Nyarko Andam is of the view that our educational system as introduced by the colonial masters prepared people for white-collar jobs (formal), but job opportunities in that sector are not many. Few people are absorbed and the remaining roam about having no jobs to do. He believes that educational policies like the FCUBE (Free Compulsory Universal Basic Education) and the SHS (Senior High Schools) created the opportunity for everybody to go to school and also encourages many schools to be opened whilst not many jobs were created to absorb them. Moreover, the graduates were prepared for the formal sector employment and well established technical institutions which are supposed

to train people for industries are few and thus add to the unemployment problem. For him, graduates from technical and vocational institutions are not even trained with the entrepreneurial mind-set to come out and start their own businesses.

Another issue he raised was poverty which is so prevalent that the youth, who are trained and willing to start their own businesses have no initial capital to do so.

Population increase which is faster than the rate at which employment is being created is another factor which Nyarko Andam saw as a cause to youth unemployment situation in the Church.

In the opinion of Annor Tetteh, the Circuit Minister, Wharton Memorial Methodist Church, lack of education is a major cause of youth unemployment; for many people find it difficult to subject themselves to learning especially the youth. For him, many of today's youth want to be rich and worthy people in society without enduring the rigours of education. They therefore become adults who are supposed to work but without adequate qualifications to help make them employable.

Benjamin Twumasi, Chapel Steward of Freeman Methodist Church believes that laziness has become the lot of many a youth and hence their unwillingness to find work to do. Although he agreed to the fact that there are not enough job opportunities in the country, those who are notwilling to learn some trade and start their own businesses could be encouraged to do so.

Adu-Gyamfi, the Minister-In-Charge, Methodist Church Jachie and Pramso, is of the view that the non-availability of land for the youth who want to go into agriculture is a major cause of unemployment, whilst Andrews Donkor, the National Youth Director,

Church of God, asserts that the youth trained in agriculture are not practically oriented to start their own farms and businesses. The youth are therefore not interested in the agricultural sector which is going down as a result. This is a sector which holds a lot of promise for the youth in term of jobs creation but this potential is not being exploited as we should as a nation.

In Adu-Boahen's contribution to the subject of causes of youth unemployment in Ghana, he reiterated that lack of creativity and innovative ideas on the part of the youth was the main reason. In addition, he feels government has no specific and realistic measures tailored towards addressing the unemployment problem. Adu-Boahen further believes that the youth depends so much on the support of their parents and families and when such support are not forthcoming, they are found wanting.

On the part of Antwi, a Caretaker in charge of Aputuogya Methodist Church, the government's divestiture policy has led to the close down of many factories which could have served to employ many of the youth is a major cause of unemployment in the country.

He sees the inadequacy of foreign direct investment in the country as another cause. Antwi believes that some highly qualified university graduates do selective job seeking that is why they remain unemployed for so long after graduation.

Aye-Kumi, a deacon and Youth President, City Church of God, Patasi said that programmes offered in our schools are schools are not tailored to match industries requirements and specifications, hence rendering the graduates unemployable. For him,

what compounds the problem is the bribery and corruption attitude of employers who ignore qualified people but rather engage on "whom you know" basis.

Boakye, the Vice President of the Youth Ministry, Church of God, Patasi is of the opinion that most of the youth are looking for white collar jobs are not prepared to start from the scratch on a small beginning. Their quest to be rich overnight has rendered some of them not prepared to learn and acquire employable skills. In the estimation of Morrison, the chaplain of the Freeman Methodist Youth Ministry, some of the youth are selective in their choice of job options and thus keep rendering them unemployed for a long period.

Awuah Frimpong, also of Freeman Methodist Youth Ministry, believes that low incentives and motivations on the part of employers coupled with the high level of dishonesty and indiscipline on the part of some the youth are to be blamed for the current state of high unemployment in the country.

Expressing his views as an employer, Kwabena Boateng the Director of Psalm 34:4 Enterprise said that SMEs have no capital to expand their businesses hence are constrained as to the number of people they can employ. Kwasi Tawiah, the Production Manager of Dankofi Fashions in charge of sewing school uniforms and embroidery added that the inability of the government to help the growth of SMEs is a major cause since the growth and development of the SMEs will definitely translate into job creation for the youth.

According to Abayie-Acheampong, Secretary to the Church Council, Church of God, Patasi, and Coordinator, Rural Enterprise Programme (R.E.P), Kenyasi-Asutifi District,

the Banks are partly to be blamed for the high interest rates they charge on loans for people who want initial capital to start their own businesses.

Moreover, their reluctance to help starters with loans because they lack collateral security is another major hindrance escalating youth unemployment in the country. He reiterated that the government has failed to create the necessary environment for the private sector to flourish in order to absorb the youth, though it claims its focus is on that sector.

4.6 Effects of Youth Unemployment

4.6.1 The effects of Unemployment on the individual Youth.

Nyarko Andam believes that unemployment affects the totality of the life of the individual youth in that it affects him physically, psychologically, emotionally and spiritually and causes him/her to lack self-worth and self-confidence. There is the tendency of the moral life of the individual to be affected because according to him "the affected individual is not in charge of himself/herself" and can therefore become vulnerable to those who want to take advantage of the situation to exploit him/her. Apart from bringing economic hardship, Benjamin Twumasi said the individual may be prone to deviant behaviours such as teenage pregnancy, prostitution, armed robbery etc.

4.6.2 The effect of Youth Unemployment on the family and society.

Adu-Gyamfi opined that youth unemployment affects the family and society in that the affected individual finds it difficult to marry and maintain the family relationship.

Andrews Donkor shared the same opinion and added that unemployment may lead to divorce in which the children become the ones who suffer for the irresponsible behaviour

of the parents. For him, unemployment brings humiliation and disgrace to the family especially when the youth engage themselves in antisocial behaviours and end up in prisons and mental hospitals.

All the respondents including Yaw Owusu and Martha Adjei of Wesley Methodist Youth as well as Kwasi Tawiah of Dankofi Productions, Atta Agyemang and Douglas Kwakye of Asuoeyboah Church of God expressed the fact that youth unemployment increases family finances and brings extra burden on the family budget. The individual youth thus become a liability to the family and society as a whole.

4.6.3 The effect of Youth Unemployment on the Church.

Andrews Donkor, National Youth Director, Church of God Ghana on commenting on the effect of youth unemployment on the Church said, unemployment affects the growth and development of the Church in terms of finances and infrastructural development. This is because; the affected youth are not able to contribute financially to support the Churches' programmes. According to Antwi, caretaker Aputuogya Methodist, Church attendance is affected since the unemployed youth feel embarrassed when they are not able to contribute in terms of offertory and giving of tithes He believes that the unemployed may not be trusted to be faithful when given a leadership position in the Church especially where handling of money is involved. The respondents further affirmed that the unemployed youth put pressure on the churches' finances in that programmes put in place to address their problems cost the Church financially.

Kwabena Boateng, a director of Psalm 34:4 Enterprise is of the opinion that the youth are the majority in most Churches in Ghana. He believes that the employed has stable minds to listen to the Word of God but for the unemployed, it is the opposite. Therefore,

the Christian values expected of the unemployed youth may not be seen hence affecting their spiritual growth and for that matter the Church's own development.

In the words of Nyarko Andam, Superintendent Minister, Kumasi Circuit, youth unemployment affects the church to the extent that the Church is forced to alter its programmes to suit the needs of the unemployed. To him the Church needs schools, hospitals and other infrastructure to meet its social responsibility to society and some of the money needed for such programmes has to be channeled into supporting the youth to find employment.

4.6.4 The effect of Youth Unemployment on the National Economy.

According to Martha Adjei, a member of the Youth Ministry in Wesley Methodist Church, when greater numbers of the youth continue to be unemployed, their contribution to the economy in terms of taxes and revenues will not be realized. Atta Agyemang of Church of God Asuoyeboah is of the opinion that the infrastructural base of the nation needs to be improved to enhance rapid development. For him, this cannot be achieved because people are not able to pay their taxes as a result of unemployment.

Therefore, these infrastructures run down without maintenance and replacement thus affecting the growth and development of the economy. Almost all the respondents including Adjei, Youth Vice President, Wesley Methodist, Awuah Frimpong, Treasurer of Freeman Methodist Youth Ministry, Yaw Owusu, a member of Wesley Youth and Kwasi Tawiah of Dankofi Fashions are of the view that when the youth remain unemployed, people, especially politicians take undue advantage of their situation to exploit and use them for the wrong reasons. According to them, such unemployed youth become threat to peace and stability in the country when they engage in deviant

behaviours and the government is compelled to spend money to provide security thus affecting the economy.

4.7 Are there any positive effects of youth unemployment?

Responding to the above question, Antwi, caretaker of Aputuagya Methodist said that an unemployed youth can devote himself/herself to God's work by praying, evangelising and even seeing to it that the Church premises is kept clean. Annor Tetteh on the other hand does not see anything positive with youth unemployment. In his opinion, unemployment is bad and therefore has no benefit whatsoever.

4.8 Programmes to address youth unemployment challenges by the Churches.

According to Nyarko Andam, superintendent minister of Methodist Church Kumasi circuit, the Church as part of meeting its social responsibility to the society, has established schools, hospitals, guest houses, insurance companies and various offices to train and offer employment to the teeming young people in the Church. In addition the youth are educated on how to manage their condition to reduce stress and psychological trauma associated with unemployment. Stressing on the importance of educating the youth on the unemployment subject, he said, the Church through that medium directs the youth to where they could find jobs. For him, sometimes, the jobs are available only that people do not know where to locate them.

The Methodist Church in Jachie and Pramso have an affiliation with the National Board for Small Scale Industries (NBSSI) in which the youth are trained in employable skills such as soap making, mushroom cultivation, grass cutter rearing, batik, tie and dye and others. Adu-Gyamfi, the minister-in-charge said in addition to the above, some brilliant

but needy students are awarded scholarships by the Church to contribute their education thereby placing them in a better position to gain employment. Furthermore, fervent appeals are made to the Church members who have jobs available to employ such unemployed youth in the churches.

On the part of Wharton Memorial Methodist Church, Annor Tetteh, the Circuit Minister said individuals who are industrial entrepreneurs are admonished to advertise vacancies in their businesses in the Church. Moreover, the Church itself offers employment to some of the youth in its various offices. Some have been employed as drivers, security personnel, cleaners and errand boys. According to Benjamin Twumasi, caretaker of Freeman Methodist, the Church organizes seminars, retreats and conference and invite resource people to train and advise the youth on employable skills such as hairdressing, sewing, batik and tie and dye. The Church also helps in sourcing for available jobs and make announcement for interested youth to be engaged. In his view, such programmes have been so effective in helping the youth to get employment to an extent that members are recommending for more of such training to further help the youth acquire employable skills.

Crenstil, District Overseer, Church of God Patasi, reckons educating the youth on how to be self-employed and creating jobs for themselves as of prime importance. To this end, the Church includes in its programmes the training of the youth in small scale businesses to help them gain employment. To support such ventures, the Church has put in place a credit union and welfare facilities to offer initial financial capital to the youth. Furthermore, resource people are brought in from time to time to help the youth identify their skills and where they require further training. Some brilliant but needy students are

also supported to continue their education by paying their fees and providing them with their basic needs.

In the opinion of Adjei, Pastor of Asuoyeboah Church of God training programmes offered in employable skills have been so effective that some of the youth have been able to open their own businesses; while others have acquired ideas that have guided them to manage their businesses well.

In the words of Aye-Kumi, the president of the youth ministry, City Church of God Patasi, the youth themselves through their various meetings and programmes have treated topics some of which directly or indirectly expose them to employment opportunities. According to him some of the youth through their ministry have gone ahead to become youth leaders. Some have gone even further to become full-time Ministers of the Church. For him, one area that holds great potential for youth employment is the music and worship department of the Church. This is a segment dominated by the youth and quite a sizeable number of them have acquired life skills in music as they serve the Church in that direction. According to him, some have acquired life time employment as singers, music directors and accomplished instrumentalists.

Abayie-Acheampong, the coordinator for Rural Enterprise Programme (REP) Kenyasi and the secretary, City Church of God Patasi commended the Women's Ministry of the Church for their effort at training the youth in skills such as baking, dressmaking and cookery. He intimated that apart from educating the youth as a resource person on business and wealth creation, he has collaborated with the leadership of the Women's

Ministry to offer practical training on batik, grass cutter rearing, tie and dye and other employable skills to the youth in the Church.

Margaret Kyei Bonsu, the owner of Ellenbros Fabrics in Patasi Estate Kumasi, in her contribution to the above subject suggested that the Church should encourage the youth to do volunteer work at various work places. She believes that such volunteer work could be an opportunity for some of them to gain permanent employment. According to her volunteerism can imbibe into them work ethics that can lead some of them to gain employment. She suggested that volunteer work can be offered in the hospitals, banks, construction companies, school systems, especially the school feeding programmes of the government where assistance can be offered in feeding the children and also in the area of cleaning.

Kwasi Tawiah, Production Manager of Dankofi Fashions said the Church should teach the youth to be entrepreneurially minded and that the youth should be prepared to start on a small scale and build from the scratch.

4.9 The challenges that confront the Churches in their effort to help the unemployed youth.

Abayie-Acheampong in responding to the challenges faced by the Church said that, some of the youth's attitude and response to work is negative. Some of them, according to him, are not able to identify the kind of training they need or the kind of work they are interested in, Some of the unemployed youth think that they have been called into full time ministry in the Church so they do not want to have anything to do with what they regard as secular work.

Nyarko Andam of the Methodist Church however believed that the resources of the Church is limited and therefore makes it difficult to meet the ever-increasing unemployed challenges of the youth. He said what makes the situation worse is the youth always making demands on the Church's resources. He added that the problems of the youth is such that the Church need to be circumspect enough not to devote greater percentage of its programmes in mitigating their unemployment problems to the neglect of other equally important departments such as the Men, Women and Children's Ministries.

Adjei, the Pastor in charge of Asuoyeboah Church of God in reacting to the question on challenges facing the Church, reiterated that some of the youth are reluctant to respond quickly to the call for seminars and training arranged to impart into them employable skills. According to his assessment, many of the youth though attending such seminars, yet fail to implement the ideas that are made available to help them gain employment.

4.10 Does the unemployment condition of the youth affect their morality and the tenets of the Church?

Adu-Gyamfi is of the view that most of the youth in the Church do not engage in deviant behaviour because of their unemployment status. Their being unemployed does not affect their morals and as such does not infringe negatively on the tenets of the Church such as godliness, fear of God, honesty and self-discipline.

Twumasi, steward of Freeman Methodist Church observed that most of the youth in the Church lead good lives despite being unemployed. For him, to lead godly life or deviant

behaviour does not depend on whether one is employed or unemployed but rather on the extent to which one fears God.

On the other hand, Adjei, the Pastor of Asuoyeboah Church of God was of the view that the moral lives of some of the youth could be affected by their unemployed status especially the ladies who may be tempted and lured by sexual offers before being employed. Prolonged youth unemployment according to Crenstil, Overseer, Church of God Patasi District, may lead to frustration, making some of the youth disappointed even in God and may think God is not answering their prayers for jobs.

Nyarko Andam in his reaction to the above question thought the unemployed youth rather behave soberly and positively in the Church because by that good behaviour they hope somebody may be merciful with them and help them to acquire jobs.

Touching on the attitude, morality and behaviour of the youth that may offer them employment, Margaret Kyei Bonsu, owner of Ellenbros Fabrics said that factors she considers before offering employment to the youth are good behaviour, skills and hardwork, good personality and neatness. On the other hand, what will prevent her from employing the youth are indiscipline and disrespectful behaviours.

In the opinion of Kwasi Tawiah of Dankofi Fashions, what he expects from the youth before he employs them are skill, experience and good character. For him, these qualities are more important to him than mere qualifications. As to what may prevent him from employing the youth, Kwasi Tawiah mentioned indiscipline and laziness as the attitude he does not entertain.

4.11 Can the Church be partly blamed for the current state of youth unemployment in the country?

Responding to the above question, Donkor asserted that some churches are creating unemployment by gathering people to pray at times that they are expected to work. According to him, the way in which some churches schedule their prayer and other programmes encourage people to be lazy and hence worsen the unemployment problem.

On the other hand, he lauded the efforts of some churches that are mentoring the youth on how to create jobs for themselves and also opening of schools, hospitals, and financial institutions to help create employment for the youth.

Aye-Kumi expressing his views said, the Church in Ghana has played its part very well in terms of job creation by opening schools, hospitals, financial institution and so on but needs to do more in the area of educating the youth to change their mind set of always depending on the government and others for jobs instead of taking up the challenge of creating their own.

Annor Tetteh on his part put the blame squarely on the doorstep of the government. For him, the bad policies of the government, especially on education has contributed in no small measure to the youth unemployment challenges we see today. He was of the view that the mainline churches though have played their part in job creation by opening schools, hospitals, and the like. It is the new churches that have taken up the challenge of preaching motivational messages and sharing ideas that encourage the youth to take up jobs on their own.

Agyei believes that it is the government's basic responsibility to provide employment for its citizens and hence the Church cannot be blamed in any way for the current state of

youth unemployment in the country. He sees the Church's role as complementary to the efforts of the government.

Crenstil, however, believes that the Church has to take part of the blame because few Churches are fulfilling their social responsibilities to the state.

4.12. Government response to the Youth Unemployment challenge.

According to Abdul-Hamid Ali, the Regional Accountant of the Ghana Youth Employment Entrepreneurial Agencies (GYEEDA), the programme is one of the major interventions put forward by the government to address the youth unemployment challenge of the country. According to him, though the programme does not offer permanent employment, it prevents boredom and also gives the youth some job experiences that prepare them to search for permanent employment. Abdul explained that the government's aim is that the programme should benefit both the literate and the illiterate youth, so modules have been designed to address their needs accordingly. Some of the employment avenues that have benefitted the literate youth are the Health Extension Workers in hospitals, Community Police Assistants, Prison Service Assistants, Fire Service Assistants, Community Education Teaching Assistants, Fire Service Assistants and those who work in ministries, departments, agencies, and government industries on internship basis.

For the illiterates who work on unpaid modules, Anita Asamoah, secretary to the programme explained that they are trained in various areas such as Road Maintenance, Bamboo Making, Aqua Culture, Mobile Phone Repair, Leather Works, Hairdressing, Dressmaking and Auto mechanics. According to Anita, after their training, the

government through the programme provides them with basic tools and equipment to help them open their own businesses.

According to them, many young people have been able to acquire employable skills and have become self-employed while others have had the opportunity to work in government and private establishments to better their lot.

According to Saeed Owusu Brobbey, the Regional Manager for National Board for Small Scale Industries (NBSSI) Ashanti Region in his submission indicated that his outfit gives entrepreneurial development and skills acquisition training to people who express the need for vocational training or are eager to start their own businesses. According to him, their programmes are geared towards the unemployed youth and also the youth already in self-employment. This they execute through their Business Advisory Centres (BACs) which are located in 124 districts in the country. Their services are offered to groups such as churches and associations who express interest and approach them for such services.

Saeed affirmed that his outfit has done a lot of programmes with churches such as the Methodist, Presbyterian, Pentecostal, and the Catholic churches, who have asked of their help to educate and train their youth. He commended the Methodist Church highly for their cooperation in terms of financial support to enable the NBSSI to deliver their services of training the unemployed youth in the Church. The programme offers training in mushroom cultivation, soap making, palm oil extraction, gari processing, grass cutter rearing, guinea fowl, and collaborate with woodworkers to train the youth in that sector. The NBSSI also collaborate with other organizations and institutions like the Ghana Regional Appropriate Technology and Industrial Service (GRATIS), Root and Tuber

Improvement Programme (RTIP) and KNUST to train the youth and graduates with entrepreneurial skills to prepare them for self-employment.

4.13 Conclusion

From the above interviews and discussions, it will not be an over-statement that youth unemployment poses a real challenge to the Church in Ghana.

It was also noted that although the youth in our churches go through various well-designed programmes, not much is done to tackle the unemployment problem and a lot still needs to be done to address the im-balance. The Church therefore must as a matter of urgency mobilise resources, educate its members and introduce relevant programmes to deal with the unemployment challenges of the youth.

Bleakly (1981) affirmation that, "the Church should play a major role by being the voice of the voiceless" becomes very relevant here. The Church does not lack the needed resources to be that voice, the prophetic voice that can engage governments on the issue and influence policies for youth empowerment and employment.

CHAPTER FIVE

SUMMARY OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1 Summary of Findings

The Youth Unemployment in Ghana is a challenge and a reality that cannot be glossed over. The youth in our churches need opportunities to achieve and accomplish that which will guarantee them security in life in terms of employment and the Church should be the platform to offer such opportunities. This in effect may reflect not only in the growth and development of the Church but also the nation as well.

The outcome of areas touched by the research has been summed up as follows;

- i. On what constitutes the main causes of youth unemployment in Ghana, the research established the following factors as outlined below;
 - Lack of skills or unwanted skills
 - Low investment and low economic growth
 - Slow growth of SMEs
 - Lack of a comprehensive strategy to deal with the problem.
- ii. When the issue of why the youth unemployment challenge has persisted in Ghana was considered, the following reasons came out strongly:
 - Irrelevant Curriculum by our training institutions
 - Government's adamant attitude towards the situation
 - Lack of entrepreneurial mind-set of school graduates.

- iii. The research established further that the most pronounced effects that unemployment could have on the individual youth was that they could be prone to exhibit 'deviant behaviours' and attitudes which could also cause them to be "frustrated, hopeless and desperate". This notwithstanding, others like "psychological effects of boredom and worthlessness", and "poverty" were also enough as factors that could significantly affect them as a result of their continued unemployment status.
- iv On the effect of youth unemployment on the family and society, it came out clearly from the study that "Deviant behaviours bringing embarrassment to the family and society" was the topmost effect. Others like "Breakdown of social network and family cohesion". "Enlarged family budget" and the fact that it "Brings tension and conflicts in the family" were of less effect.
- v According to the research, when youth unemployment persists in the Church, its effect could be manifested mainly by hampering the spiritual and physical growth as well as the general development of the Church. This could be brought about as a result of recorded low attendances to services and its consequent reduction of Church finances.
- vi The survey revealed that youth unemployment may affect the national economy as the disgruntled youth may pose as threat to peace, stability and development of the country. It was also established that the youth inability to contribute to GDP growth could bring pressure to bear on the national budget.

- vii Contrary to the popular perception that youth unemployment always brought negative effects, the research revealed that it could have positive effects on the Church in the areas of visitations and evangelism by the youth and also it could be an opportunity to unearth potentials for leadership as the youth devote more time in their spiritual development and also the physical development of the Church.
- viii. The survey revealed that although the churches have a lot of programmes designed and planned for the youth, few of such programmes were targeted to address the unemployment challenges.
- ix The study pointed out that the Church should create employment in addition to its spiritual activities and that the responsibility for finding solutions to youth unemployment rests on the shoulders of the Church and its leadership.
- x The research established the fact that aside from “qualifications”, employers of the youth look out for other skills or qualities such as “experience”, “communication skills”, “Analytical, Managerial and Technical skills”, “Personal attributes” and “ICT literacy” among others. Prominent among the factors that might prevent them from employing the youth were “inexperience”, “indiscipline” and “laziness”
- xi Contrary to the expectation that youth unemployment could lead the youth to resort to ungodly and deviant behavioural patterns that were at variance with the tenets of Christian beliefs, the research found the levels of self-discipline, good morals and

godliness of most of the youth in the Methodist Church Kumasi District and Church of God Patasi District between “Excellent” and “Satisfactory”.

- xii. The research establish that majority of the youth in the Church looked up to the government to offer them employment and only few had the entrepreneurial mindset to create employment for themselves

5.2 Recommendations

i Economic policies

Low investment and low economic growth resulting mainly from macro-economic instability and unfavourable external trade relations have no less contributed to the high unemployment and underemployment in Africa in general and Ghana in particular. To help stem this tide, it is imperative that policies that are aimed at influencing both the rate and pattern of economic growth should also be directed in support of employment generation. Employment strategies need to be comprehensive and multi-dimensional, linking macro-economic policies with employment-intensive economic growth as well as incorporating policies pertaining to population, migration and productivity.

Moreover, macro-economic policies must be multi-sectorial, recognizing the potential and development of the informal sector which serves as the engine of growth. Employment policies should also be integrated into an accelerated national development programme taking into consideration the infrastructural development of our rural areas. The development of the infrastructural base of our rural areas is critical to economic growth and employment generation in the sense that it will help stem the migration of the

young people to the urban centres in search of non-existing jobs and rather motivate them to stay in order to help agricultural development.

In this regard, the District Assemblies should be well resourced and supported to offer the needed infrastructural base for the development of our rural economy. When such resources are deployed, it will be in the national interest to ensure proper implementation, monitoring and evaluation of all the projects so undertaken devoid of political considerations and leaning.

No meaningful macro-economic policy geared towards employment generation can downplay the contribution of the agricultural sector. It continues to be the raising of labour productivity and output in this sector is critical in achieving higher level of employment and income in the economy as a whole. This calls for introducing incentives and support mechanisms that favour our small peasant farmers who produce the bulk of our agricultural produce, as well as attract the youth and young graduates from our tertiary institutions.

The introduction of any macro-economic policies aimed of promoting youth employment should take cognisance of the fact that Ghana's economy is still dependant on export of primary produce. There is therefore the need to introduce measures that will intensify the diversification of our production base and transform them into value-added products or manufactured goods for exports using labour-intensive pattern of industrial development thereby creating more jobs for the youth.

ii **Educational Reforms**

The focus of our education should be redefined to inject more innovative and critical thinkers with dynamic employment strategies into our educational system. The educational curricula should promote an enterprise culture and churn out graduates with entrepreneurial mind-sets to seize the opportunities in the informal economy. To this end, our students both male and female should receive training in self-employment and entrepreneurship. This should be incorporated into all levels of our educational system; from basic, secondary up to the tertiary. This requires institutional and Ministerial support; hence the Self-employment and Entrepreneurial Development section within the Ministry of Education should be strengthened to give support to programmes aimed at promoting employment for the youth through the educational system.

The complexity of the youth unemployment problem requires that a systematic approach tailored to meet the needs of specific group of young people is adopted instead of a wholesome solution method. The following are therefore suggested. An opportunity to undertake an apprenticeship programme should be opened to the youth without any marketable skills or trade. This category of youth may include those who may not have received formal education or might not have gone beyond primary education. Therefore, there should be the formation of community-based apprenticeship training schemes in all districts with the support of the Government to take care of this category of youth who have dropped out of school or have not been to school at all.

The products of our basic education and secondary systems as well as vocational and technical institutions could be classified as youth with employable skills. Some of them are trained but not well established and may need further training and experience. In this

regard, special training units that offer short courses with emphasis on practical skill acquisition should be opened in all the districts. Trainees will be required to spend some of their training periods with master craftsmen. The curricula for the training in such special schools should be drawn by the Ministries of Education and Employment and Social Welfare in consultation with the various artisan groups and associations in the country.

For students in our tertiary institutions, internship programmes that attach them to industries, firms and companies should be incorporated into the curricula to afford them the needed exposure and experience. This will help deal with some of the mismatches that exist between the demands of the labour market and the type of personnel we produce from our schools

iii. Growth of SMEs

Smaller firms have more prospects for job creation than the larger firms. In this respect, the following are recommended to foster the growth of SMEs in the country.

The government should demonstrate its commitment to the growth of SMEs by implementing the policy to ensure that banks have at least 20% of their portfolios in SMEs. This will ensure that longer term facilities are provided to SMEs on competitive lending rates to help create the enabling environment for employment creation.

Graduate entrepreneurship development and employment programmes and centres should be established at tertiary institutions to enhance graduate self-employment. This will go a long way to reduce graduate unemployment among the youth and eliminate the high illiteracy rate among operators of SMEs.

The growing number of small firms in Ghana's labour market creates the need for training. Such training is needed for the operators of SMEs so that they can acquire the

necessary skills for employability, self-employment and income generation. This could be achieved when agencies like the National Board for Small Scale Industries (NBSSI) and others are well resourced to co-operate and collaborate with our educational institutions, churches and corporate institutions to offer training to our youth in the areas of job creation. The government should create an enabling environment for SMEs to flourish by ensuring the provision of credit at competitive terms, marketing avenues, access to technology and other supply strengthening processes; for as the SMEs grow comes along with them, jobs for the youth.

iv **Counseling Services**

Counseling programmes should be introduced to students before they graduate so that they continue to avail themselves for further counseling sessions while searching and waiting for jobs. Professional counselors should be engaged in our institutions to enlighten graduates not only on how to choose jobs but also on labour laws, work ethics, working conditions, salary and wage issues to instill discipline in our youth.

This is necessary because aside qualifications, employers of the youth look out for other qualities and personal attributes.

v **Pastoral Care**

- Christian attitude and for that matter the Church's attitude towards the unemployed youth should be that of sympathy leading to assisting them out of the situation and not seeing them as worthless and downtrodden. Pastoral care therefore becomes paramount as leaders of the Church have the greatest responsibility in finding solution to the youth unemployment challenge.

- The leaders should teach the youth to understand and appreciate the dynamics of unemployment and its effect on the individual youth, the family and society, the Church and the national economy. Ministers and Leaders should incorporate in their messages the need for the youth to appreciate the fact that work forms part of their practical day to day worship to God; and that they can please and glorify HIM through the work they do. Provision of counselling and recreational centres as well as library facilities where the youth can relax to receive companionship, refreshment and information will go a long way to prevent the psychological effects associated with unemployment.
- Accomplished individuals industrialists and entrepreneurs in the church should from time to time advertise vacancies in their businesses during church services and on their notice boards. This will be a good platform for the youth who have the requisite skill and qualifications to offer themselves for employment where needed.
- Ministers and leaders of the churches should as part of their pastoral care and counseling encourage the unemployed youth to do voluntary work in the churches and also at various places. Volunteerism can imbibe into them work ethics and experience that can lead some of them to gain permanent employment.

vi **Capital Formation**

Job creation cannot be effectively done unless concrete measures have been put in place by the churches to raise capital. The research therefore recommends that the Church steps up its effort in getting a lot of the members to join the Credit Unions in order to pull resources together to help create employment for the youth.

5.3. Conclusion

The research sought to identify among others the main factors that cause youth unemployment in Ghana. The question is, has this objective been achieved by the study or not? The answer is emphatically yes because the research has identified “lack of skills or unwanted skills”, on the part of the youth “low investment and low economic growth”, “slow growth of SMEs”, and “lack of a comprehensive strategy to deal with the issue” as the main factors that cause youth unemployment in Ghana. This is against the background that factors such as “excess supply of labour over demand for them”, “increase in population”, “lack of interest in agriculture by the youth”, “seasonal variations of our weather”, “lack of career counseling in our schools”, “laziness on the part of the youth” and “lack of adequate education” were also considered and the research established that their potential to cause youth unemployment in Ghana were of minimal effect as compared to the four factors named above.

On the effects of youth unemployment on the individual youth, family and society, the Church and the National economy, the research established that the youth were prone to “deviant behaviours” and attitudes and also there was the tendency for them to be frustrated, desperate and lose hope of any bright future. Youth unemployment could also

bring embarrassment to the family and society as well as affecting the spiritual and physical development of the Church. In addition, it could affect the National Economy by posing as threat to peace, stability and development of the nation and also affect the growth of G.D.P.

Therefore, the objective of exploring for the effects of youth unemployment has been satisfied by the finding of the research. Moreover, the study sought to look out for the interventions the churches have put in place to solve the youth unemployment problems. Here, the research revealed that although the churches have programmes and especially the Methodist Church have in place many schools, and some vocational and technical institution to offer training and skills in cottage industries, not much has been done generally in terms of programme design to train and orient the mind-set of the youth towards entrepreneurship. This notwithstanding, the churches' ability to open schools, financial institutions and insurance companies among others, have given opportunities for many of the youth to be trained and also offered employment to many. Therefore, the research is of the opinion that, the objective of finding out the interventions put in place by the churches to help solve the youth unemployment challenge has been satisfied to some extent. Furthermore, the research accessed the youth in the areas of their godliness, self-discipline and good morals to ascertain whether these have been compromised by their unemployment conditions or not and came to the conclusion that most of the youth still kept on with their good behaviour in the Church despite being unemployed. To this end, this objective was also achieved.

The need for this study was occasioned by the necessity to face up to the challenge of the youth unemployment challenges in the churches in Ghana with particular reference to

Methodist Church Kumasi District and Church of God Patasi District. It is hoped that the peculiarity of the study in terms of its concentration on the youth as well as its pertinence to the study areas have helped close the research gap that existed in literature. It is anticipated that further research would be conducted to cover the unemployment situation of other equally important groups in the Church like the Women, and Men so that the totality of the unemployment challenges in our churches could be brought to the fore and addressed holistically. It is the firm conviction of the researcher that the findings as outlined in this study will be of benefit to all stakeholders whose duties and responsibilities are to ensure the empowerment and development of the youth in Ghana. In this regard, the government, NGOs, churches, policy makers, employers, MDAs and the various youth organizations and associations stand to benefit immensely. It is envisaged that this study will further be a good resource material for the library and a good reference source to advance the course of academia.

It has been established in the research that the youth unemployment challenge is of high magnitude. The problem requires urgent attention by all stakeholders including the Church. The Church in Ghana must as a matter of urgency mobilize resources, educate the members and introduce measures and programmes to deal with the unemployment challenge of the youth. The time to hear the prophetic voice and see the advocacy role of the Church is now!

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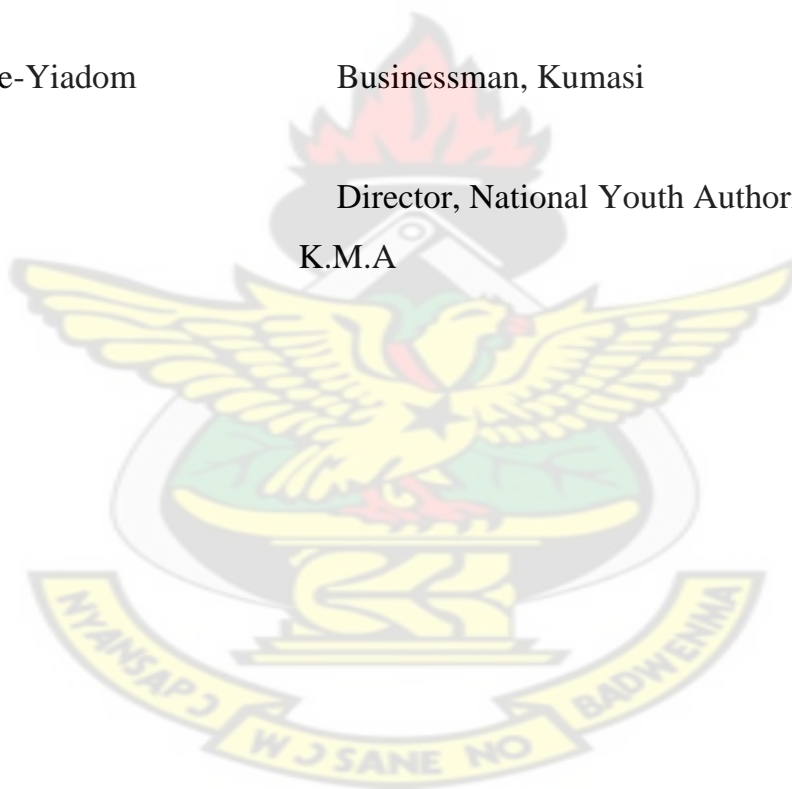
LIST OF INTERVIEWEES

NAME INTERVIEWED	POSITION	DATE
Mr Abdul-Hamid Ali	Ashanti Regional Accountant, Ghana Youth Employment and Entrepreneurial Development Agency (GYEEDA)	02/01/13
Ms Anita Asamoah	Secretary GYEEDA Kumasi Ashanti Region	02/01/13
Mr Saeed Owusu Brobbey	Ashanti Regional Manager National Board for Small Scale Industries (NBSSI)	03/01/13
Mr Stephen Antwi	Caretaker Aputuogya Methodist Church	17/01/13
Mr Benjamin Twumasi	Steward, Freeman Methodist Church Mbrom Kumasi	17/01/13
Very Rev. Paul	Minister-In-Charge	22/01/13
Adu-Gyamfi	Jachie/ Pramso Methodist Church	22/01/13
Very Rev. Christopher Nyarko Andam	Superintendent Minister, Methodist Church Kumasi Circuit	23/01/13

Rev. Laud Annor Tetteh	Circuit Minister, Wharton Memorial Methodist Church Kumasi	25/01/13
Rev. Sylvester Adjei Frank	Pastor, Church of God Asuoyeboah, Kumasi	05/02/13
Rev. Joseph Mamful Crentsil	District Overseer Church of God, Patasi District	14/02/13
Mr Mark Williams Aye-Kumi	Youth President City Church of God Patasi	19/02/13
Mr Abayie-Acheampong	Church Secretary City Church of God Patasi/ District Coordinator, Rural Enterprise Project Kenyasi, Brong Ahafo	20/02/13
Rev. Andrews Donkor	National Youth Director, Church of God Ghana	01/02/13
Mr John Kwabena Boateng	Director, Psalm 34:4 Enterprise Santasi Kumasi	05/03/13
Mrs Margaret Kyei Bonsu	Owner, Ellenbros Fabrics Kumasi	06/03/13
Mr Tawiah Kwasi	Production Manager, Dankofi Fashions Patasi Kumasi	06/03/13

Mr Frederick Boakye	Vice President Youth Ministry City Church of God Patasi	15/03/13
Mr Isaac Adjei	Vice Secretary, Youth Ministry Wesley Cathedral Methodist Church Kumasi	15/03/13
Mr David Adu-Boahen	National Youth Secretary Church of God Ghana	18/03/13
Mr Morrison Francis	Former Chaplain, Youth Ministry, Freeman Methodist Church, Kumasi	18/03/13
Mr Douglas Kwakye	Member, Youth Ministry, Church of God Asuoyeboah, Kumasi	21/03/13
Mr Yaw Owusu Maxwell	Member, Youth Ministry, Wesley Cathedral Methodist Church Kumasi	21/03/13
Mr Ernest Awuah Frimpong	Treasurer, Youth Ministry Freeman Methodist Church Kumasi	25/03/13
Mr Atta Agyemang Israel	Member, Youth Ministry Church of God Asuoyeboah	25/03/13
Ms Martha Adjei	Member, Youth Ministry Wesley Cathedral Methodist Church	25/03/13

Ms Harriet Opoku	Administrative Assistant International Community School, Kumasi	28/03/13
Mr Asamoah	A banker, Kumasi	30/03/13
Mr Samuel Donkor	General Manager FRIMPS Enterprise Patasi Kumasi	02/04/13
Mr Armah Vincent	Tutor, Prempeh College Kumasi	04/04/13
Mr Boakye-Yiadom	Businessman, Kumasi	04/04/13
Mr. Baah	Director, National Youth Authority K.M.A	04/04/13



LIST OF ABBREVIATIONS

ABBREVIATION	FULL MEANING
BACs	Business Advisory Centres
COTVET	Council for Technical and Vocational Education and Training
ERP	Economic Recovery Programme
FCUBE	Free Compulsory Universal Basic Education
GDP	Gross Domestic Product
GLSS	Ghana Living Standard Survey
GSS	Ghana Statistical Service
GRATIS	Ghana Regional Appropriate Technology and Industrial Service
HIV/AIDS	Human Immuno Deficiency Virus/Acquired Immune Deficiency Syndrome
GYEEDA	Ghana Youth Employment and Entrepreneurial Development
ILO	International Labour Organisation
ISSER	Institute of Statistical Social and Economic Research

JHS	Junior High School
KNUST	Kwame Nkrumah University of Science and Technology
LESDEP	Local Enterprise and Skills Development Programme
MDAs	Ministries, Departments and Agencies
MOFA	Ministry of Food and Agriculture
MOYS	Ministry of Youth and Sports
NBSSI	National Board for Small Scale Industries
NGOs	Non-Government Organisations
NYA	National Youth Authority
REP	Rural Enterprises Project
RTIP	Root and Tuber Improvement Project
SHS	Senior High School
SMEs	Small and Medium Enterprises
TVET	Technical and Vocational Education Training
UNECA	United Nations Economic Commission For Africa

APPENDIX

INTRODUCTION

The questionnaire is intended to target Ministers, Pastors and other church leaders to help

examine the problem of youth unemployment in Ghana, the challenge it poses and the responses it has generated from the churches.

The research assures respondents of our maximum confidentiality of any information given.

Name of Church/Individual (optional):

1. Name of Church/Individual (optional)

.....

2. Sex Male ☐ Female ☐

3. Age

a. 18 – 25yrs ☐

b. 26 – 35yrs ☐

c. 36 – 45yrs ☐

d. 55yrs and above ☐

4. Level of Education

i. Middle School Leaving Certificate ☐

ii. Commercial/Vocational ☐

iii. Polytechnic ☐

iv. University Degree ☐

v. Post Graduate Degree ☐

5. What are the causes of youth unemployment in Ghana?

a. ☐ Government's adamant attitude towards the situation?

b. ☐ Irrelevant curriculum by our training institutions
(University/Polytechnic/Teacher Training)

c. ☐ Lack of entrepreneurial mind set of school graduates.

d. ☐ The church inability to play their roles as expected of them.

e. ☐ any other, please specify

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6. What do you think may be the other causes of youth unemployment in the country?
- a. ☐ Excess supply of labour over the demand for them
 - b. ☐ Lack of skills or unwanted skills
 - c. ☐ Low investment and low economic growth
 - d. ☐ Low income levels
 - e. ☐ Structural economic Reforms that did not help much
 - f. ☐ Increase in population
 - g. ☐ Lack of interest in agriculture by the youth
 - h. ☐ Seasonal variations of out weather leading to rain agriculture/subsistence farming
 - i. ☐ Slow growth of small and Medium Enterprise (SMEs)
 - j. ☐ Lack of career counseling in our schools
 - k. ☐ Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem
 - l. ☐ Laziness on the part of the youth
 - m. ☐ Lack of adequate education
7. What will you consider as an effect of unemployment on the individual youth
- a. ☐ Poverty
 - b. ☐ Frustrations, hopelessness and desperation among the youth
 - c. ☐ Psychological effects of boredom and worthlessness
 - d. ☐ Deviant behaviours such as drug addiction, prostitution, disrespect for the elderly, Teenage , Pregnancy, armed robbery etc.
 - e. ☐ any other, please specify
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.....
8. Will you consider any of these as an effect of youth unemployment on the family and society?
- a. ☐ enlarged family budget
 - b. ☐ deviant behaviours bringing embarrassment to the family and society
 - c. ☐ brings tension and conflicts in the family
 - d. ☐ breakdown of social network and family cohesion
 - e. ☐ any other, please specify:
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9. Will you consider any of these as an effect of youth unemployment on the Church?

- a. ☐ reduction of Church finances
- b. ☐ low attendance
- c. ☐ spiritual/physical growth and development of the church
- d. ☐ any other, please specify

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10. Will you consider any of these as an effect of youth unemployment on the National economy?

- a. ☐ Pressure brought to bear on the national budget
- b. ☐ youth inability to contribute to GDP
- c. ☐ Disinterest in education
- d. ☐ threat to peace, stability and development of the country
- e. ☐ any other, please specify

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11. In your view, can there be any positive effect of youth unemployment?

- a. Yes ☐ No ☐

12. Do you think there are positive effects that unemployment has on the individual youth, society and the Church?

- a. Yes ☐ No ☐
- b. If yes, is it through any of these?
- c. ☐ more time to visit and evangelize
- d. ☐ more time spent in praying for spiritual development
- e. ☐ more time used to help in the Churches development or physical structures
- f. ☐ more time for voluntary/charitable work
- g. ☐ may be an opportunity to unearth potentials for leadership
- h. ☐ any other, please specify

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13. Are there any programmes designed and planned for the youth in your Church?

a. Yes ☐

No ☐

b. If yes, please specify which programme(s)

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.....

14. Does the programme(s) create any employment avenues for the youth?

a. Yes ☐

No ☐

b. If yes, please indicate the kind of jobs. Is it

c. ☐ vocational and Technical training

d. ☐ organizing remedial classes for JHS and SHS dropouts to improve on their chances for further education?

e. ☐ skills training in cottage industries?

f. ☐ training skills in managing personal businesses?

g. ☐ ICT training

h. Others, please

Specify.....

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15. What programme(s) would you suggest be added to help the youth gain employment?.....

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16. Who in the Church might be responsible for youth training that would lead to job creation or employment?

a. ☐ Senior Pastor

b. ☐ Assistant Pastor (s)

c. ☐ Youth Leaders

d. Other, please specify

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21. Youth unemployment in the Church is an obvious phenomenon which affects the behaviour/attitude of the youth in one way or the other.
- a. Could you therefore make any comparison of the youth in the areas of **godliness**, **self-discipline** and **good morals** with regards to the employed youth and the unemployed youth using the matrix box below? Please do so by ticking the appropriate box.

	The Employed level of godliness	The Unemployed level of godliness
1. Excellent		
2. Very good		
3. Good		
4. Satisfactory		
5. Not satisfactory		

	The Employed and self – discipline	The Unemployed and self discipline
1. Excellent		
2. Very good		
3. Good		
4. Satisfactory		
5. Not satisfactory		

	The Employed and good morals	The Unemployed and good morals
1. Excellent		
2. Very good		
3. Good		
4. Satisfactory		
5. Not satisfactory		

INTRODUCTION

The questionnaire is intended to target the youth to help examine the problem of youth unemployment in Ghana, the challenge it poses and the responses it has generated.

The research assures respondents of our maximum confidentiality of any information given.

1. Name of Church/Individual (optional):

.....

2. Sex Male ☐ Female ☐

3. Age

e. 18 – 25yrs ☐

f. 26 – 35yrs ☐

g. 36 – 45yrs ☐

h. 55yrs and above ☐

4. Level of Education

Middle School Leaving Certificate ☐

J.H.S ☐ S.H.S ☐

Commercial/Vocational ☐

Polytechnic ☐

Diploma/HND ☐

University Degree ☐

Post Graduate Degree ☐

5. Do you have any vocational/technical training?

Yes ☐

No ☐

If Yes to Q5 than specify the kind of training:

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6. Are you gainfully employed?

Yes ☐ No ☐

If Yes please state the kind of employment:

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7. If No, would you want to work should there be a job opportunity?

Yes ☐ No ☐

8. If No, please give reasons:

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9. If Yes, which kind of employment do you want?

☐ working in government establishment

☐ working for a private entrepreneur.

☐ beginning on my own to build my company/firm/industry etc.

☐ any other; please state

.....
.....

10. Do you think “youth unemployment” challenge which seems persistent may be the result of any of the following?

☐ Government’s adamant attitude towards the situation?

☐ Irrelevant curriculum by our training institutions

(University/polytechnic
teacher training)

☐ Lack of entrepreneurial mind set of school graduates.

☐ The church inability to play their roles as expected to them.

☐ any other, please specify

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11. Which of the following will you consider before you accept a job offer?

☐ location

☐ better pay or benefits

☐ experience being offered

- ☐ job satisfaction
- ☐ security of job (not temporal)
- ☐ any other, please specify:

.....

.....

12. What do you think may be the main cause of youth unemployment in the country?

- ☐ Excess supply of labour over the demand for them
- ☐ Lack of skills or unwanted skills
- ☐ Low investment and low economic growth
- ☐ Low income levels
- ☐ Structural economic Reforms that did not help much
- ☐ Increase in population
- ☐ lack of interest in agriculture by the youth
- ☐ Seasonal variations of our weather leading to rain fed agriculture/ subsistence farming
- ☐ Slow growth of small and Medium Enterprise (SMEs)
- ☐ Lack of career counseling in our schools
- ☐ Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem
- ☐ Laziness on the part of the youth
- ☐ Lack of adequate education

13. What will you consider as some of the effects of unemployment on the individual youth

- ☐ poverty
- ☐ frustrations, hopelessness and desperation among the youth
- ☐ psychological effects of boredom and worthlessness
- ☐ deviant behaviours such as drug addiction, prostitution, disrespect for the elderly, teenage pregnancy, armed robbery etc

- ☐ any other, please specify

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14. Will you consider any of these as an effect if youth unemployment on the family and society?

- ☐ enlarge family budget
- ☐ deviant behaviours bringing embarrassment to the family and society
- ☐ brings tension and conflicts in the family
- ☐ breakdown of social network and family cohesion
- ☐ any other, please specify

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15. Will you consider any of these as an effect of youth unemployment on the National economy?

- ☐ pressure brought to bear on the national budget
- ☐ youth inability to contribute to GPP
- ☐ disinterest in education
- ☐ threat to peace, stability and development of the country
- ☐ any other, please specify

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INTRODUCTION

The questionnaire is intended to target employers to help examine the problem of youth unemployment in Ghana, the challenge it poses and the responses it has generated.

The research assures respondents of our maximum confidentiality of any information given.

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.....

2. Sex Male ☐ Female ☐

3. Age

18 – 25yrs ☐

26 – 35 yrs ☐

36 – 45 yrs ☐

55 yrs and above ☐

4. Level of education

5. Do you think “youth unemployment” challenge which seems persistent may be the result of any of the following?

☐ Government’s adamant attitude towards the situation?

☐ Irrelevant curriculum by our training institutions
(University/polytechnic/teacher training)

☐ Lack of entrepreneurial mindset of school graduates

☐ The churches inability to play their roles as expected of them.

☐ any other, please specify

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1. What do you think may be the main cause of youth unemployment in the country?

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☐ Lack of skills or unwanted skills

☐ Low investment and low economic growth

- ☐ Low income levels
- ☐ Structural economic Reforms that did not help much
- ☐ Increase in population
- ☐ Lack of interest in agriculture by the youth
- ☐ Seasonal variations of our weather leading to rain fed agriculture/subsistence farming
- ☐ Slow growth of Small and Medium Enterprises (SMEs)
- ☐ Lack of career counseling in our schools
- ☐ Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem
- ☐ Laziness on the part of the youth
- ☐ Lack of adequate education

16. What factors will you consider in employing personnel into your establishment? Is it any of the following?

- ☐ Age (specify).....
- ☐ Qualification

Sex Male ☐ Female ☐

- ☐ experience
- ☐ ICT literacy
- ☐ communication skills
- ☐ analytical, managerial and technical skills
- ☐ personal attributer (Good morals/faithfulness/honesty/commitment)
- ☐ any other, please specify

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17. What are the factors that may prevent you from employing the youth into your establishment

- ☐ inexperience
- ☐ indiscipline
- ☐ laziness
- ☐ any other, please specify

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18. What will you consider as some of the effects of unemployment on the individual youth

☐ poverty

☐ frustrations, hopelessness and desperation among the youth

☐ psychological effects of boredom and worthlessness

☐ deviant behaviours such as drug addiction, prostitution, disrespect for the elderly, teenage pregnancy, armed robbery etc.

☐ any other, please specify

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19. Will you consider the following or any of them as an effect of youth unemployment on the family and society?

☐ enlarged family budget

☐ deviant behaviours bringing embarrassment to the family and society

☐ brings tension and conflicts in the family

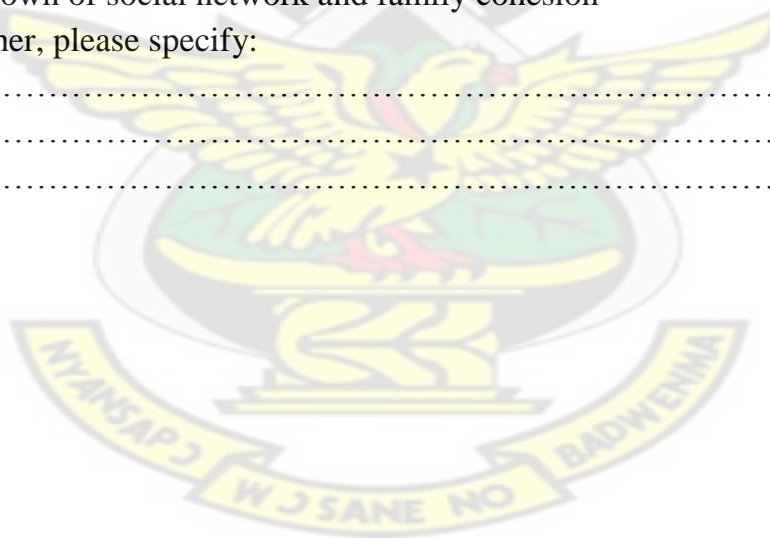
☐ breakdown of social network and family cohesion

☐ any other, please specify:

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INTRODUCTION

The questionnaire is intended to target Ministers Department and Agencies (MDAs) to help examine the problem of youth unemployment in Ghana, the challenge it poses and the responses it has generated from the churches.

The research assures respondents of our maximum confidentiality of any information given.

Name of organization

1. Name of Church/Individual (optional):

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2. Sex Male ☐ Female ☐

3. Age

18 – 25yrs ☐

26 – 35 yrs ☐

36 – 45 yrs ☐

55 yrs and above ☐

4. Level of education

5. Do you think “youth unemployment” challenge which seems persistent may be the result of any of the following?

a. ☐ Government’s adamant attitude towards the situation?

b. ☐ Irrelevant curriculum by our training institutions
(University/Polytechnic/Teacher training)

c. ☐ Lack of entrepreneurial mind set of school graduates

d. ☐ The churches inability to play their roles as expected of them

☐ any other, please specify

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6. What do you think may be the main cause of youth unemployment in the country?

- a. ☐ Excess supply of labour over the demand for them
- b. ☐ Lack of skills or unwanted skills
- c. ☐ Low investment and low economic growth
- d. ☐ Low income levels
- e. ☐ Structural economic Reforms that did not help much
- f. ☐ Increase in population
- g. ☐ Lack of interest in agriculture by the youth
- h. ☐ Seasonal variations of our weather leading to rain fed agriculture/subsistence farming
- i. ☐ Slow growth of Small and Medium Enterprise (SMEs)
- j. ☐ Lack of career counseling in our schools
- k. ☐ Lack of a coherent national employment policy and comprehensive strategy to deal with the unemployment problem
- l. ☐ Laziness on the part of the youth
- m. ☐ Lack of adequate education

7. Will you consider any one of these as an affect of unemployment on the individual youth?

- a. ☐ poverty
- b. ☐ frustrations, hopelessness and desperation among the youth
- c. ☐ psychological effects or boredom and worthlessness
- d. ☐ deviant behaviours such as drug addiction, prostitution, disrespect for the elderly, teenage pregnancy, armed robbery etc
- e. ☐ any other, please specify

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8. Will you consider any of these as an effect of youth unemployment on the family and society?

- a. ☐ enlarged family budget
- b. ☐ deviant behaviours bringing embarrassment to the family and society
- c. ☐ brings tension and conflicts in the family
- d. ☐ breakdown of social network and family cohesion

e. ☐ any other, please specify

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9. Will you consider any of these as an effect of youth unemployment on the National economy?

- a. ☐ pressure brought to bear on the national budget
- b. ☐ youth inability to contribute to GDP
- c. ☐ disinterest in education
- d. ☐ threat to peace, stability and development of the country
- e. ☐ any other, please specify

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10. What factors will you consider in employing personnel into your establishment? Is it any of the following?

- a. ☐ Age (specify).....
- b. ☐ Qualification.....
- c. Sex Male ☐ Female ☐
- d. ☐ experience
- e. ☐ ICT literacy
- f. ☐ communication skills
- g. ☐ analytical, managerial and technical skills
- h. ☐ personal attributor (good morals/faithfulness/honestly/commitment
- i. ☐ any other, please specify

11. What are the factors that may prevent you from employing the youth into your establishment?

- a. ☐ inexperience
- b. ☐ indiscipline
- c. ☐ laziness
- d. ☐ any other, please specify

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12. Are there any programme(s) in addressing the youth unemployment problem in your establishment?

a. Yes [] No []

13. If yes,

What have been the recent initiatives in addressing the youth unemployment in your establishment?

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14. What are the challenges in addressing youth unemployment in your establishment?

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15. What are the opportunities for addressing the youth unemployment challenges in your establishment?

16. What is unemployment?

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