

AN INVESTIGATION INTO THE CAUSES OF UNEMPLOYMENT AMONG YOUTHS IN THE CITY OF HARARE.

Bhebhe Thomas B¹, Bhebhe Ruth K² and Bhebhe Blessio S³

¹Chinhoyi University of Technology

²Ministry of Primary and Secondary Education

³University of Zimbabwe

ABSTRACT: *This paper sought to investigate the causes of high unemployment among youths in zimbabwe's capital city, harare. This research followed a realisation that there can be no solution to the problem of high youth unemployment unless the causes of such unemployment are identified first. The study was a survey in which 180 unemployed youths were respondents as it was felt that they were better positioned to give critical primary data since they understood their situation and its causes better than anyone else. The findings indicated that the economic downturn in zimbabwe was the major contributory factor to the unemployment of youths in the city of harare. The ripple effects of economic downturn which include closure of industries and lack of foreign direct investment were blamed for the situation. theory-intensive secondary school and university curriculum, government's misplaced priorities, corruption, nepotism, droughts, lack of specific job skills among the youths, preference of white-collar jobs, dislike of lowly paying jobs and educated youths who shun manual intensive jobs are but some of the causes singled out in this study. It is common cause that if zimbabwe is to correct the situation of high unemployment among youths, the country must attend to the causes first.*

KEYWORDS: Unemployment, youth unemployment, youth, causes of unemployment

INTRODUCTION

Youth unemployment has become a global problem with 185 million people unemployed world-wide of which almost half are youths aged 15 to 24 years (ILO, 2013). Africa as a continent is most affected and Zimbabwe as a country is also most affected with the International Monetary Fund (2013), World Bank (2012) and the World Factbook (2013) stating that Zimbabwe has the highest unemployment rate in the world of 95%. In support, the Zimbabwe Parliamentary Portfolio Committee report on Youth Development noted that youth unemployment in Zimbabwe was four times higher than that of adults (Government of Zimbabwe, 2013). Mudonzvo (2015) noted that unemployment among the youths is an escalating social, economic and political crisis in Zimbabwe. If the problem of unemployment is not attended to, it has the potential to disrupt national cohesion, economic development, peace and stability.

Although the United States and the United Nations agree in defining youths as those within the age-range of 15 to 24 years, Chirisa and Muchini (2011) argued that defining youth in terms of age only is not a satisfactory way of viewing youth. There are no precise boundaries as to when childhood ends and adulthood begins. In this regard Ibid (2011) define youth as an age, youth as a stage in personal development, and youth as an emotive term. Such a view is all-encompassing. However, for the purposes of this study, the term youth is used to refer to persons (male and female) between the ages of 15 to 35 years, as stipulated in the Constitution

of Zimbabwe (2013) and the National Youth Charter (2013). This definition is also in tandem with the African Youth Charter adopted by the AU Executive Council at its 6th Ordinary Session in Banjul in June 2006.

The main objective of this study was to find out the major causes of unemployment among youths in the City of Harare. Harare has a population of 2,123,132 and is Zimbabwe's biggest settlement and the most populous of the ten provinces (ZimStat, 2012). This has made the concentration of unemployed youths to be very high. Given the population density, the unemployed youths find solace in gangs where it is a daily routine to spend the day at street corners chatting, smoking dagga/ marijuana or any illicit drugs including alcohol usually with a feeling that such drugs help them to momentarily forget the problems that confront them. At night youths patronise beer halls, night clubs or any social gatherings where some of the gangs can be violent. At night, the activities of the gangs may change to theft, robbery and outright womanizing thereby exposing the youths to disease. Prolonged unemployment would make the youths to be so entrenched in the wrong things to a level that even when job opportunities arise in future, they will not be employable and the nation would have lost the contribution from this age group for good. This is tragic and that is what motivated this study.

Definition of Unemployment

According to ILO (2012), any person aged more than 15 years is unemployed if during a specified reference period of time (usually more than six months continuously), that person has been: -

- ✓ without paid employment;
- ✓ available for salaried work but cannot get it;
- ✓ Seeking for work by taking active steps to get employment or self-employment but failing.

Gorlich (2013) postulates that the definition of unemployment varies from country to country. In this study which was carried out in the realms of the Zimbabwean situation, youth unemployment is defined as a situation where an individual of the age range 15 to 35 years who completed full-time schooling, has not worked for a continuous period of six months yet by the time of study he/she would have been actively looking for a job or would have given up but willing to get full time employment translating to a salary of more than US\$2 per day. In Zimbabwe, a square meal costs an average of US\$1.

Overview of the unemployment situation

Zaalouk (2013) carried out a research and concluded that in the Middle East and North Africa, unemployment amongst youths was as high as 51% in the two regions as compared to a global average of 25.3%.

Smith (2011), Mlatsheni (2007) and Guma (2011) studied the situation of youth unemployment in Southern Africa and found out that the number of unemployed youths was rapidly rising with most of them becoming mentally affected by the hopelessness of their situation while others were turning to violence or becoming drug addicts who would be unemployable. Due to poverty associated with unemployment, most unemployed youths in Southern Africa lacked the means to be mobile to get to where jobs were being offered in good time as this required

money. Thus it requires money to travel to go and earn money. It also means that unemployment breeds more unemployment and once caught up in the debacle, it is difficult to come out of it (Rankin and Roberts, 2011 supported by Von Fintel and Black, 2007).

In Zimbabwe, youth unemployment has been rapidly rising. Government of Zimbabwe's very successful Education for all policy (EFA) has caused most unemployed youths in Zimbabwe to be educated youths who are holders of Ordinary Level certificates, Advanced Level certificates, diplomas and degrees. By 1986, 34% of the unemployed youths had Ordinary Level qualifications. The percentage rose to 73.4% in 1994, 74.6% in 2004 and to 85% by 2012 and it continues to rise to a level where almost all unemployed youths will be educated youths (ZimStats, 2012).

LITERATURE REVIEW

Causes of youth unemployment

It became prudent in this study to first refer to literature and see what early researchers singled out as the causes of unemployment. Earlier researchers have addressed causes of unemployment in general but have not touched on causes of youth unemployment in a unique economy such as Zimbabwe which is endowed with vast natural resources including over 40 exploitable minerals, very fertile soils, good climatic conditions, ready educated manpower which is willing to work and renowned for hard work the world over, yet the unemployment rate is recorded as being the highest in the world (International Monetary Fund's Natural Resources Per Capita Index, 2013).

At the core of the causes of youth unemployment has been issues of lack of human capability in terms of education, knowledge, health, freedom and well-being (UNDP, 2003). The close relationship that exists between poor economic management, youth unemployment, poor quality education, increase in crime, poverty and civil wars has been well documented by earlier researchers such as Chigunta (2002), Kanyenze (1997) and ILO (2012). Exclusion has also been singled out by Chigunta (2002) as a factor which drives unemployment. Youth have been left out from participation at all levels of economic and general policy formulation, planning, implementation and evaluation and this may give rise to a lack of a sense of belonging. Invariably, this has led many youths to emigrate or wishing to emigrate in large numbers creating substantial brain-drain which further cripples developing economies (UNDP, 2004).

Curriculum mismatch has also been singled out by Machingaidze (1998) as a driver of youth unemployment. Unemployed youths are graduates of an education system which is irrelevant to the needs of industry. This mismatch of the supply and demand of labour also manifests in the macro-economic direction a given country chooses. For instance, a country like Japan can choose to concentrate on boosting the manufacturing sector of industry which then employs more people. The value-added finished products fetch high prices on international markets. The money earned is ploughed back to the economy to create more business and absorb the unemployed youths. This is in contrast to Zimbabwe which concentrates on extracting raw materials which fetch cheap prices on international markets where buyers buy them, add value and re-sale at a premium to Zimbabwe and other countries. An economy which is based on mining and land tillage without any growth in the manufacturing industry is sure to have institutionalised unemployment of youths (Hassan, 2006). People do not consume minerals or

maize, they consume the finished products of the same. What this means is that Zimbabweans toil to get a nugget of gold which fetches a small price and buyers will make gold rings which they resale at ten times or more of the initial price. As we import the finished products, the country exports its scarce foreign currency which should have remain in the country for investment and creation of more jobs. Thus exporting raw materials is exporting jobs for the youths (Ake; Hassan, 2006)

Leibbrandt et al. (2010) carried out a research and came out with interesting findings that poverty in the family is closely linked with unemployment in the family. Ibid's (2010) findings concluded that only 10% of the youths coming from poor backgrounds were working as compared to 59% from well-to-do families. This shows that the well-to-do families are well connected and have the means to find employment for their youths as compared to poor families.

The level of education has been viewed as one of the biggest contributors to unemployment. Educated youths with degrees become international citizens who can use their qualifications across borders and they can easily land a formal job locally or abroad. The same cannot be said of youths who lack education (Altman et al, 2014).

All theories of motivation confirm that an ordinary human being does not want to work; they have to be motivated (or forced) in order to work hard and be productive. The task of motivating staff rests with supervisors and managers at all levels. However, if the country's laws give too much power to the unions in a workplace relationship, production suffers. Labour laws should be crafted in manner which retains power to the owner of the enterprise or his managers. This makes workers concentrate on production which causes growth, which growth causes the company to absorb even more workers and thus reduce unemployment.

RESEARCH METHODOLOGY

This study was a combination of the quantitative and qualitative paradigms as this allowed the two methods to supplement each other and in so doing increase the validity and reliability of the findings (Cooper and Schindler, 2011).

Population of the Study

According to ZimStat (2012), Zimbabwe's capital Harare had a population of **2,123,132** in 2012 (http://www.unicef.org/zimbabwe/Harare_Province.pdf). In order to determine the population of youths, the study resorted again to ZimStat (2012) which states that the population of youths aged between 15-35 years is 43% of the total population. Given that the respondents in this study were unemployed youths, document analysis further revealed that the unemployment rate of Zimbabwe stands at 95% and it is the highest in the world; and other sources also state that youths are the hardest hit by the unemployment scourge.

Thus to find the population of unemployed youths in the City of Harare by 2015, given that the population growth rate in Zimbabwe is 2.2% according to ZimStat (2012), computations were done in three steps as illustrated below:

STEP1: Population of youths aged 15-35 years in the City of Harare in 2012, given that youths are 43% of the population:

$$\frac{43}{100} \times \frac{2,123,132}{1} = 912,946$$

Thus youths (employed and unemployed) in the City of Harare were **912,946** in 2012.

STEP 2: Population of unemployed youths in the City of Harare in 2012 given that the unemployment rate in Zimbabwe is 95% according to IMF (2013), World Bank (2012), ILO (2012) and World Factbook (2013).

$$\frac{95}{100} \times \frac{912,946}{1} = 867,298$$

Thus in 2012, the population of unemployed youths in the City of Harare was **867,298**.

STEP 3: Population of unemployed youths by 2015 (3 years later) after factoring in 2.2% population annual population growth rate as given by ZimStat (2012) without compounding the figures:

$$\frac{22}{1000} \times \frac{867,298}{1} \times 3 + 867,298 = \mathbf{924,540}$$

Therefore using figures obtained from document analysis to compute the population of unemployed youths aged between 15 and 35 years in the City of Harare by 2015, the result is **924,540**.

Sampling Procedure

Given that the population of unemployed youths aged 15 - 35 years in the City of Harare is **924,540** as illustrated above, there was need to compute and come up with a representative sample for this study. Cooper & Schindler (2011) defined sampling as the process of selecting some elements from a population to represent that population. Computing the representative sample was made easy through the use of Raosoft Sample size calculator software available on <http://www.raosoft.com/samplesize.html>.

Thus given that the population of unemployed youths in the City of Harare is **924,540**; and given that the preferred margin of error for the study was 5% with a 90% Confidence level and an assumed fair Response Rate of 80%, the resultant representative sample size computed using Raosoft Sample size calculator was **174**. This study thus chose to distribute 200 questionnaires to allow the surplus to cater for the unreturned questionnaires and this was done to help achieve the computed representative sample size.

After distributing the questionnaires to respondents around the high, medium and low density suburbs of the City of Harare, the resultant response rate from the unemployed youths was 90% and thus the returned completed questionnaires were **180**. This was a very high response rate by any measure and it was attributed to the strategy that was used wherein the questionnaires and pens were distributed to a group of respondents (unemployed youths) who would complete while the research assistant awaited to collect the completed questionnaires and move to the next group as found in street corners, churches or any social gatherings in the assigned suburbs as indicated on Table 1.

Table 1: The High, Medium and Low Density Suburbs of Harare where questionnaires were administered

High Density Suburbs (A total of 140 Questionnaires were administered in the following suburbs.)	Medium Density Suburb (A total of 10 Questionnaires were administered in the following suburbs)	Low Density Suburbs (A total of 30 Questionnaires were administered in the following suburbs)
Dzivarasekwa	Workington,	Avondale,
Warren Park	Southerton,	Strathaven,
Kuwadzana	Willowvale	Mount Pleasant
Mufakose	Graniteside	Belgravia,
Budiriro	Prospect	Bluff Hill
Highfield,	Westlea	Marlborough
Glen View	Madokero	Marlbereign
Mbare	Damafalls	Chisipiti,
National	Mainway Meadows	Colne Valley,
Kambuzuma		Borrowdale Brooke
Glen Norah		The Grange
Sunningdale		Greystone Park
Rugare		Glen Lorne,
Marimba Park		Umwimsidale
Hatcliffe		Eastlea
Southlea Park		Highlands
Hopelea		Greendale
Epworth		Shawasha Hills
Mabvuku		Newlands
Tafara		Belvedere
		Waterfalls
		Merylick Park/ Monavale
		Ashdown Park
		Hatfield
		Acardia
		Vainona
		Emerald Hill
		Belgravia
		Westgate
		Milton Park
		Eastlea
		Mandara
		Northwood

Source: <http://www.greatzimbabweguide.com/areas-of-harare/>

The decision on how many questionnaires to administer in each of the categories of the residential areas as shown above was based on the density of people who reside in those areas. It was noted that demographically, most people reside in high density areas and thus respondents were found in the high density areas of the city.

Descriptive statistics were used to analyse data. Data collected in the survey were captured in the Statistical Package for Social scientists (SPSS). The analysis derived frequencies, cross tabulations and non-parametric analysis procedures. Results were presented in narrative form, tables and figures as supported by Cooper and Schindler (2011) who justified the reasons why such forms of data presentation are commonly used. Ibid (2011) stated that graphs, tables and pie charts make the data easier to understand.

DISCUSSIONS OF FINDINGS

Table 2: Age group of respondents by gender

Age group (in yrs)	Gender		Totals
	Females	Males	
15 – 20	11	35	46
21 – 25	27	41	68
26 – 30	15	22	37
31 – 35	14	15	29
Total	67	113	180

Source: Survey

Table 2 above shows respondents by gender and age range. 37% of the respondents (67) were female and 63% (113) were male. The disparity could be blamed on the data collection strategy which favoured unemployed youths found in street corners, social places and at townships which places are more frequented by male unemployed youths. It was difficult to access some of the female unemployed youths who would be busy in-doors carrying out household chores. This explains why there was gender imbalance and because of this aspect, generalisation of the findings need to be treated with care as the gender imbalance that came out of the study was not indicative of the real situation on the ground. However, given that most reasons for youth unemployment are cross-cutting, it was felt that the gender disparity did not significantly affect the findings of the study. Table 2 also shows that unemployment is more prevalent among the 21 to 25 year age range. It was found out that that is the age when most youths finish full-time schooling in colleges and universities and start the long journey of job searching.

Table 3: Respondents by highest qualification attained

Highest level of education attained	Frequency	Percentage frequency
Form 3 and below	14	7.8
'O' level	58	32.2
A' Level	20	11.1
National certificate	8	4.4
Diploma	17	8.3
Higher National Diploma	12	6.7
Bachelor's degree	34	18.9
Masters' degree	15	9.5
PhD	2	1.1
Total	180	100

Source: Survey

Table 3 above shows that most unemployed youths achieved O' level as their highest qualification (32.2%). The second highest number of unemployed youths are those with first degrees (34) followed by those with A' level (20). Those with Diplomas come next (17) followed by those with Masters degrees (15). Respondents who went up to Form 3 and below were only 7.8% and this supports the fact that there is high literacy level in Zimbabwe and in the City of Harare in particular which ZimStat (2012) puts at 96%. Table 3 shows that if one is to address the youth unemployment problem, one has to craft policies and activities which favour those with O' level followed by those with first degrees because these are in the majority.

Table 4: Whether respondents did practical subjects in school or college.

Did you study practical subjects during your days of schooling?	Frequency	Total (%)
Yes	85	47
No	95	53
Total	180	100

Source: Survey

47% of the respondents did practical subjects in school while 53% indicated that they never studied practical subjects in school. This question was important because many sources among them Machingaidze (1998) and Bhebhe *et al* (2015) emphasized the need to equip students with practical skills which are more needed in life than the theory. Life being a practice calls for practical skills. Students with no practical skills who went through a curriculum that was biased towards theory are more likely to be unemployed.

Table 5: Proportion of males and females who studied practical subjects in school

	Number of Males who studied the practical subject	Number of females who studied the practical subject	Total
Agriculture	23	7	30
Building studies	45	2	47
Metal work/ Welding	37	9	46
Fashion and Fabrics	4	23	27
Wood Technology	34	6	43
Art and design	26	10	36
Computer Studies	17	6	23
Technical Graphics	18	5	23
Food and Nutrition	2	15	17

Table 5 above shows that the most popular practical subjects which were studied by respondents in school are Building Studies, Metal Work and Wood Technology. The Table could not be very useful if figures are compared by gender because of the huge gender disparity of the sample as outlined earlier. However, Table 5 shows that the choice of practical subjects studied in school is significantly ($P < 0.05$) associated with gender. Notwithstanding the gender disparity of the sample, more females than males had studied Fashion and Fabrics and Food and Nutrition. Thus such gender stereotypes could limit the unemployed youth's choices when it came to employment.

Table 6 Reasons for being unemployed by class of respondents

Reason for unemployment cited by the youths in response to a question why they are unemployed	Frequency: Number of respondents who mentioned the cause of unemployment	Ranking the reasons of unemployment
Industries & companies closed - remaining ones not performing at full capacity	43	4
I am under-qualified (I do not have 5 O-levels)	25	10
Nepotism - Employers employ relatives who are less qualified than me.	37	6
Family commitments e.g. I am a housewife	10	14
The economy is not performing well.	67	1
Corruption. - Natural resources benefit a few	45	3
Lack of start-up capital to start my own businesses	21	11
Droughts make farming a risky venture	27	9
I do not know where to find a job.	29	7
The education I received was irrelevant	15	13
I do not have the appropriate qualifications and skills required by most employers	56	2
I have failed interviews before.	7	15
Salaries offered are low	3	
I do not like the labour intensive jobs available. I prefer white-collar jobs	17	12
There are very few international companies which want to do business with Zimbabwe -low FDI (foreign direct investment)	28	8
Government has failed	39	5
Economic sanctions	6	16

Source: Survey

Table 6 above shows the reasons given by the unemployed youths as being the causes of their unemployment. The last column shows the rank order of the frequencies given as per the number of mentions by the respondents. The findings show that most unemployed youths who were respondents blame their unemployment on the economy which is operating at low capacity. This was followed by lack of appropriate qualifications which suit the few job adverts that are flighted in the papers. The third most frequently cited cause of unemployment was corruption which has led to the nation's rich natural resources benefiting a few individuals. The respondents also blamed their situation on the closure of companies which has seen the few which are still open operating at low capacity. The fifth most popular cause cited was failure by government to cause the situation to improve.

The other reasons cited by the unemployed youths in their order are nepotism (ranked 6th), lack of information on where to get jobs (ranked 7th), lack of FDI (ranked 8th), droughts (ranked 9th), lack of five O 'levels (ranked 10th), lack of start-up capital (ranked 11th), dislike of labour intensive jobs (ranked 12th), irrelevant curriculum (ranked 13th), family commitments (ranked 14th), failing interviews ranked (15th) and economic sanctions imposed on Zimbabwe (ranked 16th)

Table 7 Respondents' job preferences

Job preference	Number of respondents who chose the option	Percentage (%)
I prefer formal employment	129	71.7
I prefer informal employment	51	28.3
TOTAL	180	100

Source: Survey

Table 7 above shows that 71.7% of the unemployed youths who were respondents in this study prefer formal employment as opposed to informal employment while only 28.3 % preferred informal employment. While this is understandable given that most informal sector activities are illegal according to the laws of Zimbabwe and that they do not count for decent employment, this question should have had a third option of 'I prefer either'. The situation of unemployment in a country where industry capacity utilisation is low requires youths who can accept any opportunity that arises. The fact that most unemployed youths preferred formal employment could in itself be a cause of their unemployment. The current situation requires an individual who realises that the industrial base of the economy is unable to employ because it is operating at low capacity. Such a situation requires job seekers who are game changers who can create self-employment as opposed to seeking for jobs.

Table 8: Respondents' desire to run their own business

If you get capital, do you desire to open and run your own business?	Number of respondents choosing the option	Percentage (%)
Yes	157	87.2
No	23	12.8
Total	180	100

The respondents' failure to understand that there are few companies which are not operating to full capacities could in itself be a cause of unemployment. Table 8 above shows that most respondents (87.2%) have a desire to open their own businesses. This is good in that such respondents know that the solution to youth unemployment is in themselves. The sticking point however is how to access capital given newspaper reports which show that banks are not keen to give capital to unemployed youths who do not have collateral security. The other sticking point is whether the 87.2% of respondents who desire to open their own businesses can draw bankable project proposals or whether they have the skills (the know-how and the know-what) which Moyo (1992) called craft competence and craft literacy; because it is one thing to want to start your own business, it is another to have skills to run such business lest the unemployed youth can end up in a worse off situation with creditors.

Findings from in-depth interviews

A semi-structured interview question wanted to find out if the unemployed youths were willing to leave the City of Harare to travel to where jobs were available. When asked the question where they preferred to work, one married male respondent aged 31-35 years from Highfield

remarked, *'I am prepared to work anywhere in this world, even in Afghanistan where there is war. What I need is to feed my family; they are suffering. Look I am getting old'*. This was the sentiment among most respondents in the interviews. Unemployed youths seem to be tired of staying in the home and they were ready to move to anywhere where there is a job.

There was an interview question which sought to establish if the youths were in unemployed situation just because they were choosy and they rejected jobs offers which had low salaries through over-valuing the cost of their labour. Unemployed youths who were respondents were asked during in-depth interviews whether there was any salary level below which they would not take up a job. The responses to this question were varied but analysis noted that the responses were closely linked to the level of education of the respondent. A female respondent aged 26-30 from Glen Norah who did not achieve five O' level passes responded, *'I will take up any job including domestic work if I get it'*.

In response to the same question, a male graduate aged 26-30 years from Mufakose categorically stated that, *'I maybe deeply desperate to get a job but below \$100 per month! Forget it. I have my dignity to preserve. What will my parents and friends say if I tell them that I am a gardener or kombi driver? It just doesn't work...'* The response gave a new dimension through which youth unemployment should be viewed. There are other educated youths who strongly view that accepting a lowly job erodes their self-esteem and such youths are prepared to endure prolonged unemployment hoping that one day things will improve and a job befitting their education and status will come their way. Whilst it is understandable, it is such mind-sets which can drive unemployment among youths. Such youths are not likely to accept working on a farm however lucrative it might be. Such mindsets can also be blamed on the curriculum which prepares our youths for white-collar jobs.

Another male graduate respondent from Waterfalls aged 26- 30 years who did Accountancy at a local university was asked if he can accept a job offer which is not in line with his qualification. The response was, *'I am prepared even to teach Grade Zero. I just need a decent job'*. Probed further on what constitutes a decent job, he retorted, *'Do you think selling juice cards is decent? I will not stoop that low'*.

Parents who give enough to their unemployed children who are youths could be behind the reason why the youths are not eager to find a job. Respondents were asked whether their parents or working siblings were giving them enough for incidentals. Most interviewed respondents responded that they did not get anything adequate. A female respondent aged 21-25 years from Mabvuku noted *'These days my parents no longer give me anything but I get small cash somehow'*. Probed further to clarify the word 'some-how', she opened up *'My boyfriend provides me with little cash for my lotions, hairdo etc'*. While this was an honest response, such situations may lead to prostitution or spread of diseases as it was quite possible that the 'boy-friend' could end up asking for sexual favours. The temptation for a female unemployed youth to have many such 'boy-friends' in an attempt to get enough is very high and can cause a wider social problem.

CONCLUSION AND RECOMMENDATIONS

Any country's capital city is a very important opinion centre for the country. The capital city offers a good barometer of the sentiments or the situation country-wide. What clearly emerged in this study was that the situation of youth unemployment needed to be addressed before it

was too late. The nation continues to lose out from the energy, zeal and skills which the youths can contribute given that most youths are educated as was discovered in this study.

In light of the foregoing, the following recommendations were proffered:

1. Government should take all measures to create opportunities for employment for the country's youths. Given that life expectancy in Zimbabwe is 38 years, youths could be losing out a whole life-time by being unemployed. Measures for the Government to prioritize include: re-opening the manufacturing industries, luring foreign direct investment, stamping out corruption and causing curriculum change so that it focuses more on practical skills.
2. Youth should play a role in re-industrializing the country. This can be achieved if youths with a certain skill are organised into teams or brigades to spearhead re-opening the industries that closed. For instance if a pharmaceutical manufacturing company closed, unemployed youths who studied pharmacy, accounting, chemistry to name but just a few can be given capital and helped to re-open such a company.
3. Government should have a skills audit and database of all unemployed youths showing their qualifications and contact details among other details. This would help to deploy the unemployed youths into the correct economic zones if the opportunity arises. For instance if the Government of Brazil avails irrigation equipment, unemployed youths with qualifications in Agriculture or Irrigation Engineering could be organised and be given land on which to apply their skills and earn a living.

REFERENCES

- Smith, J.M. (2011), Connecting young South Africans to Opportunity. Literature Review and Strategy, Available on www.dgmt.co.za/files/2011/05/Literature-Review-Strategy.pdf accessed 5 February 2014
- World Bank (2012). *World Development Report 2013: Jobs*. Washington, DC: World Bank.
- African Union Commission (2006). *African Youth Charter*. http://www.un.org/en/africa/osaa/pdf/au/african_youth_charter_2006.pdf
- Ake, C. (2008) Notes for a Political Economy of Unemployment in Africa. 2nd Ed. Oxford. Blackwell Publishing.
- Bhebhe, R.K., Bhebhe, T.B. and Nikisi, D. (2015) An Investigation into factors that affect the teaching of technopreneurial and technovocational skills among secondary school students. in *The International Journal of Innovative Research and Development*. Sept. 2015 Issue.
- Chigunta, F. (2002) “*The Socio-Economic Situation of Youth in Africa: Problems, Prospects and Options*”. A Paper prepared for the Youth Empowerment Summit, Alexandria, Egypt, September, 2002.
- Chirisa I and Muchini T,(2011), International Journal of Politics and Good Governance, Volume 2, No 2.2, Quarter II
- Cooper and Schindler. (1998), Questions about questions, Inquiries into the cognitive bases of surveys, New York, Russell Sage Foundation
- CZI (2013) The 2013 CZI Manufacturing Sector Survey Report <http://www.czi.co.zw/images/Documents/Surveys/2013.pdf>

- Gorlich D, Stepanok and Al Hussami. (2013), Youth Unemployment in Europe and the World, Kiel Policy Brief
- Government of Zimbabwe (2012). *Census 2012 National Report*. Zimbabwe Statistical Agency. Government Printers. Harare.
- Government of Zimbabwe (2013). Constitution of Zimbabwe Amendment (No. 20) Act 2013. Harare. Government Printers
- Government of Zimbabwe (2013). *The National Youth Policy - Zimbabwe*. Harare. Government Printers. Ministry of Youth Development, Indigenisation and Empowerment.
- Guma, N (2000), Youth Wage Subsidy programme – what can we expect? Standard Bank, Pretoria <http://www.moneyweb.co.za/mw/actio/media/downloadFile?mediafileid=10808> Accessed 8 February 2014.
- Hassan MF (1973 & 2006), Unemployment in Latin America: Causes and Remedies, American Journal of Economics and Sociology, Illinois State University Normal, Volume 32
<http://www.greatzimbabweguide.com/areas-of-harare/>
<http://www.raosoft.com/samplesize.html>
http://www.unicef.org/zimbabwe/Harare_Province.pdf
- ILO (2010). Global Employment Trends for Youths on the Impact of the Global Economic Crisis on Youths. Geneva. ILO.
- International Labour Organization, Key Questions on National Youth Funds (NYF): Supporting youth to create sustainable employment opportunities, Social Finance Programme, Employment Sector. - Geneva: ILO, 2010
- International Monetary Fund. (2013). World Economic Outlook Database, April 2013 Edition. IMF
- Kanyenze, G. (1997). *Youth Unemployment in Zimbabwe*. Geneva Switzerland. ILO.
- Machingaidze, T. (1998) Quality of Secondary Education in Zimbabwe: Some Policy Suggestions Based on a Survey of Schools. Paris. France. SACMEQ.
- Ministry of Labour & Social Services (MLSS), And Ministry of Youth Development, Indigenisation & Empowerment In Conjunction With ILO/SRO (2009) Zimbabwe National Employment Policy Framework (ZINEPF) Government of Zimbabwe, Harare
- Mlatsheni, C. (2007), A survey of youth labour market trends, Draft Paper Prepared for Human Sciences Research Council
- Moyo, J.N. (1992). *The Politics of Administration*. Cambridge University Press. London
- Mudonzvo (2015). An Investigation of the causes of youth unemployment in Reingate District. A Masters Dissertation (unpublished)
- Parliament Research Department (PRD) (2012), Reigate Constituency Profile. Government of Zimbabwe, Harare