DIJBAR
www.daagu.org
Volume-4 Issue-1

Remodeling Job Creation and urban employment Policy: Unemployment factors, Hardship, Coping and self employment scenario in Ethiopian Urban Centers

Efa Tadesse Debele

ABSTRACT

Urban unemployment scenario has been attracting attention of policy makers and researchers. Unemployment is considered as critical social problem which signifies the attention so far given to its remedial measures is inadequate. This paper aims to compensate research gap and practical possible intervention that more likely address the problem if it is properly investigated and implemented accordingly. Researcher set main objectives that more probably answer questions associate with urban unemployment patterns. In view of those major factors of unemployment, hardship that unemployed face, coping strategies unemployed use and scenario of self employment in urban centers were adequately emphasized. Data of this research was taken from central statistics agency of Ethiopia and the data was tested that it has been proven suitable for statistical analysis. This study is the summary of detailed analysis that done before by researcher. Researcher aimed to produce concise concept note and empirical finding summary.

Keywords: Unemployment, factors, hardship, coping, self-employment.

Citation: Remodeling Job Creation and urban employment Policy: Unemployment factors, Hardship, Coping and self employment scenario in Ethiopian Urban Centers, Daagu International Journal of Basic & Applied Research-DIJBAR. Volume.4, Issue-1, pp (32-42)

Corresponding Author: Efa Tadesse Debele

Email: efa@su.edu.et

Received: 02-06-2022
Accepted: 19-06-2022

Published: 30-06-2022

OPEN ACCESS

Department of Sociology, College of Social sciences and Humanities, Samara University, Samara, Ethiopia

1. INTRODUCTION

Unemployment rate is the number of persons who are unemployed as a percent of the total number of employed and unemployed persons (i.e., the labour force) (Bolton, 2016). Amenu et al. (2019) affirmed that unemployment is the most challenging economic problem facing the government. Fitsum (2014) states that the phenomenon of unemployment is one of the major social problems of most urban centers of Ethiopia. Muhdin (2016) shows that unemployment rate varies among regions, sex, marital status and education level.

Despite articulating problematical aspects of unemployment (Fitsum, 2014; Muhdin, 2016), fundamental causes of unemployment were not well known. But Amenu et al. (2019) identified region, sex, marital status and educational status as major estimators of unemployment. Furthermore, among estimators of unemployment female category was proved to be significant predictor of urban unemployment (Bicakova, 2010). Literacy status and self employment as well as unemployment scenario has been significantly associated (Poschke, 2018). Yet challenges behind employment or structural factors were not emphasized.

Marital status make a difference between married and unmarried in terms of accessing job and suffering from negative sides of unemployment ((Earle et al, 2000;Broussard et al., 2012; Ayres, 2013;Meer, 2014; Amenu et al., 2019). The finding of this study indicates that some individuals are more likely multiply disadvantaged in urban unemployment situation when compared to their counterpart.

In addition to structural unemployment, self unemployment contributes its own significant role for prevalence of unemployment rate. Many factors assumed to impact scenario of urban self unemployment. More importantly financial shortage, lack of work place, unfair opportunities and poverty related problem are major factors hinder development of self employment (Earle et al., 2000; Muhdin, 2016; John et al., 2006; Debele, 2019, pp. 259). Gender factors and literacy status more importantly influence extent of urban unemployment (Vipond, 1984; Bakare, 2011; Bolton, 2016; Debele, 2018; Tombolotutu et al., 2018; Amenu et al., 2019).

Structural unemployment rate is closely associated with unavailability of job opportunity and insufficient vacancy but high number of job seekers ((Debele, 2017; Poschke, 2018). Rampant joblessness exposes victim to many challenges and sufferings. Major challenges which more likely affect normal life of unemployed persons are wandering for vacancies and absence of safe work (Shita et al., 2018).

Unemployed persons deal effectively with unemployment difficulties in different ways. The major single factor that widely unemployed persons deal with difficulties associates with unemployment is family support (Lorenzini et al., 2010). Finding

confirms that unemployed persons suffer a lot by being without job which reinforces them to engage in different survival strategies.

1.1.Why of this Study: Statement of the Problem

Urban unemployment patterns were not well substantiated. Self employment constraints were not well identified implying that self unemployment factors need to be assessed. Other employment barriers were not studied suggesting that structural unemployment factors are important to be investigated well. So far studies did not examine coping mechanisms of unemployed persons. Estimators of self employment trend not indicated.

1.2.Substantive Focuses of this Research were:

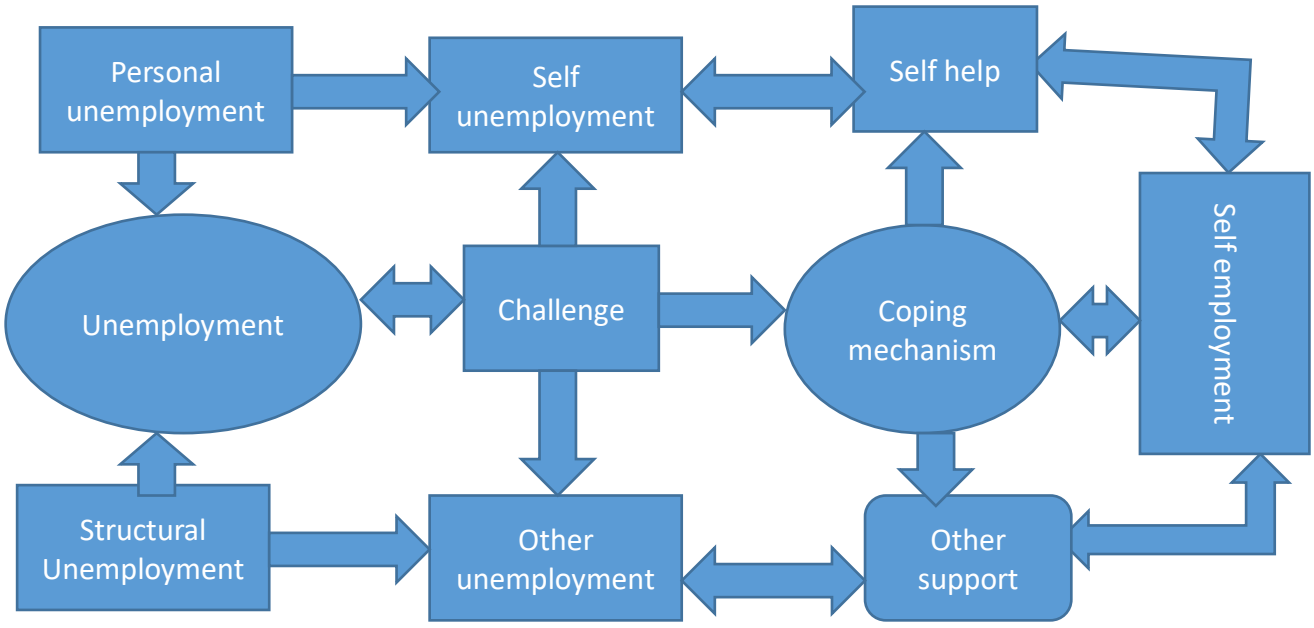
To describe the overall socio-demographic characteristics of respondents

To identify factors associated with self employment and structural employment

To examine challenges and coping mechanisms related to urban unemployment

To analyze patterns of variables associated with urban unemployment

1.3.Analytical framework



1.4.Conceptual Framework

The term unemployment refers to a situation when a person who is actively searching for employment is unable to find work. Unemployment is a term referring to individuals who are employable and actively seeking a job but is unable to find a job. The condition of one who is capable of working, actively seeking work, but unable to

find any work. Unemployed means not having a paid job not being employed. A person who's described as unemployed is typically out of work and looking for a job. Unemployment occurs when someone is able to work and wants to work but is unable to find employment. Unemployment occurs when someone is willing and able to work but does not have a paid job. In short, unemployment=willing +employability+jobless.

1.5.Operationalisation of Key Variables

Personal unemployment dynamics: Gender, educational status and Marital Status. Gender (Males and females) with nominal measurement scale. Educational status was measured by illiterate and literate category which is nominal variable. Another important variable is marital status which can be categorized into married, never married, divorced, widower and widowed that is nominal measurement scale. Major self unemployment factors includes shortage of finance, lack of working place and finance, problem of working place/land, lack of training, Absence /shortage of equipment, lack of finance and training, lack of information, lack of support from family, lack of license, etc. Moreover, major structural unemployment factors include lack of job opportunity, lack of training, lack of experience, absence of field related work, absence of vacancy advertisement, slack period, absence of satisfied work, off season, language barrier, inconvenient working time, low payment/salary, working at distant place, place of work, new working system, etc.

Furthermore, critical challenges that unemployed persons face because of unemployment are discussed as follows. The first and foremost important hardship is income shortage where lack of money and decrease of household asset is common. Shortage of personal income aggravates inability to cover household expense or food insecurity. Unemployed persons suffer from hopelessness and stress as a result of wandering for job without significant attainment. Some unemployed persons face hardship of incapacity to send children to school or affordability problem of covering school expense. The most tragic aspect of unemployment hardship is that it exposes unemployed to different addictions. Moreover, it was found that hunger and lack of clothing is critical hardship of unemployment. It was affirmed that hopelessness and stress are critical aspects of unemployment which in turn leads to isolation from social participation and family dissolution.

Moreover, Researcher identified major coping mechanisms most often associates with difficulties of unemployment. There are two coping strategies that were widely practiced among residents. The first coping mechanism is self help coping mechanisms such as casual work, saving, begging, etc. The second major coping mechanisms that unemployed used to overcome hardship are family support, remittance, support from relatives and friends.

2. Methodology

Prior to deal with substantive aspects of the problem researcher is expected to introduce philosophical foundation of the methodology that essentially supposed to address the problem. Primarily, ontological position of researcher needs clarification. Ontological assumption of the researcher on problem of urban unemployment is causal reality. Causal reality ontologist assumes reality as natural phenomenon. In view of that it concerns about what happen, why happen and is it predictable if the intervention apply? After the question of nature of reality is answered the next question associates with epistemological orientation. Philosophical speaking, epistemology deals with how we know what we know. In this particular topic of the study researcher holds the position of objectivist, empiricist and positivist. These epistemological positions are relevant in this particular research problem. In addition to the above epistemological positions, researcher planned to scaffold the problem under discussion by intersectional approach model.

The methodology of this study deals with organized procedures and techniques that are assumed to accomplish research objectives. Systematization of pillar methods in this study is well structured and designed. The designing of the study all in all quantitatively framed and ordered from its start to its end. This study used survey design which was done by relevant statistical agency for compiling population profile. Researcher extracted this quantitatively collected data from the mentioned agency. In sociological research and other social sciences using available information is common since earlier.

Data was extracted and retrieved from statistical agency in 2018. Researcher selectively extracts important and suitable type of data. Indeed, the then type of data was categorical variables which are nominal and ordinal measurement scales. In course of data analysis researcher employs SPSS version 20 software. Accordingly, descriptive and inferential statistics were major type of statistical analysis.

In this research, conducting the study defensibility is well maintained. More importantly, anonymity of researched and confidentiality of responses well protected. Utilitarian, vulnerable population and practical social problem models were guiding ethical principles of the research. Approved letter was received from AAU. Furthermore, researcher assured consent from CSA.

3. Results and Discussions

Socio-demographic characteristics of respondents were clearly identified. Finding indicates that 46.9% of respondents were males whereas 53.1% of respondents were females. Finding indicates that females are predominantly share larger proportion of urban unemployment rate. This sex ratio difference may suggest that females have either more adaptive capacity in urban life or are reflective of aggregate population sex ratio.

Literacy characteristics of respondents were descriptively analyzed and result shows that 72.3% of respondents were educated whereas 16.2% of respondents were illiterate. Finding indicates that urban unemployment is outweighed by literate group. This may implies that illiterate group is more likely employed whereas literate is less likely employed. This may imply that untrained occupied informal and minor activities. Cultural jobs are given status of hierarchies which associates with respects and privileges. In fact, it was mentioned that the nature of problem understudy was taken for granted which is also true for job status. Culturally people associate any job with certain characteristics or status. A major urban social problem is unemployment which differs by literacy rate.

One aspect of urban unemployment is self unemployment problem. Researcher examined factors that hinder job seekers not to enter employment condition. Respondents stated that they have several constraints to start their own business. Majority of respondents (54.81%) agreed that shortage of finance is critical hurdle to start business. Next to shortage finance, 14.91% of respondents stated that lack of work place or land is their critical problem. The finding indicates that at national level finance shortage and lack of workplace are basic barriers of majority of unemployed persons which hinder them not to start their own business. In addition to the above major constraints, there are minor hindering factors such as training, lack of license, shortage of equipment, lack of information and lack of support from family. Researcher indicated that unless these constraining factors eradicated and intervention is taken promoting self employment is impractical.

3.1.Hardship of Unemployment

Finding indicates that unemployed persons face multiply difficulties associates with urban living costs and related unemployment problems. It was found that 43.52% of respondents reported that their critical hardship of unemployment is associated with decreased household asset and personal income. Moreover, 21.23% of respondents affirmed that their difficulty is associated with inability to cover household expense. Furthermore, respondents stated that inability to send their children to school; family dissolution, getting stress, hopelessness, exposed to different addictions, hunger and lack of clothing, isolated from social participation, wandering for jobs, etc are main challenges that unemployed persons are suffered from.

3.2.Coping Strategies of unemployed people

Finding indicates that majority of respondents (84.73%) reported that family support is their principal coping mechanism they rely on to sustain their livelihood. The second most important self help coping mechanism is casual work (2.5%). Respondents seemed to think that their coping ability is largely dependent on the support of family whereas self help challenge overcoming capacity is shown deterioration. Typical example of the above finding which presents casual work as coping ability symbolizes that individual coping ability is lowered so much. Other

support and self help support for overcoming of unemployment difficulties has different implications. In this regard, casual work, saving from earnings of casual work and begging has been identified as prevailing self help coping strategies of urban unemployed people. On the other hand, deterioration of self help coping ability of unemployment problems reinforced unemployed people to look for other supports. In view of that family support, relatives and friend support, remittance and other social support were major coping mechanisms of urban unemployed people.

It was identified that self help coping mechanisms include self employment effort. Self help employment is influenced by different dispositional and structural factors. Urban self employment scenario has its own patterns. Researcher dedicated to know whether self help employment is differed by gender difference or not. It was systematically conducted that the two variables were examined to check their statistical and substantive association. Statistics showed that self employment status and gender category has statistically significant correlation. Major estimators were chi-square test, significance value and odds ratio. Chi-square test and significance value indicated that self employment status and gender category has association. Correlation coefficient also confirms that self employment status and gender category has casual relationship. This implies establishing correlation and casual relationship between self employment and gender category is not only desirable but also possible. Urban self help employment trend showed that gender category was not sensitive issue while self employment policy was supposed to be advanced and advocated. However, the finding of this paper indicated that so far implemented self help employment need to be remodeled. The remodeling of self help employment is defensible since female predominantly affect self help employment status negatively the potential employment policy need to discriminatorily emphasizes on female category. Females are more successful than males if properly included in self help employment. Research finding indicates that females are keener to produce goods and save money than males which boost individual livelihood and community welfare. Thus, advocating and scaling up female self help employment in urban centers can significantly change hitherto existing self help employment trends. The more emphasis to females self help employment the higher self help employment trend will be and the lower urban unemployment rate will be. This calls for new thinking of remodeling urban self help employment policy.

The most important research question that needs critical analysis and wider evidences to answer is whether urban unemployment differs by literacy level or not. Researcher made effort to know the statistical and substantive relationship between unemployment rate and literacy rate. Finding indicates the higher unemployment rate is more likely associates with higher literacy rate. This implies there is association between unemployment status and literacy status. There is significant difference between literate group and illiterate group in terms of accessing job opportunities. This finding confirms that literate group more likely become unemployed whereas illiterate group are less likely to be unemployed. Given existing situation illiterate

group has more job opportunities than literate group. This associates with comparative advantages and disadvantages of the two groups. Descriptive statistics via chi-square and p-value affirms that literacy rate and unemployment rate has association which is more likely evidential to establish casual relationship between literacy rate and unemployment rate.

Substantive evidence indicates that majority of respondents (88%) reported that they are unemployed due to lack of job opportunity and vacancy unavailability. This magnitude reflects higher percentages of unemployment status are attributed to absence of job opportunity and vacancy in line with qualification of job seekers. On the other hand, only 12% of respondents reported that their unemployment status is attributed to illiteracy situation. This implies structurally generated job opportunities are less inclusive to literate group. Researcher found that some structurally created jobs opportunities favor less educated than more educated persons. It seems that structurally literate group is marginalized in multiply ways. Firstly, literate group is expected to join profession or field related work and culturally constructed to work in higher job status. Secondly, if it is not all in all firms exclude literate group expecting that literate group demand higher payment which in turn diminish profitability of firms. Thirdly, majority of literate group who are job seekers are graduate who have no money but some vacancies are severely accompanied by corruption and rent seeking behavior but graduates cannot afford to pay for commission to attain desirable job option. Finally, literate group increase by significantly higher percentages whereas job opportunities and vacancy availability shows declining. The above justifications profoundly establish the fact that urban unemployment is different among literacy group and literate group employment engagement is lower than illiterate. Thus, finding substantiates that literate group is more likely impacted by urban-unemployment i.e. literacy rate predict urban unemployment. This implies increasing literate group targeted job creation and opportunity can increase urban-employment or decrease unemployment. This calls for remodeling of urban job creation and employment development.

4. Conclusion

Based on the above major findings and implications of the research output the following essential points were generated. Researcher found that quantitative research approach is so imperative to address social problems in sensible way. In course of finding factors that make difference among unemployed people used gender category, literacy status and marital status as estimators for measurement of urban unemployment status. Particularly, financial shortage was found to be single major predictor variable of self unemployment. On the other hand, structurally driven unemployment is more likely associated with unavailability of job opportunities and deficiency of relevant vacancy. So far existing job opportunities are not suitable to existing working forces. Researcher concludes that prograduate job creation and job availability is more likely to reverse existing unemployment situation.

Even though there are several challenges that unemployed people suffer from, income is the most significant single factor that negatively affect living situation of jobless people. Finding depicted that unemployed people more likely depend on others to sustain their living and to cope up with difficulties. The most important coping mechanism that majority of unemployed people prefer to depend on and accessible is family support. Family support is the most vital social support that majority of unemployed people tend to use as social protective mechanism against adversity of unemployment.

In nutshell, urban unemployment rate is directly influenced by gender factor, educational factor and marital factor. It was found that females and males are not equally impacting urban unemployment in general and self unemployment in particular. In conclusion, females are more likely to impact self unemployment whereas educated people are more likely to aggravate structurally driven urban unemployment. In other words, females are more predictor of self employment rate than males and educated people are more predictor of structurally driven unemployment. This implies uneducated people have more job opportunities than educated people in urban centers. Level of literacy more likely predict availability of job opportunities and determines degree of employment rate. As extent of literacy level increases availability of job opportunity and likelihood of employment decreases given a practical situation of urban political economy and associated rent seeking behavior. In fact overall results of the study indicate that females, literates and never married unemployed people are multiply disadvantaged.

Acknowledgement

- Department of Sociology, AAU
- Dr.Kassahun Asres
- CSA and all Staff
- Samara University, CSSH, Coordinator of Research and Community Engagement

5. REFERENCES

1. A D, Tombolotutu, M A Djirimu, M Lutti and F Anggaddini. 2018. Impact of life expectancy, literacy rate, opened unemployment rate and gross domestic regional income per capita on poverty in the districts /city in central Sulawesi Province: IOP, Conference series, earth and environmental science. 157.012058.
2. Amenu Leta Duguma, and Fufa Tesfaye Tolcha. (2019). “DETERMINANTS OF URBAN YOUTH UNEMPLOYMENT: THE CASE OF GUDER TOWN, WESTERN SHOA ZONE, ETHIOPIA.” International Journal of Research-Granthaalayah, 7 (8), 318-327. https://doi.org/10.5281/zenodo.3382077.

3. A.S, Bakare. 2011. The determinants of urban unemployment crisis in Nigeria: An econometric Analysis; journal of emerging trends in economics and management science (JETEEMS), 2, (3): 184-192 Ayres, Sarah. 2013. The high cost of youth Unemployment; Center for American Progress; April 5, 2013.
4. Bicakova, Alena. 2010. Gender Unemployment Gaps: Evidence from the New EU Member States; Working Paper Series, 2010, vol. 20 (2), 41-97, CERGE-EI, WP 410
5. Bolton, L. (2016) Unemployment and underemployment data. K4D Helpdesk Research Report. Brighton, UK: Institute of Development Studies.
6. Broussard, C. Anne, Joseph, Alfred L. and Thompson, Marco. 2012. Stressors and Coping Strategies Used by Single Mothers Living in Poverty; Affilia: Journal of Women and Social Work 27 (2) 190-204 ª 2012 SAGE Publications Reprints and permission: sagepub.com/journals Permissions.nav DOI: 10.1177/0886109912443884 http://affilia.sagepub.com
7. Debele, Efa Tadesse (2017) Vitality and Tragedy of Peri-Urban Socio-Cultural Patterns; IOSR. Journal of Humanities and Social Science (IOSR-JHSS) 22: 94-103.
8. Debele, Efa Tadesse and Imana, Gutema. 2017.Prospects and Challenges of Urbanization on the Livelihood of Farming Community Surrounding Finfinne; American Research Journal of Humanities and Social Sciences; ISSN (Online): 2378-7031; Volume 3, Issue 1, 15 pages.
9. Debele, Efa Tadesse .2017. Political Dynamics of Urban Fringe. International Journal of Science and Research (IJSR).
10. Debele, Efa Tadesse. 2019. Paradoxes in urbanization and tragedy of the urban periphery; A sociological glance at periurban community surrounding Finfinne (Addis Ababa) City. Publisher; Scholars' press is a trademark of internation book market service ltd, member of OmniScriptum Publishing Group 17 meldrum street, Beau Bassin 71504, Mauritius, printed: ISBN: 978-613-8-82961-4, copyright©Efa Tadesse Debele, copyright© Internation book market service ltd, member of Omni Scriptum Publishing Group.
11. Debele, Efa Tadesse. 2020. Urban Unemployment Patterns: Challenges, Coping Mechanisms and Self Employment Trends in Ethiopian Urban Centers. *International Journal of Science, Technology and Society*. Vol. 8, No. 2, 2020, pp. 28-38. doi: 10.11648/j.ijsts.20200802.12
12. Earle, J. S., Sakova, Z., 2000. Business start ups or disguised unemployment? Evidence on the character of self employment from transion economies; Labour economics 7 (2000) 575-601; www.elseviever.nl/locate /econbase

13. ECLAC (Economic Commission for Latin America and the Caribbean)/International Labour Organization (ILO). 2019. Employment Situation in Latin America and the Caribbean; The future of work in Latin America and the Caribbean: old and new forms of employment and challenges for labour regulation.
14. Fitsum Dechasa Kibret. 2014. Unemployment and Labor Market in Urban Ethiopia: Trends and Current Conditions Sociology and Anthropology 2 (6): 207-218, 2014 http://www.hrpub.org DOI: 10.13189/sa.2014.020601
15. John Knight and Jinjun Xue. 2006. How high is urban unemployment in China?, journal of Chinesse economic and Business Studies, 4: 2, 91-107, DOI:10.1080/14765280600736833; https://doi.org/10.1080/14765280600736833
16. Lorenzini, J and Giugni, M (2010). Youth Coping with Unemployment: The role of social support
17. Meer, Peter van der. 2014. Gender, Unemployment and Subjective Well-Being: Why being unemployed is worse for men than for women; Social Indicators Research An International and Interdisciplinary; Journal for Quality-of-Life Measurement; ISSN 0303-8300; Soc Indic Res; DOI:10.1007/s11205-012-0207-5
18. Muhdin Muhammedhussen Batu. 2016. Determinants of Youth Unemployment in Urban Areas ofEthiopia. International Journal of Scientific and Research Publications, Volume 6, Issue 5, May 2016; ISSN 2250-3153
19. Poschke, Markus. 2018. Wage employment, unemployment and self employment across the countries; International growth center; McGill University, CIREQ and IZA; F-32205ETH-1
20. Shita, A. and Dereje, M. 2018. Determinants of urban youth unemployment: Evidence from east Gojjam Zone, Ethiopia, Department of economics, Debre Markos University.
21. US department of commerce, census bureau, current population survey, annual social and economic supplement, march 2018; digest of education statistics
22. Vipond, Joan. 1984. The intra-urban unemployment gradient: The influence of location on unemployment; urban studies (1984), 21, 377-388.
23. Young, J. R. 2012. Underemployment in Urban and Rural America, 2005-2012; Carsery Institute, issue brief no. 55. fall 2012; www.carseyinstitute.unh.edu