



YOUNG PEOPLE NEEDS AND MARKET ASSESSMENT IN EASTERN UGANDA

**SUMMARY REPORT ON A YOUTH-LED ASSESSMENT
AUGUST 2013**

**RESTLESS
DEVELOPMENT**
THE YOUTH-LED DEVELOPMENT AGENCY

1.0 INTRODUCTION

In response to the US Department of Labor's call for proposals SCA 13-07, Restless Development is working with the International Rescue Committee to develop a project which will support young people in Uganda to gain skills to secure decent work, and serve as civic leaders in their communities. As part of the project design process, Restless Development conducted a youth-led assessment exploring the needs of young people aged 13-18 years in the four potential target Districts of Iganga, Mayuge, Kamuli and Bugiri, Eastern Uganda. In each target District, two Sub-counties were selected to offer insights into young people needs and the business market in rural and urban contexts. The assessment was led by a team of eight young researchers from or with experience working in the target Districts.

The purpose of this assessment was to ensure that the project design is grounded in a strong evidence base. This assessment intended to identify:

1. The types of work and income earning activities in which youth engage, including specific employment sectors;
2. For the geographic locations listed above: available social services; available education and vocational training services; and available opportunities for civic engagement.
3. Data on other factors that may contribute to or otherwise impact youth empowerment and development, such as: hours and conditions of work; age and gender distribution of target youth; educational performance of target youth (relative to other youth); economic and social profiles of target youth and their households; and Research or other data related to youth empowerment and development.
4. Information/data on existing relevant efforts in Uganda, including government policies, plans, and/or programmes

The assessment will inform the design of the project proposed to the U.S. Department of Labor. The project will target vulnerable youth aged 15 to 18, promoting education and vocational training and decent work opportunities for those of appropriate work age. The assessment offers a youth perspective to inform this critical design stage.

2.0 RESEARCH METHODOLOGY

The assessment engaged young people aged 13-18 years and District officials/adults in eight Sub-counties¹ across four Districts. The assessment was led by a team of eight young researchers from or with experience working in the target Districts. The team was supported by Restless Development. After being recruited the research team participated in a one day workshop (13 August) involving training in research approaches, finalisation of research tools and design of the research plan. This included agreeing the target locations and target groups.

The team implemented a series of Key Informant Interviews, Focus Group Discussion, Market Observation, Business Identification and Market Assessment Interviews with business owners, consumers and livelihood service providers in pairs over two days (14-15 August). A total of eight Key Informant Interviews with District officials, eight FGDs, four Market Observations and 4 Business Identifications, and eight Livelihood service providers were held reaching 74 young people, 8 government officials, 8 consumers, 8 business owners, and 8 stakeholders across the eight target Sub-counties. Each pair of researchers focused on two Sub-counties, across two days and held two Key Informant Interviews targeting District officials, two FGDs (one rural and one urban) engaging an average of 10 people, one Market Observation and Business Identification, two interviews with business owners, two interviews with consumers and two interviews with livelihood service providers. After collecting the data the research team were guided by staff to compile District summary reports and to debrief on the research process (16 March) and then worked together to analyse the data, by summarising key findings and proposing recommendations for the project to input into this summary report (17 August). Throughout the assessment, space was created to enable the youth researchers to reflect on the learning being generated about the livelihood needs of youth in the target Districts and the process of youth-led research.

A few limitations should be noted. The short timeframe posed a particular challenge, impacting on the detail of the information collected and very limited time for reviewing tools and for analysis. Due to the alumni pool and the existing relationships in the target Districts, the recruitment of the research team and prior communication to Districts was completed successfully in the one day but more time would have been needed for prior communication to more District officials to enable them to prepare all requested data. More time would also have benefitted the process of mobilization for the focus group discussions, especially in the urban areas and for engaging female participants. In addition the research team noted that there was a slight issue with the age bracket 13-18 and in trying to collect data of the out of school youth. Most youth in the 13-18 bracket are still students; and the Inspector of Schools' feedback that this age group should be called adolescents, not youth nor young people; and should be in school.

¹ Bugiri: Muterere Sub County, Bugiri Town council, Kamuli: Balawoli Sub County, Kamuli Town Council, Iganga: Nakalama Sub County, Iganga Town Council, Mayuge: Buwaaye Sub County, Mayuge Town Council.

3.0 RESEARCH FINDINGS

District Summary Reports were compiled by the youth research team containing all collected information from the interviews, focus group discussions and observations implemented in the four target Districts. An analysis workshop was held for the youth research team to discuss cross cutting themes, key issues per District and any data pertaining to gender, rural versus urban locations and more marginalised young people². The outcomes of this analysis workshop are presented in this following section to provide a top-line summary of the research findings to accompany the detailed District Summary Reports.

3.1 KEY INFORMANT INTERVIEWS WITH DISTRICT OFFICIALS

The youth researchers met with two to three officials per target District and a discussion was held on how the researchers were received by the officials and on the statistical data that they were able to receive, as below.

DISTRICT	DISTRICT OFFICIALS MET	RECEPTION AND DATA RETRIEVAL
KAMULI DISTRICT	<ol style="list-style-type: none"> DISTRICT COMMUNITY DEVELOPMENT OFFICER DISTRICT EDUCATION OFFICER PROBATION OFFICER 	<p>The District Education Officer was very good but the Population Officer did not afford them ample time. When the team shared the purpose for data collection the Probation Officer was able to help.</p> <p>The District Planner shared a soft copy of the district strategic plan which contained data.</p>
BUGIRI DISTRICT	<ol style="list-style-type: none"> DISTRICT COMMUNITY DEVELOPMENT OFFICER EMPOWERMENT OFFICER POPULATION OFFICER SUB-COUNTY CHIEF 	<p>The Empowerment Officer shared information on day one as Emma had mobilized well, but the second day interactions was not as good as the officer was busy.</p> <p>The research team was given a copy of statistical data.</p>
MAYUGE DISTRICT	<ol style="list-style-type: none"> DISTRICT COMMUNITY DEVELOPMENT OFFICER DISTRICT PLANNER DISTRICT EDUCATION OFFICER 	<p>A warm reception, the District Community Development Officer was very helpful and led the researchers to other positions, as was the Population Officer.</p> <p>The Population Officer reportedly lost the data and was hesitant to make any estimates and when the research team was referred to the education office they only had data on school enrollment.</p>
IGANGA DISTRICT	<ol style="list-style-type: none"> DISTRICT COMMUNITY DEVELOPMENT OFFICER INSPECTOR OF SCHOOLS 	<p>The District Community Development Officer was not very cooperative over the two days, possibly due to being busy, but the others were helpful.</p> <p>Information was generic and not specific to age but the research team got some estimations.</p>

Overall, most of the statistical data was not available or was generic and not age specific. Another reason given for absence of data was of the age category of 15-18 years and data not easily accessible just for this age bracket³. The youth research team also reported that largely across the four target Districts, the District officials interacted with were older people, not youth. The prior communication from Restless Development really helped in the research team being received well and that the Districts knew the organisation. It was requested by District officials that this research report be shared as good practice.

The questions aimed at the District officials in the Key Informant Interviews were grouped under the three key thematic areas of 1. Education, 2. Employment, 3. Civic Participation. Top-line presentations were given by each two member research teams and then a collective discussion on the top-line findings across all target Districts.

3.1.1 EDUCATION

The topline summary across all the target Districts is that there is a low coverage of vocational education with only one vocational institute per District with barriers to access due to the cost, distance as many of them are in urban locations,

² Marginalised youth were defined as those with a disability; HIV+; and/or from a child-headed household.

³ The age group of 15-18 was discussed with District Officials but young people aged 13-18 engaged in the focus group discussions

and that they offer old fashioned courses that are not in-line with the job market demand. There is an issue of low literacy skills and high school drop outs due to early marriages, teenage pregnancies, lack of resources, lack of role models, lack of good parental attitude, poor quality of education (schools, the education itself and teachers), child headed households/neglect, and that generally that the Busoga region education is underfunded. The exposure to specific livelihoods in each District is having a negative impact on young people's education as it is increasing school drop outs (e.g. fishing communities and cattle corridors) as young people leave school to take up the local livelihoods opportunities. Religion is a key issue. There is a high Muslim population and Muslim parents reportedly do not value girl child education and their girls have early marriages. There is also the issue of diseases and infections affecting young people's education, for example HIV and AIDS in Bugiri and jiggers in Kamuli, as this is decreasing school attendance and participation. Generally across all the Districts there is an issue of a lack of investment in girl-child education as girls' education is being neglected by families, this is due to the belief in Busoga culture that 'to educate a girl is for the in-laws', and that girls' key value to their family is their bride price and this results in early marriages. It was noted that the rural areas have higher drop-out rates than the urban areas.

The detailed top-line summary presented per District:

TARGET DISTRICT	TOP-LINE SUMMARY PER DISTRICT
KAMULI DISTRICT	Approximate numbers were provided to the research team for school goers. It was reported that 22% of young people lack basic literacy skills and due to other livelihood activities the young people are dropping out. The major reasons for school drop outs are due to proximity to the cattle corridor and the lake for fishing; and also due to poor parenting as parents do not guide their children with regard to education. It was estimated that 50% of young people need assistance to continue education and that 52 families are headed by children. It was also reported that community members see Jiggers as a sign of wealth so if their child has jiggers that they will be coming to some wealth whereas a child with jiggers is taunted at school and from outside the District it is a sign of poverty and poor sanitation. There is one vocational institute but the courses on offer are old fashioned and do not meet the current job market needs (e.g. tailoring, carpentry etc.).
BUGIRI DISTRICT	Numbers of young people in school were provided to the research team. In the Busoga region there is a lot of child labor and a poor level of education due to large numbers of Muslims and a large number of families and cultural beliefs of marrying off young girls. There is only 1 vocational institute and this is expensive. The government has not put much focus on education. Key challenges are poor quality of education, poor sanitation within the schools that affect girls, teachers dropping out and high school drop outs. There was a reported number of 4 child headed households and stigma faced by children whose families have been affected by HIV and AIDS.
MAYUGE DISTRICT	The data is lost by the government (as reported when requested) thus unavailable. The District Community Development Officer estimates that 65% of young people do not have basic literacy skills and there are high school dropouts. The school drop-out rates are due to early pregnancies, poor attitudes of parents, parents believing that girl child education is a waste of time, young people leaving to work in the sugar factories. It was reported that the most affected area of school drop outs is South Busoga (including South Mayuge) due to the proximity to the lake. The school premises are satisfactory but a key issue is the poor quality of education. There is only one vocational institute in the District and this offers courses in carpentry, tailoring, metal fabrication, mechanical engineering.
IGANGA DISTRICT	Education is poor, 13-15 year olds form the largest proportion of school-goers and after 15 years of age is when the majority of young people dropout of school. There are generally a few schools and vocational institutes in the District with the vocational institutes being far from town. Literacy skills are low due to poor schools and there is a lack of help from government. There are many large families who cannot afford school fees and scholastic materials. Generally it was reported that in the Busoga region there is child labor, poor education etc. due to the large numbers of Muslims with large families, and their practice of early marriage.

3.1.2 EMPLOYMENT

The topline summary across all target Districts is that casual labor is common, including child labor and hazardous work. The majority of work is manual, involves long hours, and is not age appropriate. Often there is very little pay and at times no pay. The pay received supports a person's survival only as the pay is very little and mostly does not exceed 2000 shillings per day, though the older youth may get paid more. Due to the number of NGOs, there are many bars and lodges where young girls work and become involved in prostitution. Sugar cane cutting is a major activity that young people are engaged in in Mayuge and Bugiri but for Kamuli, this will become a big issue in a year as young people are looking forward to the opening of the new sugar cane factory. Young people are lacking vocational skills and are dropping out of school and cannot do many things due to lack of skills. Young people are lacking capital to use for education or to start their own business. In almost all Districts it was mentioned that there are initiatives available for young people's livelihoods with NGOs being key. Parents encourage and drive child labor as children are expected to work hard especially for several hours early before school to fetch water and dig etc. Nothing was reported specifically on the issue

of gender, younger versus older young people within the age bracket or rural versus urban areas. It was discussed that the employment opportunities in rural areas are limited and that young people generally have options of engaging in agriculture, animal rearing, chapatti making, boda-boda riding or small income generating activities. The areas identified per District for project focus are: Bugiri District- Buwagi and Kapyanga (due to lack of access to resources and the lack of CBOs operating there), Kamuli District- Balawoli and Namasagali (due to the cattle corridor), Iganga District- Nawandala, Makuutu and Ibulanku (most affected areas in the District), Mayuge District- Southern Mayuge (the areas towards the forest and landing sites).

The detailed top-line summary presented per District:

TARGET DISTRICT	TOP-LINE SUMMARY PER DISTRICT
KAMULI DISTRICT	The District officials defined hazardous work as being child exploitation, when children are being given a lot of work to do and getting paid less e.g. bar attendants paid 1500 shillings per day and then taken to do other things such as prostitution; and work that exposes young people to accidents such as stone quarrying, cattle keeping, fishing, carrying heavy loads and bird scaring in rice fields. It was estimated that 50% of young people are engaged in hazardous work. The biggest employer is government (e.g. teachers, councillors, and police) and for other skills training but mainly the biggest opportunity for young people are casual labor opportunities. Some of the young people are into self-employment and through NGOs have access to initiatives and skills development. It is hard for young people to access jobs as young people lack entrepreneurship skills and the jobs are competitive. There is a lack of collateral security for loans and a lot of corruption (misuse of money and you need to pay money to get a job).
BUGIRI DISTRICT	The District officials explained that hazardous work is not age appropriate and that employees are either unpaid or underpaid e.g. girls collecting condoms in lodges, working in bars, house girls, house boys, stone quarrying, maize mills, child prostitution, and working in garages. The biggest employers are Tilda Rice company as young people are employed to scare away birds and are paid very little and a forest company where young people are planting trees. Ugandan law does not favour pay for young people as there is no wage bill so employers pay as they wish. There are few jobs so it is an employers' market. There are initiatives by government in entrepreneurship training, and also with youth councils and CBOs. It is generally believed that young people are disorganized e.g. they don't wish to form groups where they can access support from government; they criticize everything, are lazy and lack qualifications. Young people are engaging in agriculture, politics, and small income generating activities and can be employed by government once over 18 years.
MAYUGE DISTRICT	No data was available for the researchers to collect as this had been lost, so estimations were received. The District officials explained that for them child labor work is done by those young people below 18 years of age who don't get paid for the work, or do too heavy work e.g. sand loading, maize milling, rice schemes and sugar cane cutting. The biggest employers are Mayuge Sugar, small maize and rice mills and fishing. It is only really survival opportunities for employment and young people lack skills, have poor attitude and lack capital to start their businesses. There are initiatives available to young people for skills development and for jobs.
IGANGA DISTRICT	Young people do casual labor and the employment opportunities are not good as they need a lot of energy. The District officials defined hazardous work as sand mining, loading and off-loading trucks, gambling and engagement in robberies. There are jobs that young people are engaged in that fetch money easily e.g. sports betting (gambling); and jobs linked to vocational training like hair dressing; and entrepreneurship businesses e.g. vending. Young people struggle to get jobs due to the lack of skills; capital and that young people are not trusted for employment.

3.1.3 DEVELOPMENT ACTIVITIES

Across all Districts, the officials only focused on livelihood activities that young people are currently engaged in and what they could get engaged in as the way that young people can contribute to the development of their communities. When the research team was probed as to why this was the case, it was shared that the government officials were looking at community development as economic transformation. With the age bracket of 15-18 years of age the majority of the young people are in school, and are therefore perceived as unfit for leadership and unable to contribute in any other meaningful way apart from being engaged in something productive. Also that there are no roles for young people in civic participation and self-employment is the way to progress for young people in this age bracket. From the youth team's perspective, they felt that the government officials that they spoke to seem to have lost faith in the system and feel that there is no change that can happen and this may contribute to the non-focus on civic participation activities; and also that there is no follow up mechanism implemented by officials on the roles available for young people and that they are not fully aware of the opportunities for young people to engage in civic participation activities. The youth research team believes that other opportunities such as volunteering exist for young people to contribute to community development..

The detailed top-line summary presented per District:

TARGET DISTRICT	TOP-LINE SUMMARY PER DISTRICT
KAMULI DISTRICT	Young people are involved in village saving schemes, forming youth groups as a result of NGOs such as Plan, and are engaged in farming. Young people may be interested in animal and crop husbandry, practical hands on skills development e.g. arts and crafts and encouraging innovations for young people.
BUGIRI DISTRICT	Young people are involved in farming (the majority are farming maize), planting trees, have opening up small businesses and some are benefitting from politics (e.g. by being paid to support campaigns). Young people may be interested in poultry rearing, adoption of agriculture and mushroom growing. The government should encourage job creation.
MAYUGE DISTRICT	Young people are involved in agriculture, fishing, animal rearing, and small income generating activities in town e.g. hair salons. Young people may be interested in: modern farming (not subsistence, large scale and market oriented), IT and marketing (general knowledge in marketing and business development).
IGANGA DISTRICT	Young people are involved in brick laying, boda-boda riding, bakery, hair dressing, agriculture, and poultry rearing. Young people may be interested in boda-boda riding and hairdressing.

3.2 FOCUS GROUP DISCUSSIONS WITH YOUNG PEOPLE AGED 13-18 YEARS

In each target District, two focus group discussions (FGD) were held with young people aged 13-18 years, one in a rural Sub-county and one in the District centre. Each FGD aimed to have 10 young people, 5 females and 5 males, but there were challenges in finding young females to participate most especially in the urban areas. This was largely attributed to the fact that young females are usually engaged in domestic work and culturally are not as easily accessible as males. Across the eight FGDs conducted, 74 young people were reached, 23 females and 51 males.

The FGDs were analysed by the research team members in two groups, with each group analyzing the data collected and producing a top line summary for two sections of the FGD. The top-line summaries of the four sections of the FGD: 1) Young People Needs and Interests, 2) Education and Training, 3) Market and 4) Civic Participation, and are as follows:

3.2.1 YOUNG PEOPLE NEEDS AND INTERESTS

The types of jobs available for young people are casual labor including brick laying and sand mining; vocational labor (mechanics and tailoring) and businesses like boda boda, hair dressing, chapatti making. The jobs that young people are interested in require vocational training (in areas like carpentry, hair dressing), as well as agriculture and business. Young people can get jobs through forming associations (youth groups), through vocational training and through additional support from adults, specifically in connections to opportunities, capital and resources. In regards to gender, the work is gender based and is done differently with women being linked more to agriculture and domestic work. The older youth (15-18) within the age bracket of 13 -18 years can easily get jobs and support. Vulnerability does affect job chances but this depends for example on the level of disability and the work required e.g. a blind person not being able to operate machinery. It was noted that specific issues were highlighted per District such as in Kamuli young people would be interested in leadership roles in order to develop the community such as being chairpersons of youth groups or having community leadership positions; however it was also highlighted that generally young people are ignorant of the available opportunities. In Bugiri it was highlighted that young people are self-employed yet they have not got any support and generally there is a lack of support available. It was also noted that the issues are similar and cross cutting across both the rural and urban areas.

3.2.2 EDUCATION AND TRAINING

There are a high number of dropouts and this is due to poverty, lack of materials, fees, early marriages, pregnancies, peer pressure (seeing friends earn money which encourages a person to drop out), drug abuse, poor performance in schools, corporal punishments at school, and young people drop out to start businesses. Young people need vocational skills, educational (office skills) and business/entrepreneurship. The difficulties faced are the lack of financial support to access skills, the availability of only one vocational school per district, and the focus on teaching traditional skills. The gender issues that exist are that females drop out earlier than males from education and the traditional skills offered favour males over females e.g. vocational courses in metal fabrication, mechanics etc. There are differences highlighted between the rural and urban areas in regards to education and training. Rural young people travel longer distances than urban. The rural drop outs have increased due to sexual activity in young people especially in Mayuge and Kamuli, there are poor services in rural areas compared to urban areas such as the quality of education, the quality of schools etc.; and polygamy is leading to many children dropping out of school, especially in rural Mayuge and Iganga, due to Islamic culture. The more marginalized young people, such as those that have health problems due to HIV and sickle cell anemia, are not taken to school as "they are a poor investment". In comparison to what the District officials and the young people said about this particular area is very similar, especially about the quality of education, few vocational institutions and

school drop outs; however, it can be noted that there is an information gap between the District and those on the ground, young people are not well represented at District levels and District officials emphasized the effect of jiggers which was not raised by the young people at all.

3.2.3 MARKET

Generally, it was reported that the goods that are missing from all markets are clothes. The services missing are health services, educational services and financial services (especially in rural Iganga and Bugiri). The main issues to highlight for particular Districts are that in Kamuli the commodities are very expensive, and in Mayuge the market has everything that is basic for life in both rural and urban areas.

3.2.4 CIVIC PARTICIPATION

Leadership opportunities exist but young people are not aware or not interested in these positions. In addition to this, there is limited knowledge of rights and limited support for rights awareness. The exercising of rights is largely done by males and most leadership posts are taken up by males. Due to religious influences, where girls are forced to marry especially in the Islamic faith, this hinders young female participation. It was found that positions are mainly taken up by older youth. There are differences between rural and urban areas as rural youth do not know their rights and are not supported, whereas urban youth are more aware but are discouraged to get involved in civic participation as it requires money. Generally, the more marginalized youth have limited support.

3.3 MARKET ASSESSMENT

The purpose of the market assessment was to obtain information about the supply and demand of goods and services, to obtain information about labor market demands and to identify specific economic opportunities that may be available to young people. There were four parts to the assessment: 1) Market Observation, 2) Consumer demand, 3) Business identification, 4) Labor market needs. The youth research team visited the trading centres in the target rural Sub-Counties in Kamuli and Bugiri and the central markets in the District centres in Mayuge and Iganga for the market assessment.

3.3.1 MARKET OBSERVATION

It was observed that the markets in the urban areas are busy in the evening dealing mainly in food items and it's easy to get anything that is needed. In the urban markets children come right from school to work on the market stalls, and also during school day hours, and it was discussed by the youth researchers whether this is child labor as some observed that children have a responsibility to help their parents, where others felt that it is and referred to national laws and child labor depends on what children are doing e.g. heavy loading on tracks versus helping a parent in a market stall, and if the child is forced. The rural markets are small, sell basic commodities and have temporary structures. The lack of infrastructure and the poor roads affect prices and certain products are not available in the rural areas such as construction materials. Specifically in Kamuli it was observed that items are expensive due to transportation costs and that there are poor quality electronics. It was noted that food items are common in both the rural and urban markets.

The differences observed between the rural and urban markets are that in the urban markets the non-agricultural goods are cheaper compared to the rural markets, there is value addition to goods sold, food items are on high demand, items are more easy to get, there is a wider customer base, a variety of products, better infrastructure although it is noted that there lack of infrastructure which hinders youth to start business as the main space is already taken over by the elders, and generally there is a higher quality of goods. Mobile money stalls are very common in urban areas but the rural people have to access the service in urban locations and this is due to limited businesses and perhaps that people in rural areas are receiving rather than sending money through mobile money.

The detailed top-line summary presented per District:

TARGET DISTRICT	TOP-LINE SUMMARY PER DISTRICT
KAMULI DISTRICT- RURAL TRADING CENTRE	The trading centre was a typical rural trading center with a couple of retail shops (which had the most customers), some drug shops, tailors and food refreshment and chapatti sellers. It was estimated that there are 100 people living in the trading centre vicinity. Basic commodities are being sold in the retail shops and there is no real value addition for products, only maize milling not far from the trading centre. It is hard to get construction materials, spare parts and electronics. Not much food is being sold in the trading centre as some of the vegetables are seasonal.
BUGIRI DISTRICT- RURAL TRADING	The trading centre consists of the selling of food items like matooke, tomatoes and small retail shops. There is no value addition on the items sold apart from on the way to trading centre but there are maize mills. Most people sell food items and it is busy in the evening. There are mostly tomatoes and matooke being sold with big numbers of people buying these items. Basic

CENTRE	commodities are the items being sold and no construction materials are available to buy.
MAYUGE DISTRICT-CENTRAL MARKET	The market stretches half a kilometer along the highway which is the main road to Kenya. The market consists of food stalls, metal fabrication points, wholesale shops, phone accessory shops, barber shops, and restaurants. Most businesses are selling food items and drinks, cosmetics and clothes. It is busy early morning with the peeling food, selling of charcoal and the portering of goods; as well as in the evening. Other businesses apart from those that deal in food e.g. Barber shops are quiet in the day. It was observed that children sell items in the evening. It is mainly food items and fast food being sold, and it is easy to get most items needed in this market.
IGANGA DISTRICT-CENTRAL MARKET	The central market is busier in the morning than evening and a lot of food items and clothes are being sold. The food items are being bought the most and the food stores of raw and cooked food are most profitable. There are value added foods being sold such as ground nut paste, cooked food, juice, sorted rice and peeled matooke. There are not enough fruits being sold as they are seasonal. It was noted that there are a lot of female sellers and buyers and that children after school are being left at markets to sell for their families/adults.

3.3.2 CONSUMER DEMAND

In the rural markets, there are basic commodities in retail shops and food items being sold and the most needed items are water and charcoal. It is hard to find fruits, construction materials, medical services, bore-hole water (as long queues at the bore holes), and food that is seasonal. This is due to the long distances, poor roads and poor market demand. There are seasonal effects on water, fruits and transport especially during the rainy season. The type of activities that the consumers would like to see young people doing more of to support development of the community are tree planting, agriculture, and business (entrepreneurship).

In the urban markets, the commodities and services available are food items, water, electricity, medicine, transport, and toilets. It is hard to get napkins, fruits and quality soft toilet rolls due to poor medical services, poor roads, and long distances. There are seasonal effects on some food items such as vegetables and fruits. The type of activities that the consumers would like to see young people doing more of to support development of the community are businesses, entrepreneurship (self-employment), and income generating activities.

The similarities and differences mentioned by the consumers is that the poor roads and distances cut across both rural and urban markets especially in rainy seasons, there are seasonal fluctuations and absence of food items and fruits, there are few customers in the rural areas compared to the urban markets and that development is to be brought by business skills for both urban and rural areas.

3.3.3 BUSINESS IDENTIFICATION

The youth research team visited and observed the businesses that they saw operating and took note of what was being sold, how active the business seemed and the kinds of jobs that people have there. The Sub County offices in rural areas and Clerks Offices in District centres were identified as the places for information pertaining to business registration.

In the target rural Sub-Counties within Kamuli and Bugiri Districts, retail shops are relatively active with basic necessities like soap, oil, dry food items and soft drinks. The drug shops sell first aid and drugs, the tailors make clothes and school uniforms on demand, the food restaurants sell food, chapatti sellers are usually males aged 13-18 years. The businesses are self-owned and run and if there are other staff they are family members. There is no registration of the businesses identified. However, it was discussed that the Sub-County is supposed to collect taxes annually from businesses, and they are not supposed to collect taxes from persons under 18 years of age, but you can start a business at any age as long as you have the resources. In Kamuli, the research team was surprised to find an 18 year old male owning a shop as it is usually adults have such businesses and other young males are chapatti boys.

In the District centres of Mayuge and Iganga most businesses were food stalls, salons, barber shops, petrol stations, carpenters, and metal fabricators for doors and windows. The food businesses are busy in the morning and lunch time. Other businesses are very quiet and seemed to have low business in the day and all businesses are busy in the evening. In Iganga District center there are also banks on busy streets, super markets, pharmacies, electronic shops and boutiques hiring shop attendants, porters, and bank attendants. Most of the businesses identified in Iganga said that 70% are of businesses are registered with the District with kiosks and road side vendors not being registered. In Mayuge District, it was not possible to get the Town Clerk but the District Planner estimated that 40% of businesses are registered. Most businesses are solely owned with no staff and it is only at workshops where staff are hired but those do not usually exceed five people. In both District centres, it was reported that registration of businesses depends on the leadership management and that there is a lack of monitoring as some businesses operate at night.

In both rural and urban areas it was observed that it is mainly adults that are business owners. It was also noted that paying tax is currently not dependent on age as long as a person is operating a business, the officials will still collect tax.

However it was noted that in line with the law it is illegal to collect taxes from persons below 18 years of age but it is being done as people are not aware of the law. The businesses and employment that men and women do was discussed as it was witnessed that particular types of businesses are generally done by a particular sex. Culturally women do not make chapattis as it is considered that they should not be on the side of the street working but should be inside the home or restaurants. They are traditionally linked to attending domestic tasks and considered a weaker sex. Some employments are considered to be only for males e.g. chapatti making, boda-boda riding and bus conducting.

3.3.4 LABOR MARKET NEEDS

The youth research team spoke to business owners and other informed stakeholders (those working on business/enterprise development) on the types of businesses, on products/services needed the most and those not available, on the skills required for their businesses, and if they would recommend persons to go into their business field.

The business owners interviewed across the rural and urban target areas were: retail shop owners, a tailor, a piggery owner, a boutique owner and vegetable sellers. The years in the business varied from 6 months, 2 years, 6 years, 21 years and 26 years. The businesses were started from savings and support received from family and the government National Agricultural Advisory Services (NAADS). All business owners had sole proprietorship and felt that their businesses are stable with profits of not less than 6000-10000 per day. The urban business owners accessed their supplies from within town and the rural owners from urban centers and also from within the rural area and that there is no difficulty in finding supplies but transportation is a challenge. The products/items are sold from within their locality in the rural/urban areas and the busiest time is the festive season e.g. Christmas. There are seasonal fluctuations in profits according to yields. All business owners felt it was easy to find jobs within the same sector as there is space for more business owners, no competition and the businesses do not require a lot of capital to start. The skills required are minimal (or none for some jobs) and a person needs good interpersonal skills, to be trustworthy, and have accountability skills. It was highlighted that some people overlook some jobs like piggery owner and some vocational businesses e.g. tailoring, that there are cheaper commodities in the urban area and low profit margins in rural areas, that local business owners find it hard to get some services like veterinary services and that in rural areas business owners find it hard to transport their supplies to their premises.

The stakeholders interviewed across the rural and urban target areas were: The Red Cross, Rise Uganda, Uganda Women and Youth Development Initiatives and Uganda Health Associates (community based organisations), an Empowerment Officer, a Youth Councillor, a Local Councillor 1 and a Community Mobiliser. The stakeholders are currently implementing in the field of young people and livelihoods programming: skills and knowledge training, Community Driven Development (CDD), District Livelihood Support Programme (DLSP), Youth councils, the mobilizing of young people to join activities and encouraging young people to join groups. There could be more capacity building for talent identification and connecting of young people to advocates.

The challenges that the stakeholders have faced are that there is a lack of resources to reach young people, the high expectations of young people as they wish to earn fast, parental strictness limits opportunities for young women, drug abuse and poor attitudes towards work from young people, young people prefer to work as individuals and not in groups and yet resources are available for groups, illiteracy of young people in regards to skills needed for business to work, funds channeled elsewhere and not to young people, the lack of tracking of data from groups who have benefited from initiatives such as CDD and that sometimes young people sell resources provided to them as they desire quick money.

The main challenges for young people in getting employment are that some are underpaid when they get work including those with tertiary academic qualifications, females are exploited sexually, the lack of qualifications for youth e.g. if jobs are advertised youth do not go for it as they do not have the qualifications, the lack of capital to go to school and start businesses, that young people apply for jobs, which is easier if you have qualifications, and are faced with lot of nepotism and corruption, young people are illiterate and lack skills, young people are ignorant of existing opportunities, the religious/cultural barriers e.g. young girls being forced into marriage and the burden of household work for females; and younger youth are sometimes refused by parents for camps organized by NGOs and CBOs.

In regards to young people participating in community development, the activities that young people currently engage in are voluntary community work like planting trees and filling pot holes in roads, building houses for people with disabilities (supported by a CBO), agriculture, cattle rearing, mobilization of community members for health talks, sensitising people on sanitation and government programmes, brick laying, boda-boda riding and other businesses like trading. The challenges that young people face in participating is that they are not paid for this and are discouraged by parents if they are not earning, young people do not qualify to access government resources unless they are part of a group, limited technical skills in business and agriculture, tight loan schemes which are difficult to payback, and the poor weather conditions that affect transport facilities. The activities that young people can do more of to support community development are to engage in business and agriculture, sensitise communities in HIV and condom use, go to school/engage in education and engage in community work e.g. cleaning of wells and compounds.

The skills that the market demands are vocational skills, and agricultural technical skills. Young people need to attend vocational trainings to gain skills and to access opportunities. Other potential areas for growth in employment mentioned are for manufacturers to come in to add value to agricultural food processing, agriculture mechanization, to improve on infrastructure e.g. transportation, and improvement on trading centers to attract more customers and market base and the extension of services closer to the community e.g. technical schools. The stakeholders confirmed that there are other stakeholders who are working to address young people's unemployment such as CBOs working to help young people as well as government programmes like CDD, NAADS and District Councilors.

4.0 RECOMMENDATIONS FOR THE PROPOSED PROJECT

The proposed project is to help young people aged 15 to 18 to develop the skills to secure decent work and to serve as civic leaders in their communities; and the research findings offer insights into young people's needs and the business market in rural and urban contexts to feed into the project design. As well as presenting and analyzing the research findings, the youth research team has proposed recommendations for the project based on the research and also their perceptions as young people.

As the project is focusing on decent work for young people and in the taking up leadership roles as civic leaders in their communities, the research team suggests strongly that a 'staged vocational/entrepreneurship package' needs to be designed for young people right from the identification of the vocational/entrepreneurship area, to assessment of the young person's capabilities, to training and skill development, to planning for success, to provision of start-up capital, to mentorship; so that the young person is just not receiving training nor start-up capital but is guided through a structured pathway and receives a whole package. An example given was that of young people completing a vocational course without any follow up actions, and that another possible intervention could be of supporting young people through vocational training and then supporting a group in the same trade to start a business together after the course has ended. In addition to this further suggestions are business fairs, development plans for each business, 'forced saving' for businesses supported and each business linked to an adult mentor. In regards to civic participation, there is need for talent identification and those young people trained in leadership, to teach young people of their rights and responsibilities and involve stakeholders to act in response to young people's issues and to support uptake of leadership roles.

Overall the proposed recommendations per District are similar with recommendations focusing largely on vocational and entrepreneurship training, provision of start-up capital and funds for education, training to parents and school staff as well as young people on the importance of education, training for young people on their civic rights and responsibilities and on how to exercise them, career development and life skills training for young people, leadership training and mentorship for young people, organisation of youth-led entrepreneurship contests to enhance entrepreneurship creativity, advocate for a reduction in loan requirements and also link young people to loan facilities, advocate to government on improving the quality of education, awareness raising of business and leadership opportunities and the law, invest in mechanized agriculture and collective marketing of produce, support investments in construction materials and electronics businesses, work with CBOs for youth involvement in planning, organizational development and funding, and through the NGO forum advocate for the inclusion of young people in all organizational frameworks. The recommendations per District are:

BUGIRI	KAMULI	IGANGA	MAYUGE
YOUNG PEOPLE NEEDS AND INTERESTS			
<ul style="list-style-type: none"> • Young people need training on their roles and responsibilities • Link youth to specific for a e.g. Planning Meetings • Young people need opportunities to be engaged in planning and decision making in the community • Provision of funding for income generating activities (IGAs) 	<ul style="list-style-type: none"> • Improve access to health services and programmes • Increase access to information on youth programmes and opportunities • Advocate to government to improve the quality of educational and health services being delivered • Empower marginalized groups and encourage gender equity 	<ul style="list-style-type: none"> • Focus on out of school youth and helping them join vocational institutions • Encourage youth to start up their own businesses 	<ul style="list-style-type: none"> • Vocational skills and training • Knowledge on civic responsibilities, rights and opportunities • Additional funding for IGAs • Sensitisation and awareness on the National Children's Act especially for those 13-18
EDUCATION AND TRAINING			
<ul style="list-style-type: none"> • Create awareness of the vocational institutes and the skills that they deliver • Set up vocational institutions as there is a lot of interest from youth 	<ul style="list-style-type: none"> • Invest in vocational skills training and supporting young people financially to access education • Mentorship of young people in career 	<ul style="list-style-type: none"> • Sensitise parents on importance of child education and on harmful cultural beliefs • Train youth in livelihoods 	<ul style="list-style-type: none"> • Develop pull factors in schools such as career guidance sessions, educational visits and inter-school festivals, increasing clubs and societies in schools

<ul style="list-style-type: none"> • Provision of scholarships • Advocacy activities 	<ul style="list-style-type: none"> • development • Educate both parents and children on the importance of education • Protect young people in school against forced labour, negative peer influence by training the school administration • Sensitisation on the laws and policies 		<ul style="list-style-type: none"> • Training of parents/ guardians on importance of child education • Increase number of vocational institutes in the community • Life skills training for young people
BUSINESS AND MARKETING			
<ul style="list-style-type: none"> • Train practical business skills • Sensitisation of rural communities of the different existing businesses • Train young people in entrepreneurship skills 	<ul style="list-style-type: none"> • Encourage entrepreneurship training and youth group activities • Provide avenues to access start-up capital with strict accountability • Invest in mechanized agriculture and marketing of produce to increase profits and sustainability • Support investments in construction materials and electronics 	<ul style="list-style-type: none"> • Train young people in entrepreneurship skills • Start-up saving and loaning associations 	<ul style="list-style-type: none"> • Incorporate business into the school educational programme • Organise youth-led entrepreneurship contests through paper writing and project development to enhance creativity • Advocate for a reduction in loan requirements and also link young people to loan facilities
CIVIC PARTICIPATION			
<ul style="list-style-type: none"> • Raise awareness in young people on their rights • Work directly with existing structures e.g. government structures • Train Trainer of Trainers and send them to communities • Leadership mentoring for the youth 	<ul style="list-style-type: none"> • Sensitisation to both adults and youth about rights and how to exercise them • Leadership training • Leadership mentoring 	<ul style="list-style-type: none"> • Build capacity of youth regarding their civic rights • Create awareness of leadership positions available for youth 	<ul style="list-style-type: none"> • Youth involvement in planning, organizational development and funding for CBOs • Through the NGO forum, advocate for inclusion of young people in organizational frameworks • Sensitise and empower young people to take up various opportunities

5.0 CONCLUSION

Many young people aged 13-18 in Eastern Uganda are engaged in child labor and hazardous work, if they are not engaged in education or self-employment. The jobs that young people are interested in require vocational training, yet there are few vocational training institutes, and these have many barriers to access and courses that are not aligned to the job market. There are high drop-out rates due to lack of finances, religious and cultural beliefs regarding girl child education, the lack of quality education and school infrastructure; and young people starting businesses or engaging in work for very little pay. Parents are also drivers of child labor as children work long hours fetching water and firewood, and digging and selling for the family before and after school. There is generally a lack of awareness of the law regarding child rights and responsibilities and how young people can take up leadership roles. There is a negative perspective of young people as not trustworthy in business or able to have a role in civic participation. The markets differ between rural and urban areas with more opportunities, more variety of products and those with value addition, and a wider customer base in the urban areas. There is space for young people to start their businesses but they need vocational, technical agricultural, accountability, and interpersonal skills as to develop trust with others that they will need to cooperate with. There are initiatives that exist to help young people being provided by the government and NGOs/CBOs, yet there seems to be a knowledge gap between those in government and those operating on the ground, as well as a general lack of available data. There are proposed recommendations to support retention of children in school as well as skilling out of school youth through a staged vocational/entrepreneurship package. The research team hopes that these ideas and the research findings presented are utilized to develop and implement the proposed project.

ANNEX

1. RESEARCH TEAM REFLECTIONS

JOEL BAMWISE, 22 YEARS OLD

“Being in the field and listening to the young people, stakeholders and making observations has given me a more in depth perspective about young people and the challenges they are facing. It has given me a stronger passion about the need to strengthen youth work and development. Investing in the young people is what should indeed be emphasized currently to secure the future of our country and continent. I am grateful for this opportunity and looking forward to working with the project implemented”

LASUBA TIMOTHY, 22 YEARS OLD

“I am grateful for the opportunity to be a part of the youth-led research team. Through this I have learnt the difference between research and survey. I have also grown in knowledge about Busoga region as a whole. This has been through my physical touch with the respondents and also through sharing with other team members. I feel empowered and capacitated to reach out to fellow youth and development partners. As a social marketer, I am ready for my task. Thank you for the opportunity”

TIBESUNGWE HENRY, 26 YEARS OLD

“What I learned from the research: Cooperation between the alumni and office is very good because I did not expect that I would conduct research for 5 days, The research was good because few challenges were met in the field, I also learned how to collect data from different field, I appreciate the role played by Nat and Emma in the preparation, I also appreciate my friends who I have worked with”

KONSO FAIMAH, 20 YEARS

“It was such an amazing experience for me as it was my first research ever but working to beat a deadline especially just go me on my tenterhooks and pushed me a lot to work hard I really appreciate as I also discovered a lot of things that were happening in a locality beyond mine. I loved the interaction with the different people in both the rural and urban areas and more so the due respect and warm welcome that was rendered by the older people to me. I’m glad for the experience at large and analysis session”

AGNES KIZIRE, 30 YEARS OLD

“I do appreciate the opportunity to me and the support as well by IRC and Restless Development to take part in the needs and market assessment research for young people. I have not only seen my role as a researcher but appreciated the wide knowledge and information gained as a researcher about the young people in the rural and urban areas. I have come to learn the perception of young people and community adults/leader in regards to gender, sex and age. This is a great avenue to support the younger youth even at an individual level. Thank you”

EZEED ZAKIA, 23 YEARS OLD

“[I] Am so delighted to have worked on this programme. It is a good experience being a young person and working or carrying out research on the fellow youth gives me a sense of ownership of the work I do. Being involved in this work from the start to the end helps me add on the research skills I have and also builds my capacity on how to become a better researcher. I thank Restless Development for having me included in this work. Am glad I always become a better person when am engaged in these activities”

LOGOSE ESTHER, 22 YEARS

“I came to know that young people in some areas are not aware of their rights and responsibilities while others know them but they do not enjoy them. Some youth are not aware of their leadership opportunities and some are denied access. I was happy to be the part of the team reason being it added on my skills, knowledge in research and how to interact with young people, thanks a lot”

MANDE RICHARD, 25 YEARS OLD

“I am Mande Richard I do appreciate the opportunity given to me as a research team in Restless Development, I have been able to get research techniques and findings in Bugiri District. I only say for more research I do appeal that you give more chance in order to build my capacity. Thank you so much Restless Development”

2. WORK PLAN FOR THE RESEARCH PERIOD

DAY	ACTIVITY
13/08/13	Training Workshop: <ul style="list-style-type: none"> • Clarity of the WHAT and WHY of the research • Finalisation of the tools • Receipt of stationary, funds and introduction letters • Confirmation of research teams and communications to key contact persons
14/08/13	AM: Visit District offices to: <ul style="list-style-type: none"> • Explain the potential Programme and research • Delivery of the introduction letter • Setting up of Interviews for the next day OR interviews that morning with 2 of the following: <ul style="list-style-type: none"> ◦ District probation and Welfare Officer, District Education Officer, NAADS Coordinator, Labor office, District Inspector of Schools AM: Urban FDG with individual questionnaire and Participant form PM: Introduction letters to Sub Counties and FDG (OOSY youth aged 13-18 years) EVENING: Reflection Session and discussion with Research Assistant
15/08/13	AM: Key informant Interviews with District Officials AM- PM: Market Assessment: <ul style="list-style-type: none"> • Market/ Trading Centre Assessment Observation (to find out the types of businesses) • Business owner Interviews-2 per team • Customer Interviews-2 per team • Stakeholder Interviews-2 per team PM: Travel to Jinja to stay at YMCA
16/08/13	Data entry and summary reports per District at head office
17/08/13	Analysis Workshop at head office

OUTPUTS PER TEAM OF TWO:

20 Individual Questionnaires (With FGD participants)	1 Urban District FGD	1 Rural District FGD
2 Key Informant Interviews	2 Business Owner Interviews	2 Customer Interviews
2 Stakeholder Interviews	1 market assessment	Participant lists per FGD

TEAM INFORMATION:

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3. IDEAL JOB FOR YOUNG PEOPLE AGED 13-18

Through the implementation of the one pager questionnaire with the 74 young people who participated in the Focus Group Discussions, we have a snapshot of the jobs that the young people wish to do if they could do any job that they like. The list of jobs is as follows:

Builder (2)	Shop keeper (5)	Caterer (1)
Doctor (2)	Teacher (4)	Police officer (1)
Secretary (3)	Building houses (1)	Selling soap (1)
Computer library (1)	Hairdresser (9)	Driver (8)
Mechanic (4)	Setting up industries (1)	Tailoring (1)
Pedicure and manicure (1)	Business man (2)	Wholesaler (2)
Film shows (1)	Selling clothes (2)	Hotel (1)
Selling cassava (1)	Selling potatoes (1)	Photography (4)
TV presenter (1)	Journalist (1)	Engineer (1)
Accountant (1)	Car washing (1)	Fine art/ arts and craft (3)
Chapatti (2)	No answer (2)	