



## Causes of unemployment in unplanned settlements: A Case Study of Kalikiliki compound in Lusaka District

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### Abstract

The purpose of this research was to investigate the causes of unemployment among residents of Kalikiliki Compound in Lusaka. The researcher adopted a descriptive survey design. The researcher used Purposive sampling with a sample of 75 respondents. Data was analysed using thematic approach. The data collection instruments involved interviews with the respondents and Focus Group Discussions (FGDs). The researcher employed methodological triangulation by using content analysis and interviews to increase confidence in the interpretation of the data. The study revealed that rapid population growth rate, increased rural-urban migration, low levels of education and inappropriate educational curriculum, seasonality in production and government reluctance in creating new jobs were major contributors to the increase of unemployment in Kalikiliki compound were major causes of unemployment. Arising from the findings of the study, the following recommendation are made: The government must come up with deliberate policies to empower citizens in unplanned settlements such as Kalikiliki. Secondly, The government must deploy more police officers in Kalikiliki to protect resident especially during the night.

**Keywords:** unplanned settlement, unemployment, peace and human security

### Introduction

Unemployment is one of the major challenges to peace and human security in Zambia. Unemployment is a global phenomenon whereby eligible workforce of a country is detached in the service of the nation (Akwara, 2013) <sup>[1]</sup>. It is not only a solemn economic issue but has social implications that affect almost all countries and all people either directly or indirectly. Unemployment causes social disquiet and is the portent of the spate of crimes, perennial youth unrest and unstable socio-economic structure that has bedevilled several nations. The peace and human security challenges witnessed recently in various parts of the country can be attributed to the increasing rate of unemployment. The world and most particularly developing nations like Zambia are at present facing serious job challenge and widespread decent work deficits, a development that is capable of increasing the spread of peace and human security problems (Muchemwa, 2013) <sup>[13]</sup>.

### Statement of the problem

As per the Lusaka Times issue of January 20, 2015, the Zambian government through its Labour Minister Fackson Shamenda admitted that unemployment rates in Zambia have grown to 13.30% in 2014 from 13.10% in 2013. It averaged 14.44% from 1986 until 2014, reaching an all-time high of 19.70% in 1993 and a record low of 12% in 1998. Despite Zambia having put in place measures such as the establishment of skills training, youth fund, inclusion of entrepreneurship in the higher education curricula, promotion of Small Medium Enterprises and creation of self-employment opportunities among others to address unemployment, it is still a big problem. It is indisputable that unemployment remains a social peril. Little is known

about alarming levels of unemployment in unplanned settlement such Kalikiliki compound, there was therefore, need to undertake this study.

### The purpose of the study

The purpose of the study was to establish causes of unemployment in kalikiliki unplanned settlement in Lusaka district.

### Study Objective

The objective of the study was to:

1. Establish causes of unemployment in kalikiliki unplanned settlement in Lusaka district.

### Research Question

2. What are the causes unemployment in kalikiliki unplanned settlement in Lusaka district?

### Significance of the study

The study will add to a scholarly body of knowledge and may provide suggestions and recommendations to address the challenges of unemployment which might be useful for policy makers and other stake holders.

### Scope of the Study

The study focused on the causes of unemployment in Kalikiliki compound. Kalikiliki is one of the high density peri-urban areas in Lusaka District.

### Limitation of the study

The sample in this study was too small to permit generation of findings to other settings.

## Literature review

Unemployment, simply put, describes the condition of people who are without jobs. The International Labour Organisation (ILO) (2009) defines unemployed as numbers of the economically active population who are without work, but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work (World Bank, 1988). According to Nchito (2007) <sup>[18]</sup>, unemployment exists when the labour force wish to work but cannot get jobs. Various forms of unemployment have been identified and elaborated upon by scholars. These include seasonal, frictional, cyclical and structural unemployment.

Unemployment, therefore, is an economic condition when an individual or individuals seeking jobs cannot manage to get themselves economically employed. The level of unemployment differs with economic conditions and other market forces.

## Causes of unemployment

### High rate of population growth

The high levels of unemployment on the African continent have been exacerbated by uncontrollable growth rate in population. Unfortunately, the ever growing population does not correspond with job opportunities more especially for the youths who find means of survival and sustenance by hawking on the streets and highways (Onah and Okwuosa, 2016) <sup>[21]</sup>.

### Rapid urbanisation

Related to the foregoing factor is rapid urbanisation taking place on the continent. This urbanisation is occurring amid increasing levels of urban poverty in a number of countries. As highlighted by (Hove *et al.*, 2013, p. 6);

*“The expansion of Africa’s urban population has persisted at a rate that greatly exceeds the rate of creation of possibilities for gainful employment for job seekers.”*

Other than increased birth rates in most urban areas, rapid urbanisation and ultimately urban poverty and unemployment has been due to an increase in rural-urban drift. As stated by Onah and Okwuosa (2016, p. 57);

*“Owing to the disinterestedness in agriculture and lack of basic infrastructure in the rural areas, so many young people have migrated to the urban areas with the hope of getting juicy jobs that are inexistent.”*

### Inadequate policies and white collar job orientations

According to Lamido (2013) cited in Akwara *et al.*, (2013) <sup>[1]</sup>, unemployment is generally caused by improper orientation of the youths, absence of policy on social welfare, societal attitude towards vocational and technical education and inadequate teaching facilities. This has been necessitated by a dearth of vocational and technical education (Onah and Okwuosa, 2016) <sup>[21]</sup>.

Moreover, owing to the fact that most African countries have inherited a western type of education, which was more oriented to white collar jobs at the time of independence, there is preference towards white collar jobs.

Although several initiatives have been put up to deal with challenges of unemployment most of them have been inadequate. For instance, in Zambia, *“these policies and strategies just like in other Anglophone countries have faced implementation challenges because of poor funding, corruption and poor management,”* (Habazooka *et al.*,

2016, p. 43).

## Poor quality of education

The quality of education in most developing countries is theory-oriented education and teaching method. This does not seem to satisfy the needs of the society and to a greater extent works to produce job seekers instead of job creators (Onah and Okwuosa, 2016) <sup>[21]</sup>. Indeed this has been the case in Zambia as elaborated by Habazooka *et al.*, (2016). They observed that one of the causes of unemployment in the country arises from the *“mismatch of skills between supply and labour market needs which is as a result of weak linkages between the private sector and training institutions and inadequate investments to improve curricula and teaching facilities in training institutions”* (Habazooka *et al.*, 2016, p. 44).

This has also been highlighted by Mweemba (2014) <sup>[17]</sup> in his postulations that the mismatch between education and labour market is one of the causes of unemployment especially among university graduates.

## Nepotism and corruption

A study by Gough *et al* (2016) <sup>[9]</sup> on youth employment in Zambia revealed that within the formal employment sector, there is widespread nepotism engrained in family tree practices which restricts young people especially those from low-income communities in their job aspirations. The challenges of nepotism and discrimination have also been highlighted by Habazooka *et al.*, (2016) as contributing factors to unemployment in the country.

## Weak economic growth

African economies are currently characterised by relatively weak economic growth in comparison to the average growth rate achieved in the continent over the past decade (ILO, 2017).

This is more evident in Zambia where inadequacy of wage employment, is exacerbated by low aggregate demand for labour due to economic downturns (Habazooka *et al.*, 2016, p. 44). The situation is even more critical in other Sub Saharan African countries where civil conflicts and political instability have been major impediments to investment thereby creating few job opportunities for the masses.

There are also other factors that contribute to unemployment levels namely *“low levels of entrepreneurship and limited access to appropriate finance, technology and markets among the youths”* (Habazooka *et al.*, 2016, p. 44). This is worsened by high bank interest rates on loans and restrictive conditions like collateral which puts the unemployed at a disadvantage. As such most youths have no capacity to get loans to enable them set up private enterprises.

## Research methodology

### Research Design

According to McCaig (2010), a research design is an overarching strategy for unearthing useful answers to research problems. A descriptive survey design was used when conducting this research. Bless and Achola (1988) define a descriptive survey design as a mode of collecting information by interviewing or administering a questionnaire to a sample of individuals. Since the research sought to collect information about the respondents’ opinions on the topic at hand, the descriptive research design was ideal. The study used qualitative methods of data

collection.

### **Target Population**

The population for the study comprised of all residents of Kalikiliki compound.

### **Sample Size**

The sample size comprised 75 respondents.

### **Sampling techniques**

In selecting the respondents, the researcher used purposeful sampling technique.

### **Research Instruments**

In this research, semi- structured interviews and focus group discussions were used to collect data.

### **Data Collection Procedure**

The researcher distributed a consent form and interviewed participants who were willing to be part of the study. After interviews, the researcher randomly selected 12 youths, 12 women and 12 men from the same compound so that they could take part in the focus group discussion. It must be noted that each of the selected category of respondents had their separate focus group discussions. During focus group discussions, the researcher moderated all discussions and used a voice recorder so that, the flow of the discussions could not be disturbed. The recorded discussions were later transcribed and analysed.

### **Data Analysis**

McCaig (2010, P. 45) describes data analysis as “a process that involves organising what you have seen, heard and read, so that you can make sense of what you have learnt.”

Qualitative data for this study was analysed by coding and grouping the emerging themes.

### **Ethical Considerations**

The study took into consideration ethical issues. The information that was collected was kept strictly confidentially. Consent was sought from all the respondents and their participation was voluntary.

### **Presentation of findings and discussion**

#### **Factors that causes unemployment in unplanned settlements**

The study has revealed that distance from the industrial zone is a major factor that make Kalikiliki youths fail to access opportunities for employment “*Kalikiliki is 16 kilometres away from the industrial zone from the city centre. That also affects the young people who would want to seek employment,*” said one elderly man. This argument is also advanced by Akwara (2013) <sup>[1]</sup> who is of the view that people that are far away from urban centre are usually disadvantages in terms of employment opportunities.

It also emerged from the study that there are no government schools in Kalikiliki. Therefore, illiteracy contributes to unemployment since people are unable to secure jobs in the firms around Kalikiliki that demand for academic papers.

The Clergy said “*Kalikiliki as unplanned settlement has many challenges and the issue of unemployment is a major one because many youths have not gone beyond grade 12.*” Lack of good education has been cited to be one of the causes of unemployment in Kalikiliki compound. This

finding is similar to that of Habazooka which revealed that it is difficult for people of low education to get meaningful employment.

The study further revealed that about 30 percent of Kalikiliki’s residents either “never attended school” or “did not complete primary education.”

It was also noted that most residents do not possess necessary skills for the jobs advertised since most of them have not gone to college.

One of the leaders of the local NGOs said, “*When we advertise for jobs here, few apply because they do not have the skills required. This forces us to give the jobs to people from other places.*”

The research found out that nepotism and tribalism is a major cause of unemployment. One of the youths who had graduated about 5 years ago and was jobless said, “*If you go to offices looking for jobs, the order of your names matter. They want to know who brought you there. If it happens you do not have a godfather it becomes hard for you to secure a job.*” This finding is similar to that of Cough (2016).

### **Conclusions**

The study revealed that rapid population growth rate, increased rural-urban migration, low levels of education and inappropriate educational curriculum, seasonality in production and government reluctance in creating new jobs were major contributors to increase of unemployment in Kalikiliki compound.

### **Recommendation**

Arising from the study the following recommendations are made:

1. The government must come up with deliberate policies to empower citizens in unplanned settlements such as Kalikiliki.
2. Secondly, the government must deploy more police officers in Kalikiliki to protect residents especially during the night.

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