

Assessing the Effects of Massive Youth Unemployment on Social Wellbeing: A Lesson from Bor Town Municipality

Dr. Akim Ajieth Buny and Garang Deng Philip*

Email: akim.bunny@gmail.com

Abstract

A 2020 World Bank's Brief demonstrates that youth unemployment total rate among the working force in South Sudan is 20% higher than both the regional and income group 17% and 13% respectively. Youth unemployment poses huge damage to the country's developmental capabilities, security and peaceful coexistence; to the social fabric through rise of crime; and to the individual via family conflict, mental disorders, psychological and social wellbeing. The focus of this study was to identify and understand factors causing youth idleness, to explore the implication of this matter, and to examine strategies taken by the government to prevent or address the escalation of Massive Youth Unemployment (MYU) in Bor town. The author employed cross-sectional research based on interpretivism approach since numerical explanations alone could not best present and describe the consequences and impacts of youth joblessness. Primary data were gathered with the help of interview protocol questions and observations from 14 participants in Bor town. The research findings show that youth unemployment is caused by civil war and rampant insecurity, rural to urban migration, corruption and nepotism in government institutions, natural disaster and gender discrimination. This study made contributions to youth unemployment in Bor town. It is the first study to produce a theoretical framework for understanding youth unemployment in Bor, including potential causes and consequences in Bor town and in South Sudan as a whole. Further studies will need to rely on and replicate this model. Additionally, the study reveals that youths suffer from family disputes, over dependency, drug abuse and addiction as a result of joblessness, while the community struggles with youth social crimes, poverty and hardship, poor housing and poor health, and lack of social amenities. However, to counteract the effects of youth idleness in Bor town, the research specifies improvement of literacy and innovation, maintaining political and economic stability, initiating entrepreneurship and technology in the form of *technopreneurship* youth program, among others.

Key words: youth unemployment, Bor town, strategic measures to joblessness, consequences of idleness, unemployment.

1.0 Introduction

Youth unemployment, as correctly put forward by International Labour Organisation (*ILO*), refers to the proportion of unemployed young people of "age between 15 to 24 years" old in the working force, who are "without work but available for and seeking employment". In the legal framework of Philippines Trade Union Congress (2010) it is written that "unemployment is a major dominating effect that contributes to poverty" (Gillegao 2016, p.2). According to Carmona (2022) unemployment, when merged with other factors, inflict great negative influence on someone's mental health who has not yet found a job and still might be searching

*The authors are Associate Professor and Teaching Assistant, respectively, at the College of Management Sciences, Dr. John Garang Memorial University of Science and Technology, Bor, Jonglei State, South Sudan. E-mails: akim.bunny@gmail.com and gdeng.philip@outlook.com

for it. Socially, Massive Youth Unemployment (MYU) effects extend to every connection that an individual has from oneself, family, friends, and to the community (Fucker 2010). However, a personal interaction with others and future connection is decreased by MYU due to “significant declines in participation in social events, membership from union organizations” (Gillegao 2016 p.6), and the researchers believe that the frequency of youth going out for social functions such as ceremonies, gatherings, rallies and talk shows gets diminish.

Unemployment causes workers to suffer financial hardship that negatively impacts individuals’, families’ and communities’ relationships (CFI, 2022). Meanwhile Gillegao (2016 p.5) suggested that “unemployed individuals undergo minimal to serious behavioural alternations which will significantly affect their views of lives and of facing much social problems”. US Bureau of Labour Statistics (BLS) proved that when workers are unemployed, their families lose wages, and the nation also loses their contributions to the economy in terms of goods and services that could have been produced. The researchers noted from Corporate Finance Institute (CFI 2022) that any country’s growth and development of economy gets retarded due to low customers spending which may result to recession or even to a depression if not addressed properly.

As Wangmo (2012) wrote, unemployment is articulated as an alarming issue in the world since the beginning of the 20th century, and continued to say lately that gender mainstreaming has taken major significance in defining unemployment. Initially unemployment was a male oriented phenomenon owing to the fact that during industrialization the full-time participation in the labour market was male, while female participation was either part time or seasonal. The data gathered by ILO from various countries, which include the developed, transitional and developing countries reveals that unemployment is significantly higher in the case of young people. It also indicates that it is considerably complex among young people with lower level of education followed by the disabled and young women. From the context of global experiences, it shows that one of the main causes is the poor performance of the country.

There are several sources of unemployment discovered by many researchers, however, a decline of country’s economic activities is the fundamental ones, after civil war, inter-communal violence, fragile political and security situation (UNDP 2021; McEachern 2014). In the view of Gillegao (2016), negative effects of Unemployment Barriers ‘A case study in the Municipality of Laguidingan, Philippines’, shows that financial instability is another causative agent of youth unemployment which result to other problems mainly because human transactions are done by use of money. Consequently, if a country faces a significant decline in her labour market, fewer workers are demanded to produce goods and services (Gillegao 2016). As correctly observed by Ahn et al. (2011) that several studies have confirmed the devastating effects of massive unemployment to an individual wellbeing. Ahn et al. (2004) and Berkman and Glass (2000) discovered some evidence (including income, labour market status, job characteristics, health status, leisure, family, social relationship, security, liberty, and moral values) that family and social support promotes satisfaction and physical health to unemployed youth, while social isolation is detrimental. Gillegao (2016) strongly argues that unemployment causes negative psychological effects, while neglecting how MYU influences social wellbeing of individual facing unemployment challenges. Many economists also emphasized income and consumption consequences (Bentolila & Ichino 2002) while other research papers have emphasized the physical and emotional damage of unemployment (Ahn et al. 2004; Frey & Stutzer 2002). Other researchers stated that “loss of faith toward employment opportunities dominated other factors,

followed by unsatisfying living standard and lastly feeling of being neglected in the employment sectors” (Gillegao et al. 2016, p.14).

A report forwarded by Cross Cultures (2022) indicates that a large number of South Sudanese young people are declared not working a decent employment and are searching for jobs. Almost 30 per cent of total unemployment are jobless youths including discouraged youth workers in South Sudan “who are in labour force and are unable to find a job” (USBLS, 2015). Furthermore, it is noted in World Bank’s (2022) Report that youth unemployment total rate among the working force in South Sudan will increase to 21.32% by 2025 as modelled by International Labour Organization (ILO) estimate. Although UNDP (2022) argues in the article: *About South Sudan*, that there is a high rate of unemployed youth of about 18.8 percent of the total labour force in the Republic of South Sudan. Within three years of independent, South Sudan engulfed into civil wars with itself forgetting challenges which are facing her in delivering adequate public services, transparency and accountability, rule of laws and good governances, socio-economic and political struggles. But not limited to those, employment of people becomes tricky to governmental authorities since they took office in 2005. After putting an ink to peace accord commonly known as CPA, the Sudan People’s Liberation Movement (SPLM), as the ruling party, came from the bush in 2005 with little experiences in running governmental institutions. Consequently, there are institutional malpractices, corruption and nepotism in the rules of the day – whereby people get employed on basis of clans and tribes; certain names for specific supervisors are entered in payroll system but in reality, the individuals of those names are not existing – a term called *ghost names*. Informatively, it was recorded fourteen years ago that 94 per cent of youth persons in South Sudan enter into labour market with no qualification at all (Guarcello et al., 2011). But as far as of now, the education profile of South Sudan has experienced much improvement, especially since the few available public universities are producing potential human resources capable of building the nation.

About eight of ten people of South Sudan’s population of thirteen million people resides in rural areas (Garcia 2020; UNICEF 2021). The fact remains the same as pointed out by World Bank that almost 83 percent of the population lives in remote areas of the country (ReliefWeb, 2016). Thus, the population density is highly concentrated along the shores of River Nile and her tributaries. The government of the Republic of South Sudan devised some developmental agenda in order to curb national challenges. This includes National Development Strategies (NDS) which reflect seven pillars of vision 2040 of South Sudan such as building an educated and informed nation; a prosperous, productive and innovative nation; a compassionate and tolerant nation; a democratic, accountable and transparent nation; a free, just and peaceful nation; a safe secure and healthy nation; and a united and proud nation. For example, during the launching of freedom Bridge in Juba, Ghai Aketch - a critical social analyst pointed out, on his article ‘Modern Bridge, what will it improve?’ which was published on the websites of Sawasawa Network (2022), that the Freedom Bridge is suggested to have created more employments to unemployed local young people. This effort has neither reduced high rate of youth unemployment nor improved their livelihoods and social wellbeing as expected.

As confirmed in the research done by Guarcello et al. (2011) that youth unemployment rate varies in South Sudan. They observed that Jonglei state had the highest youth unemployment rate of about 32 per cent and in addition, other researchers showed two out of five people lack jobs opportunities in Jonglei state, but relatively, “it was at the lowest point in Eastern Equatoria and Western Bar el Ghazal (WBG) as 7% and 6%” respectively (Guarcello et al., 2011, pg.11 –

18). They also suggested that three-quarter of unemployed youth are “seeking work for the first time.” South Sudan Policy Framework (2007) categories age bracket of young people as 15 to 30 years old. According to a quick survey from the expert, it is observed that fewer youth at age of 15 to 24 years old are in labour force who are seeking further studies and others are job seekers but fail to get job opportunity. The government of the Jonglei State at Bor – State head quarter has no definite policy as regards to youth employment (Ayach, 2016). The ministry of culture, youth, gender, sport and social welfare focuses on some challenges of youth while ministry of public services, labour and human resources development put their attention on capacity building program in collaboration with their partners from non-governmental organizations (NGOs) operating locally this includes UNDP, UNICEF, and UNMISS. For instances, Bor Vocational Centre at Pakwau and Jonglei Vocational Centre at Korean Contingent Compound have been established to increase the capacity development and employability of youth in Bor Town.

According to the standard UN Secretariat definition and ILO, youth comprises the age-group between fifteen and twenty-four inclusive. As evidenced from the literature, for instance UN (2008), describes youths as young persons of age 15 to 24 years old. Ayach (2016) confirmed that age bracket varies from country to country based on cultural, social, institutional, and political factor. According to Ethiopia National Youth Policy (2004) it specifies youth as a person of age 15 to 29; Uganda 12 to 30; South Africa 14 to 28. From the reviews of several studies, none has specifically examined about unemployed youth of age 24 to 35 years in Bor Municipality, since South Sudan description of youth considers persons of age 14 to 35 years old. Joblessness is becoming an endemic problem to many youths in Bor Town. It negatively affects their social wellbeing, families, and the entire society. It is believed to have caused many threats to all national developmental sectors. As also evidenced from an article written by Picardo (2022) on youth unemployment; in his view unemployment posts serious negative effects on social wellbeing of the victims; and his analysis confirmed that unemployment badly affects the disposable income of their families, erodes purchasing power, diminishes employee morale, and reduces an economy’s output. This indicates detrimental consequences of MYU on social wellbeing in developing countries, if causative agents are left unaddressed.

There are fewer studies that have considered numerous factors causing youth unemployment which affect the extent of deteriorating social wellbeing among the unemployed young people in Sub-Saharan Africa (Ahn et al., 2004). Some researchers linked a number of key challenges such as poverty, education level, economics, political stability, and deteriorating social wellbeing to massive unemployment faced by majority of youth in developing countries before they acquire adequate employment, good social wellbeing and satisfactory livelihood opportunities for their survival. This study considers employability skills and provision of basics necessities which may improve the living standards of dwellers in Bor town in relation to youth unemployment. MYU affects basic needs such as food, shelter, and clothing as well as individual’s access to quality services such as education, health facilities, and security; skyrocketing social and psychological cost also emerge in a situation of being unemployed financially and economically (Ruxton, 2012).

This paper confirmed, through a quick investigation from unemployed youth and local leaders, that the most risk factors of youth unemployment in Bor Town are the lack of access to resources, financial instability, poor living standard, poor health conditions, high rate of insecurity and communal attacks from neighboring counties, and idleness and social isolation.

These were also reiterated by local authorities when consulted. Moreover, they also witnessed mass rural-urban migration – a situation in which villages of affected counties have been left vacant since the out-break of 2013 South Sudan civil war. From the analysis of the discussion above, the absent of literature about unemployed youth of age 25 to 35 has motivated the researchers to examine and explore the causes, and consequences of MYU in Bor town. However, since little is known about the working age of youth population in Bor town, the study also investigates strategic measures used by local authorities to address MYU. Since unemployment is one of the most damaging individual experiences, it bears detrimental and devastating effects on the socio-economics factors. This motivated the researchers to understand why MYU exists and what damage does it bring to social fabric of youths residing in Bor Town. Therefore, the study aims to investigate and identify impacts of MYU on individual's social wellbeing in Bor town and to understand strategic measures taken by government to rescue unemployed youth from devastating effects of MYU in Bor town.

1.1 Objectives of the study

1. To identify and understand factors that causes MYU in Bor town.
2. To examine and explore the consequences of MYU on social well-being in Bor town.
3. To understand strategic measures taken by local authorities to mitigate MYU in Bor town.

1.2 Research Questions:

1. What are the factors causing MYU in relation to their social well-being in Bor town?
2. What are the consequences of MYU on social well-being in Bor town? Or what consequences does joblessness have on our social well-being?
3. How does government address MYU in order to mitigate the consequences of these issues in Bor town?

2.0 Methodology

The study aimed to explore and discuss causes and consequences of MYU on individual's social wellbeing and to understand strategic measures taken by government to rescue unemployed youth from devastating effects of MYU in Bor town. Literally, the prominent and probable consequences associated with youth unemployment are youth related issues such as substance abuse (drugs & alcohol), thuggery, physical violence, vandalism, and other related crimes due to joblessness of youth in the market. In line with the above issues, the instrument was designed primarily to capture the above variables in the study. This study was done based on mixed method – qualitative and quantitative methodology which best tackled thematic and content approaches to theoretical issues of youth unemployment in Bor town, and to illustrate the relationship among variables. The researchers based their philosophical position on interpretivism. This theory focuses on the meanings, motives and reasons for human behaviour which are normally subjective and need interpretation; numbers alone cannot measure and explain it. The study sought to give valid descriptions and discussions of causes, consequences of unemployment that affect individuals' social wellbeing and to develop a contextual understanding of their social behaviour. Ultimately, since positivism explanations alone could not best describe the consequences and the impacts of MYU on social wellbeing of Bor residents, the researchers decided to apply grounded theory to help them explore the phenomena

affecting unemployed youth in Bor town. In that connection, they employed inductive reasoning approach through studying patterns, resemblances and regularities in experience (premises) which were observable in order to reach valid conclusions (or to generate a theory).

3.0 Related Literature

3.1 The Concept of Unemployment and Social wellbeing

In order to have proper understanding of MYU a researcher is going to compare the term “*employment*” with “*unemployment*” and “*social well-being*”. According to International Labor Office (ILO), employment refers to people age 15 or over who are paid for employment (such as “employees, apprentices or trainees, and members of armed forces”) at least one hour in a given week by other person or company; self-paid employment if they work for their own enterprises (such as “employer, own-account worker, member of producing cooperative, and contributing family worker”). Entering the labour force is one of the most significant role transitions of young adulthood. Employment serves multiple materials, psychological aspect, socialization, and social-control functions. It provides income, offers training opportunities, and contributes to skill acquisition. Employment also provides a vocational identity for youths, a sense of mastery and purpose, as well as a “stake” in adult institutions (Caspib et al 1998). Finally, employment encourages shared experiences with persons outside one's family and structures one's time, thereby exercising social control over the activities of youths. Although these functions of employment may vary with the nature of one's work, they are best served through stable employment.

In the studies of Reserved Bank of Australia (RBA 2021) unemployment simply means a situation where an individual lack job in an economy; on the other hand; it shows the “state of an economy when people are willing and able to do some productive work or job, but the jobs are unavailable”. The international standard definition of unemployment adopted by 13th ICLS was based on some criteria, which have to be met simultaneously. In this definition, the unemployed comprises all persons above working age specified for measuring economically active population who during the reference period were without work, but seeking for work, and are currently available for work (Hussmanns, 2021). According to Fajana (2000), unemployment refers to a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment rate in an economy the higher the poverty level would be. Consequently, it is associated with welfare challenges. In April 2020, Bureau of Labour Statistic (BLS) noted that the unemployment rate has increased by 10.3 per cent due to the devastating effects Covid-19 pandemic (BLS, 2020). In economic terms, unemployment is a major loss of valuable productive resources with all that implies for economic growth and the standards of living of the whole community. Particularly, some of parts of community are severely affected than others, exacerbating problems of inequality within metropolitan and between the cities and some regional areas.

Sinclair (2021) defines social wellbeing as the sharing, developing and sustaining meaningful relationships with others, since it allows an individual “to feel authentic and valued” and “provides a sense of connectedness and belonging”. He added, to feel satisfied, appreciated, valued and respected for oneself, an individual must have “a share glimpse of personal lives, deeper conversations, hopes and aspirations for future” which contribute to the good social

wellbeing (Sinclair 2021). In the view of Dodge et al (2012) wellbeing refers to a multifaceted and multidimensional concept that may be viewed as the culmination of the physical and mental state, which interacts with the social context in which an individual lives and works. It has now been acknowledged that narrow measures of income and economic performance are poor representations for quality (Boreham et al. 2017). Even anomie, the classical conception of the absence of social health, covers only the conceptual territory of social wellbeing that measures society's trajectory and potential (social actualization, from the theory of motivation of needs by Abraham Maslow) and the character of society through people character (social acceptance). Some philosophers argued that life is a quest to belong, the quest for the good life, it has many meanings, some of which are represented in the proposed five-factor model of social wellbeing (comprises of social contribution, social integration, social coherent, social actualization and social acceptance) (Gallagher 2009).

Although the existing models emphasize private features of wellbeing, through countless social tasks and challenges all individuals are rooted to their communities and social structures. In contrast, other studies argue that wellbeing is defined as the absence of negative conditions and feelings such as depressions, distress, anxiety, abuse of substances and vice (Keyes 1998). In fact, social wellbeing is the appraisal of one's circumstance and functioning in society. Staff wellbeing, according to Alayan (2021), is a building and maintaining healthy relationships and having meaningful interactions with those around you. People who illustrate social acceptance would wish to include everyone in their groups and relationships (Leary 2010); trust others, see others as capable of kindness, industrious; hold favourable views of human nature; feel comfortable with others; feel good about their personalities; and accept both good and bad aspects of their lives (Keyes 1998). On the same side healthier people not only care about the kind of the world in which they live, but also feel that they can understand what is happening around them. As students of psychology, Martinez & Alayan (2021) put it forward that not only should the purpose of life be happy, but to be useful, honoured, compassionate and to have it make that you have lived and lived well. In that healthier people see their personal lives as meaningful and coherent, and it associates with better health, greater achievement in life, and stronger personal relationship (Martinez & Alayan 2021).

3.2 Theoretical framework of Youth Unemployment

In terms of theory, it is important to establish whether unemployment is a cause or a consequence of the individual-level attributes with which it is correlated. This question is part of a more general tension between social-selection and social-causation perspectives on social structure and personality (Lee et al .2020). Social selection refers to the process whereby certain persons selectively enter certain life contexts; whereas social causation refers to the process whereby certain life contexts shape subsequent behaviour and development (Caspib et al .1998). However, Shonna et al. (2022) in their *BetterUp Blog*, suggested that there are signs of withdrawal into passivity and social isolation among the unemployed resulted from feelings of shame. According to Caspib et al (1998), the strength of economic effects varies across different studies owing to differences in sample, differences in the length of follow-ups, and historical differences in the state of the labour market. Studies of youths in the Western world show that unemployment is associated with negative psychosocial and economic consequences (O'Higgins 2015). Some of effects faced during unemployment periods are crimes, family conflicts, and diminished mental health and psychological well-being. Especially among young adults, there is a strong relationship between duration of unemployment and psychological

distress (Achdut & Refaeli 2020). Numerous studies have addressed the question of the effects of the current business cycle on young people (Contini 2010; Bell & Blanchlower 2011). A broad set of institutional factors preventing young people from entering the labour market or increasing their risk of becoming unemployed also came under discussion (Dietrich 2012; Martin 2009). These include lack of seniority, firm-specific human capital or labour market experience (Martin 2009; ILO 2006), as well as greater likelihood of working under short-term contracts and other forms of precarious employment (Marchand 1999). To determine if someone is unemployed, the most common test, is when they are both without a job and actively searching for work. According to Horrigan (2020) several thousands of people are not working but tethered down by legal policy or “self-imposed quarantine”, but would be searching a job which may be insufficiently yearn for, since private sector and NGOs are scaling down their staff. On the other hand, some youths who are classified as unemployed may not be seeking work as actively as unemployed adults. In addition, many youths who are classified as unemployed are also in school full time, an activity that many would consider as productive as work.

According to official BLS statistics, there is a difference between being “out of the labour force” and being “unemployed.” The first includes all people without jobs who are either not looking for one or are expecting to shortly return to one. The decision to self-quarantine and remain safe may be natural for individuals who otherwise might have decided to newly enter or return to the labour force – young adults looking for their first job, mothers returning to work, and retirees deciding to throw their hat back in the ring. The lack of job prospects in an economy that is severely contracting could provide common-sense justification for these individuals to sit out, therefore, if they do, they should be correctly classified as being out of the labour force, and thus not included in the unemployment rate (Horrigan 2020). According to Isengard's (2002) paper, youth unemployment leads to social problems - like lack of orientation, hostility towards foreigners, drug abuse, homelessness and crime – which also lead to bigger social expenditures. In order to circumvent unemployment, many young people stay in the educational systems to improve their chances through further investment in their human capital, because it seems that ‘education is the most important determinant of occupational success in industrialized societies’ (Müller & Shavit 1998). However, there is also a second route to being classified as unemployed: on temporary layoff from your job but with the expectation of being recalled to work—regardless of whether you are actively searching for work. The key may be in interpreting what is meant by “expectation of recall.” If you are laid off from a large firm, or one with a long-term track record of growth, it may be absolutely reasonable to have such an expectation. On the other hand, if you are working for a small business, such as a restaurant, which is highly leveraged in debt, and you view your employer’s viability as in doubt, the expectation of recall may be low (Horrigan 2020).

In a 2021 report of BLS, there was an “extremely large increase in the number of persons classified as unemployed on temporary layoff.” This suggests that the survey correctly classified many people who were temporarily laid off (with recall expectations) as unemployed. As evidenced from the article written by Horrigan (2020), at the same time, however, more workers than usual were classified as employed but absent from work. This status normally includes people on vacation or out sick for the week, not absences due to business closures, and surveyors were instructed to code as “unemployed on temporary layoff” anyone who was employed but absent from work for reasons related to the corona virus. Unemployment is a global trend, but it occurs mostly in developing countries of the world, with associated social,

economic, political, and psychological consequences. Thus, MYU in any country is an indication of far more complex problems (Chidiebere et al 2014). For instance, during that period, according to Pierre, Gaelle (2013), the Middle East and North Africa were the regions with the highest unemployment rate in the world at 12.2 percent, followed by Sub-Saharan Africa at nearly 10.9 percent. In absolute terms, it is estimated that there are about 122 million youths on the African continent unemployed (Echebiri 2005; Chigunta 2002). More importantly, the recent events in the Sub Sahara Africa countries like Liberia, Mali, Sierra, Angola and so on where unemployment, war, disease and poverty among others played a key role in the uprising. In agreement with Unegbu (2011), one can also deduce that South Sudan's unemployment would pose a threat to its development, security and peaceful coexistence; abuse of power, resource allocation, nepotism, negligence and corruption among others.

3.3 Factors or Causes of MYU

According to ILO (2017) & Qayyum (2007) there are personal characteristics that tend to increase or reduce the likelihood of young person be unemployed (such as gender, ethnic and national origins, disability, regional disparities, household situation, work experience, and skills and education levels). The most dangerous thing with lack of employment is the fact that adult youth between the age of 25 – 34 years old are the worth part of the affected society. Subsequently, as Qayyum (2007) put it, several factors such as social anxiety, fear of rejection, perfectionism, and threatening poverty and lack of resources for individual needs are responsible for prevailing level of insecurity that permeated the entire underdeveloped country especially relentless cattle raiders and child abduction since a decade ago. However, youths from poor families frequently tend to be employed less often than youngsters from wealthier families, although once employed both groups earn about the same wages. There are many reasons for youth unemployment: besides the general situation on the labour market, one might mention education and training systems, labour market and employment policies, but also the stratification and distribution of opportunities in society (Dietrich 2012). Brunello & Rocco (2017) argued that Vocational training does not perform as well as academic education when earnings are concerned, but however, performs slightly better than academic education when employability measures are considered. *Mismatch of Jobs and the skills required* is evident that there are jobseekers with various levels of qualification, yet they do not have related skills which would equip them to match with the jobs available in the job market (ILO 2017). As demonstrated in Wangmo's (2012) study, another scenario which resulted to unemployment is that there are young people looking for jobs in the market, but the employers in the private sector prefer the ones with prior job experiences. Employers normally do not want employees who are fresh out of school without prior skills and experiences (Wangmo 2012). Therefore, it is obvious that mismatch of demand and supply is significant matter of concern in this context (Kinga 2005).

The phenomenon of *rural-urban migration* also has a significant role in growing the urban youth unemployment situation in the country (Wangmo 2012). Consequently, Kuensel (2009) suggested that it has resulted in the reduction of work force in the agriculture sector, underutilization of established infrastructure in rural areas, housing shortage and unemployment in urban areas. It is definite to state that with emergence of such phenomena, there is gradual occurrence of problems such as urban sprawl, squatter settlement, shortage of basic facilities, and so on. Chidiebere et al et al. (2014) suggested that youths move to urban areas with the probability of securing lucrative employment in the industries. In addition to this, there is the

concentration of social amenities in the urban centres meaning that the rural areas are neglected in the allocation of social and economic opportunities (Chidiebere et al, 2014). The *rapid population growth* posts unfavourable challenges to the income of family, all the way up to national economic status. ILO argued that the high population growth rate result into the rapid growth of the labour force, which is far outstripping the supply of jobs. According to Chidiebere et al (2014), the accelerated growth of population on Nigeria's unemployment problem is multifaceted phenomena. Through a high and rapid increase in the labour force, youth unemployment affects the supply side in reference to economic capacity of the employment.

Further, according to Okafor (2011) there is *no vibrant manufacturing sector* which has the capacity to absorb unemployed youths in Nigeria, since there were many collapsed industries in Nigeria and over 37 factories had closed down in 2009. The ruling (political) class failed because they replaced the vision, policy, and strategy, which should be the thrust of every leadership with transactions (contract award and other mundane money related activities), as each successive government took turns to prey on the nation's wealth, by using public power, resources, good will, utilities, instrument of abuse, and personal gains (Okafor 2005). Finally, the studies of Nkechi et al (2010) and Chidiebere et al (2014) most importantly revealed that "*Corruption*" has both permeated the entire social structure of Nigeria, and robbed the country of developing a vibrant economic base. Funds meant for development projects have been misappropriated, diverted, or embezzled and stashed away in foreign banks, while some incompetent and corrupt bureaucrats and administrators in the public enterprises and parastatals have liquidated these organizations (Nkechi et al 2012 and Okafor 2011). Other crucial factors affecting youth not in employment, education and training are political instability, lack of self-motivation, gender discrimination, nepotism, social influence or strong connection, and lack of vision and faith in getting decent work.

3.4 Consequences or Impacts of MYU

In order to have a better approach in addressing its core issues and mitigate erupting incidences, it is very necessary to understand the consequences and implications which have stronger impact on the youth who are unemployed for longer or shorter period of time. Unemployment is often psychologically and financially devastating for those who experience it and for those who are dependent upon them. It tends to have negative psychological consequences including the loss of identity and self-esteem, increase stressor of family and social pressure, along with greater future uncertainty with respect to labour market status (Ahn et al. 2004). In the studies done by Burchell (1999), social cost of insufficient employment involves diminished standards of living, devalued employee contribution to production, weakens social ties with the potential for increasing *social conflict*, and made the economic cost of unused or underused human capital (Sengenberger 2011). This indicates that unemployment becomes a major life threat which can impact along-lasting effect on young people, disturb the living standards and damage the prospects of the next generation. Apart from individual impact, it is a loss of valuable productive resources to socio-economic of the country. Wangmo (2012) suggested that youth unemployment has both long-term and short-term effects. Moreover, he noted that the consequences of unemployment are not short lived; rather they create a sudden disorder in the society, prolonging with a "ripple effect" starting at a very negligible level, rising to an extensive effect beginning from the society, then to the nation and eventually the globe in the long run (Wangmo 2012).

According to Julkunen (2001) long term unemployment, on the individual level, has resulted in varied disturbances of physical and psychological wellbeing of an individual. Other issues suggested by Wangmo (2012) are systolic blood pressure, consumption of alcohol and increase in crime rates resulted from long-term unemployment among boys than others. In the view of Ayegba (2015) and Piazza (2006) terrorism and other form of political violence are the product of unemployment and poverty, and they believed the ethnicity differences and tribal diversities contributed to the insecurity alongside youth unemployment. Idleness a risky behaviour is another dreaded consequence resulting from youth unemployment, and in the context of Bhutan, the rising number of juvenile crimes, theft, drug addictions, and many other social issues are stated to be the consequences of unemployment amongst youth (Wangmo 2012). Therefore, youth unemployment is linked with increase in health problem symptoms, deterioration in health behaviour and increase in drug abuse (Wangmo 2012). In study of Tjahjono (2006) youth should be seen as a catalyst for development, rather than as passive beneficiaries for whom employment must be established, suggesting that the correlations of youth problems would determine the viability of economic.

The study of Ayegba (2015) explained that the group is susceptible to committing any sort of crime like terrorism, kidnapping, which are common in rural areas, while armed robbery, thuggery and prostitution in urban town. On the same notion, Ajufo (2013) contended that unemployment has become a major problem which be-devilling the lives of Nigerian youth, causing increased of militancy, physical violent, crimes against humanity, and looting of private properties; Ayegba (2015) added that drugs and substances abuse is mainly common among the young people. Youth unemployment is so devastating to both individual and the society psychologically and economically (Ayegba 2015), which result to frustration, dejection, dependency on family members and friends who have their problems to as Ajufo (2013) put forward. In a nutshell, several developing countries continue to experience social, economic and political upheavals which have often stunted its growth and development which resulted to high rate of violent crimes.

According to Ayach (2016) empirical study, he observed that failure to create enough employment for young people bring enormous economic social cost and effects such as increased level of insecurity, huge cost of security for human being and property protection, loss of foreign direct investment, waste of productive human capital, increased costs of health services and living standards. In South Sudan, MYU has made adult youth to become the elements of destabilization and threat to social wellbeing, and peace. As Ayegba (2015) noted that more unemployed youth are now used politically as instrument of intercommunal conflict by unscrupulous politicians to cause havoc in the society. Other researchers pointed out that youth unemployment enforces “substantial social and political instability” on local communities especially to the third-world countries (Azeng and Yogo 2013 p.19).

3.5 Strategic measures used to address MYU

According to Worley (2011) *government policy and youth unemployment response* in UK, since 1980 until present, has being operating series of work experience and training programmes such as the Youth Opportunities Programme (YOP); the Youth Training Scheme (YTS). However, Worley (2011), argued that these programs like YOP and YTS have brought a minimal effect, in a sense that they helped youth to acquired skills but allowed the employers to take cheap labour for a limited time before replacing them. Most recently, Youth Training (YT) and the Modern Apprenticeship are being adapted and tried to reduce the number of youth not in

employment, education and training (NEET). Over the years, the form and content of the schemes had been changing with the aim to improve the employment prospects of, principally, unemployed youth through two mechanisms. First, increasing the skills levels, or enhancing the human capital, of participants; and, second reducing youth NEET and consequently the reservation wage of participants. “*Coping up with unemployment*” has numerous definitions. Based on Thoits (2010) work, he defined coping as factor which may include resources that are available to individual and the society, they serve as stress buffers and reduce negative impact of stressors. It means breaking away from your stressful events and start working positive activities that will polish your future. On this matter, Julkunen (2001) and Solove et al (2015) distinguish between meanings of problem-focused coping and emotion-focused coping.

The former involves direct efforts at doing something constructive about the situation of the threat/harm, and the latter is concerned with regulating the emotions arising from the situation of the threat. Examples of problem-focused behaviour might include active coping and planning, or seeking instrumental support. Several approaches have been employed by many researchers in the light to deal with unemployment. However, Julkunen (2001) ‘sense of coherence’ proposed that the concept of coping is oriented towards a life-development process. It has three major components: *comprehensibility* of the forces at work in the environment; *manageability* – the sense that resources are available for dealing with stressors; and *meaningfulness* – the cognitive and emotional perception of their importance. Overall, research has shown that those who use active coping strategies are young people, individuals with high education, married people with children and people with short experience of unemployment (Varma 2015). According to Julkunen (2001) unemployed people cope with joblessness in many different ways. Indeed, some studies believe that the adaptation and social pressures associated with unemployment could best be address by collective bargaining among the victims of unemployment, private organisation, NGOs and the government.

Entrepreneurship is more than simply starting or establishing a business. From an article of Middlebury Community College, it is a process through which individuals identify opportunities, allocate resources, and create value, thus a creation of value which often recognize unmet needs or through the identification of opportunities for change. According to Stevenson, who coined “entrepreneurship”, it is the pursuit of opportunity beyond resources controlled (Eisenmann 2013). Thus, it is the act of being an entrepreneur which is seen as “one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods. Conversely, Tijani-Alawiye (2004) defined entrepreneurship as the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to growth and sustain them, with a view to achieving broad socio-economic developmental goals. One of these goals is sustaining employment. Hence, Kanothi (2009) defined entrepreneur as the ‘instigator of entrepreneurial events for so long as they occur. Basically, entrepreneurs see “problems” as “opportunities,” and then take action to identify the solutions to those problems and the customers who will pay to have those problems solved. A success in entrepreneurship would require ability of entrepreneur to see opportunities in the marketplace, initiate change or take risk and creates values in the society (Solomon et al 2002). According to Obi (2010) for the Nigerian youth to survive in entrepreneurship the following skills are required; each must be a high achiever, risk-taker, self- confident, resourceful, goal setter, task oriented, innovative, and must have future oriented communication ability and technical knowledge.

Furthermore, *ACS and Szerb (2007)* noted that entrepreneurship revolves around the realization of existence of opportunities in combination with decision to commercialize them by starting a new firm (Onodugo and Onodugo 2015). More importantly, Nkechi et al (2012) as well as *Schnurr and Newing (1997)* justified the need for promoting entrepreneurship culture on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, drive, imagination, enthusiasm, zest, dash, ambition, energy, boldness, audacity and courage which are all valuable traits for entrepreneurship development. Supporting this assertion, Bennell (2000) upheld that public institutions, private sectors and international agencies pursuing to improve youth livelihoods could best track their empowerment objective by tapping into the dynamism of young people and build on their strong spirit of risk-taking through entrepreneurship development (Nkechi et al 2012).

In Zambia, it was shown that 25% of the youth are self-employed (Chigunta 2001). Most of these young people, especially younger youth, tend to be concentrated in marginal trading and service activities. Similarly, Chigunta (2001) suggested that the probability of self-employment among young people rises with age in South Africa. The traits of creativity, risk-loving, innovation, strategic thinking and constructive engagement against the government by discontented Nigerians could as well be directed to entrepreneurship development (Raimi 2010). According to Onyeneho & Ezeano (2011) development requires every individuals' mutual duty in a community or country would result to improvement of their financial status and social wellbeing. In the research conducted by Chidiebere et al et al (2014) any country's economy is able to provide opportunities for the unemployed youth to engage in entrepreneurship activities if only conducive environmental variables are correctly monitored.

4.0 Discussion of the Findings

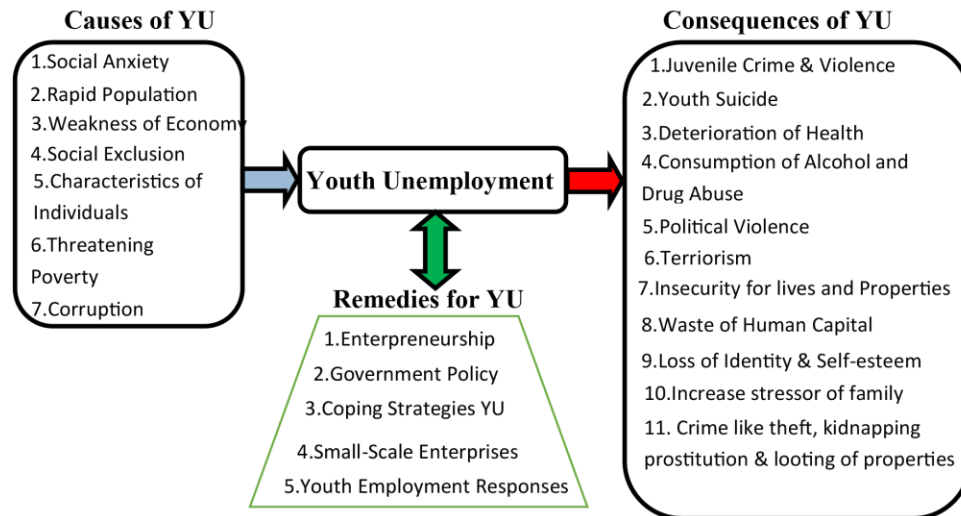
Although these interpretation and discussion may yield incorrect assumptions, they remain relevant to the process and exploration of the narrative that all participants presented. The analysis of data identifies literacy, migration and age as the key factors that influence the employability of youth in Bor town. Similarly, in this study observable characteristics such as age, ethnic origins, disability, work experience, skilled learnt and level of educational attained tend to have affect youth employment negatively or positively (ILO 2017). In contrast to the findings, Muller and Shavit (1998) suggested that education was a significant factor for getting a nice occupation in today's industrialized society, however, majority of participants who were interviewed in Bor are educated but neither got employed nor had self-payment job. Consequently, many youths who never get jobs lack mobility and courage for seeking job opportunities regularly. But, a few employed young people who had strong determination moved and found appropriate work for themselves. Unfortunately, ILO 2021 report said that unemployment was lower among young people with gender, physical fitness and the best educational level. In contrast to ILO, this research shows that most of youths with good and higher educational qualification even fail to get job too. This could throw blames on government policies and criteria for recruiting young people in the country.

4.1 Theoretical Framework Revisited

In this research paper, the body of knowledge that exist provided the most important information regarding MYU around global. As you can see from the *Figure 4a* below, it demonstrated "what causes" and "how does" youth unemployment affect individual social wellbeing world-wide. However, it becomes vivid after this study (*Figure 4b*) reveals

similarities with the available literatures which were published recently by well renowned researchers and prolific authors. Furthermore, the authors of this paper agree with them in many cases but they slightly express the problem in a different style due to cultural barriers, environmental, geographical, social and political differences.

Figure 4a: Theoretical Framework for Youth Unemployment



Source: Authors' Note (2022) at DR JG-MUST

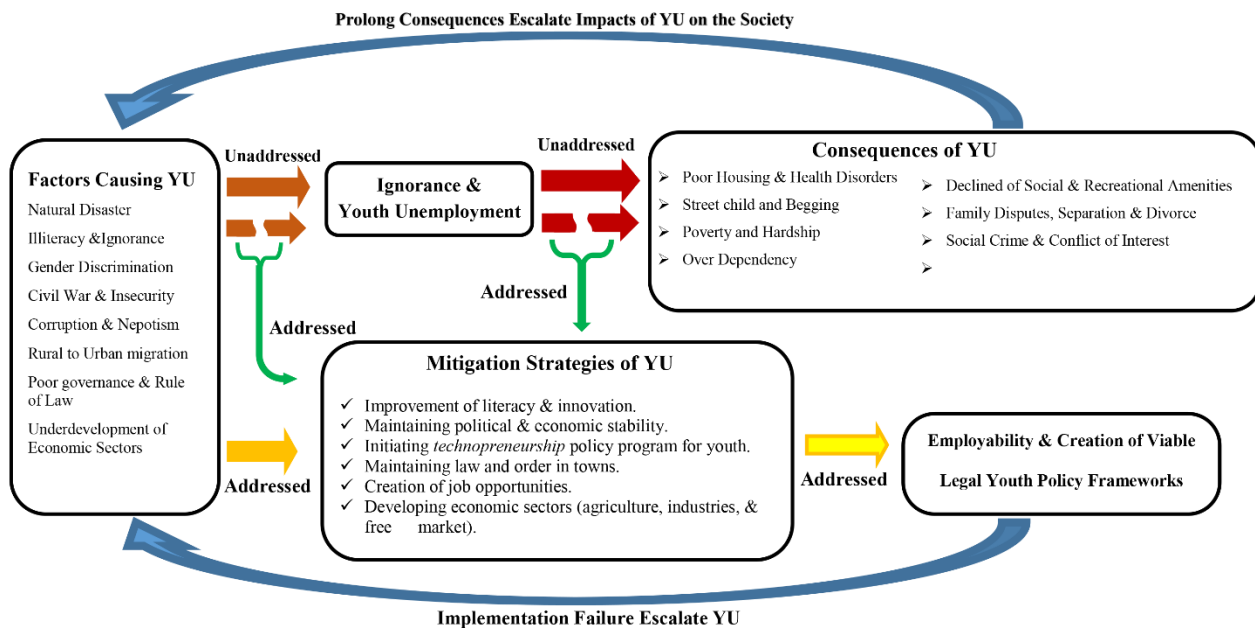
Some of the factors such as political instability, gender discrimination, civil wars, corruption and nepotism, poor governance and rule of law, and illiteracy which affect youth employability in Bor town *may not* be considered significant as the cause and effect of youth unemployment in other developed countries like Norway, Netherland, Italy, Germany, UK and USA. While others like advance technology, use of robotic machineries are not the cause of unemployment in Bor town since there is no much technological development in the area.

To identify and understand factors that cause MYU in Bor town: The data suggest civil wars and insecurity causes great damage to socio-economic and employment sectors such as industries, factories, agricultural sector and tourism sector, thus affecting the ability of country to employment by not creating job opportunities. This also scares away foreign investors from coming to run their businesses in the area. In 2013, South Sudan was seen to have been developing rapidly in term of infrastructure. The world got surprised and began to recognize that the young nation has had the highest rapid developing rate compare to her counterpart Sudan. For example, in the thesis of Ayach Deng (2016) the incident of 2013 insurgency brought huge cost of security of human life and property, loss of foreign investment, increased cost of health and living standards. Similarly, Ajufo (2013) added that youth unemployment in Nigeria came as a result of increase of militancy, physical violent, and looting of properties. Like in literature review, Rural to Urban migration, as indicated in the findings, affects the population of the Bor town in one way or another. Its implications happen when the numbers of people increase. The chances for survival, competition for limited resources, cost of living standards become constrains due to the rapid growing population. So, youth unemployment is

directly proportional to rural-urban migration which would result to an increase in social vices. The mobility of youth especially to town with the 50-50 probability of getting employment from industries causes social problem and negative impacts on their social wellbeing. In addition to this, Chidiebere et al (2014) mentioned that youth migration to urban areas results to concentration of social amenities. This exposes how the government had been negligence to issues affecting rural areas, in the process of allocating resources, and social and economic opportunities.

In total agreement to Nkechi et al (2012) and Chidiebere et al (2014), this research finding indicates that corruption robbed country’s funds meant for developmental projects through misappropriation, embezzlement, and diversion. Majority of governmental payrolls are full of ghost names, simply because there is no check and balance principle of good governance and rule of law. However, the data identify corruption and nepotism as a threatening beast which does not encourage development to take place in the country. In contrast to literature review, the data from the findings suggest that poor governance and rule of law left some offices, not to consider proper ways of recruiting employees, to fulfil their selfish goals, which later results to youth unemployment in the area.

Figure 4b: Proactive Theoretical Framework Model for Youth Unemployment



Source: Authors’ Note (2022) at Dr JG-MUST

Moreover, the study agrees with the review on the fact that underdevelopment of economic sectors such as agricultural sector, infrastructure and construction, road and bridges, free market, cooperates and industries limited job opportunities and discourage many labour forces in the area. Similar to Okafor (2011) there is little or no vibrant production in the country due to less capacity of recruitment of unemployed skilled youth population. Critically, this research reveals that natural disaster such as flood in Bor led to closure of businesses, enterprises and companies therefore laying off human capital from work. In 2020-Bor-flood, for instance, a huge construction processes of storey-building which was meant to be an investment center at

Amoiyok, Hai-Machuor laid off all youths who were hired. It was a project which recruited about 500 workers including the engineers, masons, brick layers, carpenters, plumbers, and labourers. Moreover, Covid-19 pandemic also affected a few available companies around, local and international NGOs in Bor town. It forced NGOs to scale down their employees due to shortage of funding and lack of programs to be run in the country.

To examine and explore the consequences of MYU on social well-being in Bor town: In this second objective, the data analysis establishes similar issues to the literature review like social crime and conflict of interest. Youth unemployment brings a lot of social problems worth mentioning; theft, individual isolation, social exclusion, physical violence, family stressor and quarrelling, thuggery and youth gangsters. However, in other studies carried out, like in Bhutan – idleness a risky behaviour increases the number of juvenile crimes, drug abuse and addiction (Wangmo 2012); in contrast to Germany – unemployment of youth is due to structural causes such as excessive real age costs to firms, lack of wage differentiation, and rising mismatch of skill problem (Berthold & Fehn 2003). Poverty and hardship as suggested in this research findings happens due to lack of income, insufficient finances and inadequate resources from household. In fact, this aspect is a threshold of social implications and disorders which can provoke several infectious consequences to unemployed youths that inflicts people's social wellbeing, finances and other resources used for catering basic needs and achieving human wants in Bor town. For instance, Burchell et al (1999), suggested that social cost of insufficient employment involves poor living standard, devalued contribution of people to production, and weaken social ties.

The data suggests family disputes, separation and divorce as common challenge, now days, which distress the citizens of Bor town. Industrial and economic sector inadequacy hit hard at social fabric of majority of people in Bor town. Ahn wrote that it causes negative psychological consequences such as family pressure, stress, and loss of self-identity in the society (Ahn et al 2004). In comparison, the literature confirmed that joblessness causes frustration, dejection, dependency on family members and friends (Ajufu 2015); while in the data analysis, unemployed adult youth get expose to over-dependency on family members due to lack of income for their upkeeps, but of course it is a source of financial support to the unemployed individual in most cases. For example, in Russian – Ukraine war, Russian invasion of Ukraine will result into new change of world order which will affect the structural economics of all developed, developing and underdeveloped countries which includes, but not limited to South Sudan, Republic of Congo, Chad and Somali.

To understand strategic measures taken by government to mitigate MYU in Bor town: In this third objective researchers focus on how to handle the problem of youth idleness faced by residents in Bor town. The study demonstrates several facets that cause lack of job, and indicates their implications to the individuals' social wellbeing in Bor which were both presented in the findings chapter and discussed earlier in the beginning of this chapter. However, the data identify some key strategies for addressing lack of job opportunities to youths. Some of these solutions suggested in the data were improving literacy and innovation, establishing technopreneurship policy program for youth, developing economic sectors, and maintaining political and economic stability in the area. In fact, the researchers therefore forward the challenges and implications of *proactive theoretical framework model* to the authorities of the state to view mitigation strategies in two-dimensional approach represented on *figure 4b*. From the top side of that figure, there exists antagonist's approach; while the other

side lives protagonist's approach. The authors reveal the analysis of the data, in a form that should be precise and clear to audients. The antagonistic approach is indicated by a blue arrow pointing to the factors causing youth unemployment. This approach neglects core actors and victims of unemployment but assume that situations come and vanish alone, thus ending on win-lose mechanism. In contrast to protagonist, antagonist's approach suggests that some individuals thrive, prosper and enjoy their lives while others suffer. If this antagonistic approach run for a long period, the society will continue to grieve at expend of creation of classes of people and rise of social crime due to threatening economic challenges in modern days. But protagonist's approach unlike its counterpart, as represented by a yellow arrows pointing to the employability programs and legal policies. This approach involves a brainstorming, consultative and participatory of authorities, stakeholders and youths in curbing issues that enhance viability and reliability of sources of human empowerment, skills development and employment. In contrast to the former, this approach promotes a win-win solution, that will improve communication, and better understanding of the nature of unemployment. Additionally, the later would significantly improve feedbacks on how to handle and implement the creation of work catchment sectors such as economic sectors, agriculture, industries, and all other sectors of entrepreneurship which would boost innovation and technology. This would create thousands of jobs to youths in Bor, hence reducing consequences that would result from idleness. Having identified issues of social crime, poverty and hardship, over dependency, and underdevelopment of economic sectors which came as a result of youth unemployment in Bor town, the government at the state and local level ought to and must in fact embark on proper strategic programs and youth policies targeting the victims of unemployment by creating thousands of jobs catchment areas, establishing entrepreneurship vocational centers for capacity building, establishing institutions that will combat the high rate of illiteracy and ignorance, and enhancing advance scientific technology that will spur up rapid development thus increasing the job opportunities in the area.

4.2 Conclusion and Way Forward

The main objective of this study was to identify and understand factors that cause joblessness among youth, to examine and explore the consequences of youth idleness, and to understand key strategic measures taken by government to mitigate MYU in Bor town. The researchers' contention in this study was associated with clear and vivid findings about MYU. Since there is massive youth idleness and redundancy in the society, productivity of human needs and wants, goods and service will be diminished and thus causing shortage of labour supply in the future. This means that the consumers' level and demand for goods and services will increase which would either negatively or positively affect the interest of producers, hence leading to great impacts to the society. Youth unemployment also reduces the capability of developing next generation since the society is failing to produce poverty free population, capable labour forces and well-developed economic sectors that will increase availability of work to the vast majority of unemployed youth in Bor town. This study contributes much to the vast majority of literature available around the world by adding a piece of knowledge about the existence of youth unemployment in Bor town, its causes and implications, as well as its remedies that the local authorities are working out to curb joblessness in their vicinity. Lastly, this study focuses on exploration and investigation of the causes, consequences and strategic measures taken to handle youth unemployment on individual social wellbeing in Bor town. Nevertheless, the findings indicate how unemployment comes to existence, what impacts of joblessness are to youth in our society and how to mitigate youth unemployment. Furthermore, this research also

proposes some recommendations that the authors deem important to be executed in order to help reduce and curtail negative effects of youth idleness in the society, to increase high chances of youth employability and to promote rapid development in the country.

First recommendation, there is a need for the government of Jonglei State to develop state programs targeting youths to address their unemployment problems and its implications to the society. The government can initiate essential legal policies and youth's programs with the support and participation of developmental partners, the private sector and NGOs. This ought to be done in order to reinforce youth employment networks at both the state and county levels. Secondly, there is a need for state government, developmental partners and the private sectors to allocate funding to some technical institutions, vocational & educational centres and academics institutions available in Bor town to improve research and development (R&D) for effective and efficient unemployment mitigations and market employability skills. It would improve the quality of education and marketable skills hence improving employability of the young generation. Thirdly, there is a need to strengthen partnership between higher institutions and government to mobilize scholarships and bursaries for youths to enable them attain the best qualifications, marketable skills and receive career guidance. This increases the opportunities for youths to be trained in different trades, creativity and innovation thus making them competent in the labour market. Fourthly, there is a need for government to establish and develop colleges that will handle entrepreneurship and technology with the emphasis on creativity and innovation. This will encourage youths to acquire new business principle known as "*technopreneurship*" skills which is a new paradigm in modern world of technology, entrepreneurship and rapid developments. Significantly, it would both result to creation of thousands of jobs to youths and enhance rapid development in free market economy. Fifthly, to be effective and efficient, there is a need to task the best technical analysts, politicians, administrators, syllabus developers and to discharge enough funds for implementation of these recommendations.

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