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**Rural livelihood and Youth Employment: Case Study of Local Enterprises & Skills Development
Programme in Elmina Municipality of the Central Region of Ghana**



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**A mini-thesis submitted in partial fulfilment of the requirements for the Degree Master of Arts in
Development Studies at the Institute for Social Development, University of the Western Cape**

Supervisor

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May 2014

DECLARATION

I, Kwesi Aloysius Agwani, do hereby declare that the mini-thesis on Rural livelihood and Youth Employment: Case Study of Local Enterprises & Skills Development Programme in Elmina Municipality of the Central Region of Ghana presented here to the Institute for Social Development, University of the Western Cape, is the outcome of my own work under supervision and that no such work has been presented to this University, or elsewhere. Information, works by other Authors, which served as sources of reference have duly been acknowledged.

Kwesi Aloysius Agwani

Signature.....Date.....May, 2014



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ACRONYMS

- **DFID** Department for International Development
- **EFA** Education For All
- **GEBSS** Graduate Business Support Scheme
- **HEART** Human Employment and Resources Training
- **ICCES** Integrated Community Centres for Employable Skills
- **ICSD** International Cooperation in Skill Development
- **IRD** Integrated Rural Development
- **ISTARN** Informal Sector Training and Resources Network
- **KEEA** Komenda-Edina-Eguafo-Abrem
- **LESDEP** Local Enterprise and Skill Development Programme
- **MESW** Ministry of Employment and Social Welfare
- **MTDP** Medium Term Development Plan
- **MYS** Ministry of Youth and Sports
- **NBSSI** National Board for Small Scale Industries
- **NYC** National Youth Council
- **NYEP** National Youth Employment Programme
- **NSS** National Service Scheme
- **OIC** Ghana Opportunities Industrial Council
- **SLA** Sustainable Livelihood Approach
- **TVET** Technical Vocational Education and Training Programme
- **YES** Youth Enterprise Support
- **YESDEP** Youth Enterprise and Skill Development Programme

ABSTRACT

Rural livelihood and Youth Employment: Case Study of Local Enterprises & Skills Development Programme at Elmina Municipality of the Central Region of Ghana

Persistent and high unemployment is widely admitted as major challenge for developing countries. This research, which principally focuses on Local Enterprise and Skill Development Programme (LESDEP) in Ghana, aims at assessing the contributions LESDEP has made towards reducing youth unemployment in the Elmina Municipality of the Central Region of Ghana. Using quantitative and qualitative research methods, the research assessed the extent to which the programme has contributed to improvements in beneficiaries' livelihoods, living standards and their well-being in the case study area. This research, which was primarily focused on Local Enterprise and Skill Development Programme (LESDEP) in Ghana, aims at assessing the contribution LESDEP has made in towards reducing youth unemployment in the Elmina Municipality of the Central Region of Ghana. Through both quantitative and qualitative research methods, the research assessed the extent to which the programme has contributed to improvements in beneficiaries' livelihoods, living standards and their well-being in the case study area.

Data was collected by means of questionnaires, personal interviews and focus group discussions conducted in the Municipality. The research uncovers that, the Local Enterprise and Skill Development Programme has a positive impact on enterprise establishment (shop ownership, the type of shop and number of shops), skill development, membership to the association and income levels of beneficiaries. Consequently, in line with the theoretical and conceptual framework of the Sustainable Livelihood Approach, the researcher contends that the Local Enterprise and Skill Development Programme is an important initiative that promises to create employment opportunities for the youth in Elmina in particular and Ghana in general. Data collected were analysed using inferential and descriptive statistics such as cross tabulations, graphs, charts and frequency distribution tables. A 'T' test and Pearson's Chi-square test analysis was also done to seek the differences and similarities between the two groups (beneficiaries and non-beneficiaries of the programme) using comparative analysis. The research found that, non-durability of equipment, failure of customers to pay for services, charges, the lack of start-up capital and the lack of spare parts were the principle challenges facing the beneficiaries, whilst cost recovery and logistics (vehicles) were those confronting the LESDEP institution.

Overall, the research suggests that the government provide durable equipment, establish spare parts and service centres within the Municipality and across the country, and provide

container stores as an additional package for beneficiaries. Moreover, it needs to provide adequate logistics such as vehicles to the LESDEP institution to enable them to take on their planned actions.



KEYWORDS

- *Youth*
- *Elmina*
- *Ghana*
- *Employment*
- *Unemployment*
- *Sustainable*
- *Livelihoods*
- *Skills*
- *Development*
- *Enterprise*
- *Vulnerability*



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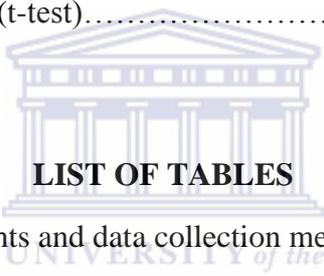
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CHAPTER ONE

INTRODUCTION TO THE STUDY

If someone can give me the skills and the opportunity to work, I know I can achieve my goals. (Young Ethiopian woman in UNESCO Global Monitoring Report 2012:13)

1.1 Introduction

The problem of unemployment remains a major challenge facing most developing countries. Globally, approximately 75 million youth were unemployed in the year 2011, an increase of more than 4 million since 2007 (International Labour Organisation (ILO), 2012). In Ghana, about 60% of the unemployed are between the ages of 15-24 years, which makes the country's youth unemployment rate one of the highest in the world (O'Higgins, 2001; Amankrah, 2006). Available data revealed that the youth unemployment rate in my case study area, Elmina, stands at 33.9% (Yarquah and Baafi-Frimpong, 2012). Estimates show that unemployment among youth affects a broad spectrum of socioeconomic groups including less and well educated youth from low-income backgrounds and those with limited education (Chigunta, 2002 cited in Okojie, 2003:10). This, consequently, has resulted in serious economic and social problems such as poverty, conflict, and gangsterism (Bennell, 2000; Taylor, 2002; Aghatise, 2002).

As a positive step to deal with these socio-economic challenges in, several governments in various developing countries and in collaboration with other development partners initiated a number of skills development programmes targeted at the youth to reduce the unemployment crisis in their various countries (Sarr, 2000 cited in 2003:10; Economic Commission for Africa (ECA), 2002), and to intensify the fight against extreme poverty (Amankrah and Van Apt, 2004).

The Ghanaian government initiated a skills and youth employment support programme called Local Enterprise and Skills Development Programme (LESDEP) as a key component of the National Social Protection Strategy (NSPS) programmes targeting unemployed youth (Ministry of Manpower Youth and Employment (MEYE) (2007). This is to provide the youth with entrepreneurial skills, income, raise living standards, entrepreneurial development, among other factors, to propel and accelerate socioeconomic development (Carayannis and Zedtwitz 2005: 1). Schraven et al (2013:5) defines youth as “a period of transition between childhood and adulthood, and as such, is a very flexible and multi-faceted concept”. This

research adopted the definition of youth as stated in the Ghana National Youth Policy 2010 as people within the ages of 15 to 35.

This research, which is mainly focused on LESDEP, seeks to assess the contribution made by the programme and its impact on youth employment in Elmina Municipality. Again, it attempts to test how significant it has contributed to reducing youth unemployment in the Municipality. Both qualitative and quantitative methods were employed to investigate the extent to which the programme has contributed to youth employment while participant observation, semi-structured interviews, and focus group discussions also used to gather data. The research further seeks to provide relevant insight on LESDEP within the Ghanaian perspective.

1.2 Background, Contextualisation and Significance

1.2.1 An Overview of Unemployment in Ghana

Successive governments since independence have implemented numerous policies and programmes geared towards reducing unemployment in Ghana (Nsowah-Nuamah and Amankrah, 2003). Yet, unemployment continues to remain a major issue. Saleem, (2010) defines unemployment as a situation characterised when someone is not gainfully employed while Kuper and Kuper, (2007) sees it as a situation where someone is not being employed, available and looking for a job. Mohr and Fourie (2009), however, refer to unemployment as a state where someone is searching for a job and could not find one.

Saleem, (2010) and Machin and Manning, (1999) noted that unemployment can be cyclical, frictional, technological, seasonal, voluntary, involuntary, disguised, and casual. One fundamental characteristic of the Ghanaian labour market is the existence of about 250,000 to 350,000 new job seekers annually with the formal sector capable of absorbing just about 3.1% of these new entrants (Baah-Boateng and Turkson 2005; ISSER, 2010; MESW, 2012). Research carried out in 2010 by ISSER, indicated that 23% of youth between the ages of 15 to 24 and 28.8% of graduates between the ages of 25 and 35 are among the new entrants. Available figures reveal that the youth unemployment rate stands at 60% and 33.9% in Ghana and Elmina, respectively (Yarquah and Baafi-Frimpong, 2012). Moreover, the average growth rate of about 4.8% recorded since 1984 has not been sufficient to absorb about 5.8% annual growth of the labour force as a result of declining formal sector employment and poor macroeconomic performance (ISSER, 2010). This in effect has consequently contributed to serious economic and social problems such as poverty, conflict, prostitution and gangsterism

in Ghana (Aghatise, 2002). Chukuezi (2009) suggested that unemployment in Nigeria predisposes youth to restiveness and prostitution. In addition, Liu and Finckenauer (2010) indicated that structural factors such as relative poverty and unemployment accounted for the increase in prostitution in China. From the foregoing, it can be said that the negative contribution of unemployment to social ills such as ill being, gangsterism, conflicts and prostitution is therefore not in doubt.

However, the Ghanaian government has sought to provide viable and sustained employment to the youth. The Growth and Poverty Reduction Strategy Programme (GPRSP II) was initiated to accelerate economic growth and poverty reduction by assisting the private sector to grow and generate employment for the youth. The GPRS II also clearly aligned with the objectives and targets of the New Partnership for African Development (NEPAD), the Millennium Development Goals (MDGs) (Nsawah-Nuamah and Amankrah, 2003) and the National Employment policy in addressing the challenge of unemployment (MESW, 2012). Although several reforms were taken by the government to solve the problem of unemployment, the phenomenon remains a persistent developmental challenge in Ghana (NYPG, 2010:11). With the birth of Local Enterprise and Skills Development Programme (LESDEP), however, the situation is expected to see a decline in future.

1.3 LESDEP Programme

LESDEP is a youth employment and skills development programme designed under the National Social Protection Strategy to provide the unemployed youth with technical, employable and entrepreneurial skills, as well as the tools to enable them to become self-employed and thus improve their livelihoods (LESDEP, 2013; Amankrah and Burggraaff, 2012). The programme, under the Ministry of Local Government and Rural Development, is organised in partnership with the Ministry of Employment and Social Welfare, National Youth Council (NYC), ICCES, Ghana Opportunities Industrial Council (OIC) and National Board for Small Scale Industries (NBSSI) in all 170 Metropolitan, Municipal and District Assemblies (MMDAs) in Ghana with government funding (LESDEP, 2013). In 2012, the government invested GH¢84 million (\$ 235.2 million) to extend the programme to reach out to more youth in Ghana (Ghana News Agency, 2012). However, beneficiaries were expected to register with the appropriate agencies before they are enrolled in.

While Ghana has made certain strides in its national development effort to reduce poverty rate from 51% in 1991 to 28.5% in 2005/2006, insufficient progress has been made in the

creation of decent job opportunities, improving food security and aid dependency (Amankrah and Burggraaff, 2012). With Ghana's new middle income status, about 9 million (45%) live on less than \$1 a day and about 15 million (78.5%) live on less than \$2 per day (MESW, 2012). LESDEP targets the youth that is formally registered as unemployed. It intends to provide them with employment opportunities, thereby creating conditions that will facilitate their economic empowerment (LESDEP, 2013; Amankrah and Burggraaff, 2012).

According to Asimenu (2013), LESDEP focuses on community development. Its uniqueness resides in the fact that it provides both vocational training and the start-up equipment to the beneficiaries of the programme. The equipment is paid back later on an instalment basis over 6 to 12 months. The programme has between its inception and 2011 trained 20,000 beneficiaries nationwide and set them up in various vocations (LESDEP 2013; Amankrah and Burggraaff, 2012:25). In the area of food and food security, LESDEP provides business establishments in raising of Grasscutter (an edible cane rat raised for domestic consumption and for export), fish farming, agro-processing (food processing, packaging and bottling of juice, jam, and chips), agriculture (growing crops, dry season farming), and catering services. LESDEP also offers trucks and tricycles to transport and distribute agricultural produce from producing centres to consumers and markets. LESDEP also provides skills in the following areas: information technology, mobile phone and laptop repairs, local garment and fashion, beauty care, bead making, and sliding door creation among others to improve the livelihoods of beneficiaries. The programme is open to all Ghanaians over the age of fifteen years who is ready to work and learn an entrepreneurial skill (LESDEP, 2013). Generally, LESDEP is expected to contribute to reducing unemployment in the Elmina Municipality and the Ghanaian society as a whole.

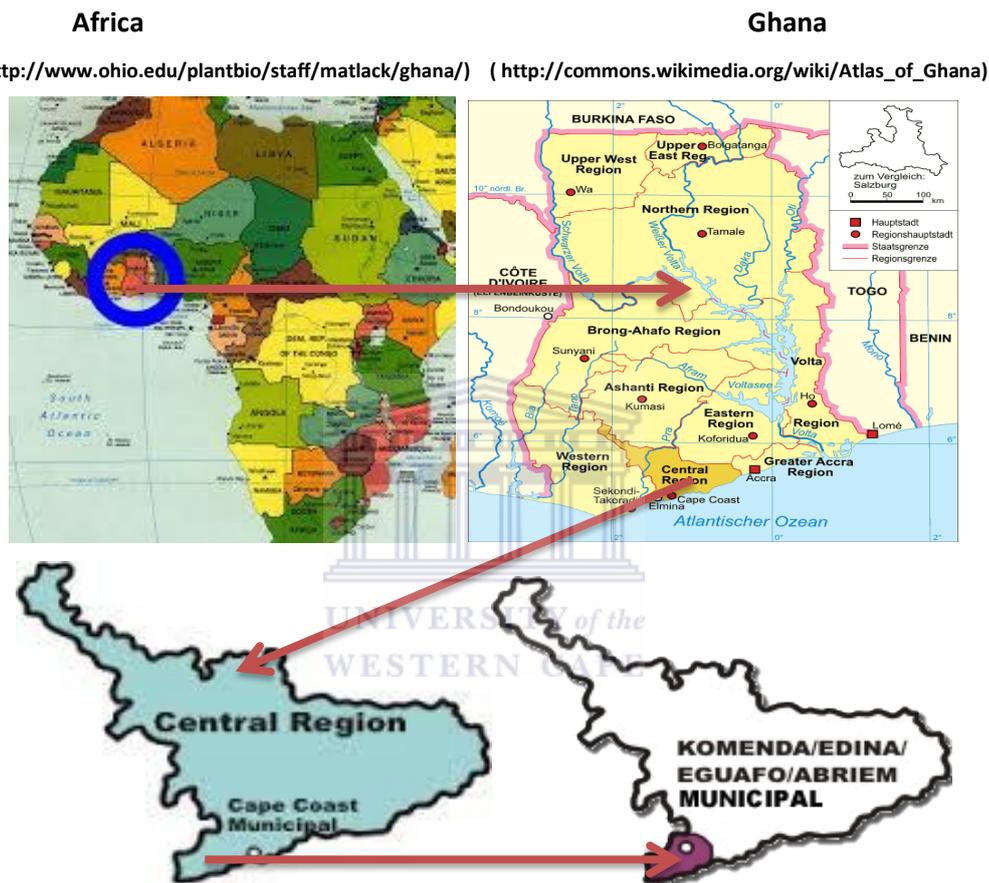
1.4 Komenda-Edina-Eguafo-Abrem (Elmina) Municipality: Case Study Area

1.4.1 Demographic characteristics

Elmina is a 700-year-old town located on the coast of the Central Region of Ghana in West Africa. It is the capital of four distinct traditional areas or states, which have been put together to constitute a political district called Komenda-Edina-Eguafo-Abrem (KEEA) Municipal (Elmina, 2008). The Elmina Municipality is one of Ghana's most famous historic towns among 170 Metro/Municipal/Districts. Its strategic location made it the heart of the West African gold trade in the 16th century. The name Elmina is derived from the Spanish word "La Mina" meaning the "Mine". It has a total population of 144,705 made up of 69,665 males and 75,040 females (GSS, 2010). The Municipality covers an area of 1,372.45 square

kilometres (919.95 square miles), bounded on the south by the Atlantic Ocean (Gulf of Guinea), the east of the Cape Coast Metropolis, the north by the Twifo Hemang - Lower Denkyira District and the west by the Mpohor - Wassa East District. Perched between longitude 1° 20' West and 1° 40' West and latitude 5° 05' North and 5° North 15' North the district covers an area of (KEEA Municipal Assembly, 2012). The location of Elmina is indicated below:

Figure 1. Location of Elmina



Source: (<http://web.ghananation.com/Central/> and <http://keea.ghanadistricts.gov.gh/>
 Accessed 3/01/14)

According to the Ghana Statistical Services (GSS, 2010), the Municipality falls within the fourth poorest region (i.e Central Region) in Ghana that is characterised with high youth unemployment. According to Yarquah and Baafi-Frimpong (2012:132), youth unemployment in Elmina is estimated at 33.9%. The Municipality is predominantly a fishing, farming and salt mining area. The youth becomes vulnerable when faced with the challenges of unemployment shocks and seasonality in agriculture and fishing (KEEA Municipal Assembly, 2012). According to Arthur and Mensah (2006) fishing provides 75% of the inhabitants with direct and indirect jobs. However, KEEA (2012) and MTDP (2010-2012),

noted that skill and entrepreneurial gaps are evident in the labour sector in the municipality, given the constraint with school enrolment quality and relevance. This is due to the fact that there has not been any municipal policy framework for a coordinated Technical and Vocational Education Training System. Three groups of young people require the most support namely, a) those who are barely literate due to early drop or inability to attend school b) those who have completed formal education, but are unemployed due to reasons of quality/relevance of education, and c) those who though have acquired some skills need re-training especially in good management practices to succeed in their businesses.

1.4.2 Settlement Pattern

Elmina Municipality has 158 settlements of which there are four major towns with respective population figures of over four thousand (4,000) people. These are Elmina (21,103) Komenda (12,278) Agona Abrem (4990) and Kissi (4,874). There are (5) five other settlements with respective population figures of over two thousand, which can be described as sub-urban towns. These are Besease (2,267) Abrobiano (2,201) Dominase (2,198) and Abrem Berase (2,152). These five urban or semi urban settlements constitute over 43% of the Municipality's population. Considering the situation further, the 2000 Population and Housing Census special report on the 20 Largest Localities indicates that just twenty (20) of the towns in the Municipality with a total population of 57, 136, constitutes over fifty percent (50%) of the total population of the district. Four of the towns (Elmina, Komenda, Abrem Agona and Kissi) with a total population of 43,245 constitute over 38.5%. The report gives the proportion of urban population of the district as 29.7% (33,381) and rural population as 70.3% (79,056). This means that, the population of Elmina and Komenda, the only towns in the district considered as urban towns, collectively constitute about one-third of the district's population.

The situation is further worsened by the fact that more than 50% of the 158 settlements have a population of less than 500 persons. It therefore means that a large portion of the population has gravitated to the four urban and semi-urban towns. On the other hand, the rest of the settlement (i.e. About 97%) have occupied the vast stretch of the district each with a population less than 2,000. The preponderance of sparse populations distributed over a wide area of the district, makes it difficult to provide social services to these communities.

1.4.3 Natural Environment

The forest provides a variety of timber species, which are currently being exploited. The type of forest along most of the coastal belt of the municipality, like other parts of the country, is

mangrove, which thrives well particularly in swampy areas around lagoons and other water bodies. At a kilometre stretch into the hinterland from the coast, one encounters another strip of forest which consists of hardwood varieties or species like wawa, mahogany, odum, kyekyen, edinam, otie, danta, onyina koben and other species. They cover the greater part of the municipality, stretching into the hinterland from the coastal belt (KEEA, 2012; MTDP, 2010-2012).

Similarly, the KEEA (2012) and MTDP (2010-2012) indicated that there are a variety of wild animals found in the forest such as antelopes, monkeys and rats. Various minerals occur throughout the municipality. Alluvial diamonds are obtained from the beds of the Nintre stream around Ankaase and Saaman. Other types of mineral deposits that can be found in the Municipality include gold, koalin, clay, muscovite mica and quartz. The forest provides the bulk of energy supply needs of the people of the municipality in the form of firewood and charcoal. The forest also protects the land from dangerous erosion and other environmental hazards. Provision of shades, oxygen and other gases and beautification for recreation is some of the demands on the resource. In addition, a thriving salt industry occurs in the coastal Zone. The major centres include Brenu-Akyinmu, Dwira-Akyinmu, Bantuma, Mbofra-Akyinmu and Elmina.

1.4.4 Economic Activities

The Municipality does not have any large industrial establishment. However, there are several small-scale enterprises located throughout the District, which offer employment opportunities to many people. These include boat making, oil extraction, farming, services such as tailoring and dressmaking, and hairdressing. Salt production is also an important industry. In addition, alcohol, bricks and tiles and sawmills can be found in several areas. The Business Assistance Centre (BAC) has over the years provided training in management skills as well as credit facilities to these small enterprises (KEEA, 2012; MTDP, 2010-2012); however, coverage is still limited.

1.4.5 Agriculture

Agriculture as noted by KEEA (2012) and MTDP (2010-2012) is the backbone of the municipal economy. The KEEA Municipality has an estimated land area of about 372.45 hectares (919.95 acres) and is subdivided into fifteen (15) agricultural zones. This report further indicated that over 85% of the population are engaged in either fishing or the production of food and cash crops. Fishing is done along the coastal stretch of the Municipality whilst farming is done inland towards the northern parts of the Municipality.

It further indicated that agricultural activity is dominated by subsistence farming. Farmers in the Municipality are mostly peasant farmers who rely on traditional and scientific technologies in production. Average farm size per holder is between 2 and 3 acres. Large-scale farming in the Municipality is on a limited scale and is done by few commercial farmers and organizations that use scientific methods in farming.

Cash crop production is also on the increase. Crops such as citrus, cocoa, oil palm are grown in the northern forest fringes of the Municipality. The Municipality has good conditions for sweet orange production. Citrus varieties like the Mediterranean sweet and late Valencia have been found to be doing well and are more drought resistant than the Washington Novel. Cashew nut production has decreased because farmers are still cutting down the trees due to lower prices paid to farmers by the buying companies.

Major food crops cultivated in the Municipality are maize, cassava, plantain, cocoyam, pepper, pineapple, etc. Cassava and maize production in the Municipality had experienced succeeding annual increase from 2002 – 2006 whilst maize, okra and plantain productions had been characterised by increases and decreases over the same period.

Sugar cane cultivation in the Municipality is on the decrease due to the fact that low lying areas which are put under cultivation is currently being put into the growing of minor season okra production.

1.4.6 Fishing

The coastal stretch of the Municipality as noted by KEEA (2012) and MTDP (2010-2012) has fishing as the main economic activity. Subsidiary and other related enterprises such as fish smoking, fish selling, charcoal business, oil extraction, etc. provide brisk business for many women in the area. Two main types of fishing are practiced: marine and inland (fresh water) fishing. Two groups of the fishing fleet engage in marine fishing, these two groups, which together have a total fleet of 760 canoes and fishing vessels are a fleet of 760 wooden dugout canoes, half of them motorised, operate from nine fishing villages and towns. In 1993 to catch from only canoes, the Municipality produced 20,729 metric tonnes of fish. Fishing operates for six days of the week targeting mainly sardines, some demersal species and Crustacea. A variety of fishing gears are used in both marine and inland fishing. These are: Trawl for motor fishing vessels; Ali, Poli and Wasta nets (APW) for both motorized fishing

vessels and canoes; dragnet for large canoes; and Set net for small and medium sized canoes; Beach seine- manual used in both inland and marine fishing.

The second fleet comprises vessels of a particular type, which only operate from Elmina. This is a fleet of about 25 diesel engine inshore vessels using mainly light bottom trawl and purse seine nets. The Inland fishing is done on a limited scale. This is by fish farmers who usually combine it with their normal farming activities.

1.4.7 Fish Processing

Fish landed by the canoes and inshore fleet is sold directly to the fishmongers who smoke the bulk of it with the rest being sun-dried or salted. Some of the fish is also sold directly to consumers at the landing sites. Fish processing is done mainly through smoking by using the traditional round mud ovens and the “Choker Smoker” The traditional method of smoking contributes greatly to air pollution along the coastal zone due to inefficient biomass combustion generating large volumes of smoke. The latter method of processing has many advantages over the first and need to be adopted. However, the limiting factor is finance.

1.4.8 Education

Education undoubtedly is one of the fundamental prerequisite tools towards socioeconomic development. The progress of any society hinges on the affordability, accessibility, quality and capacity of the educational system. The depth and impact of the educational system is for example linked to the degree of personal and communal hygiene and therefore to public health. Similarly, education provides the capacities, tools and means for future employment and local economic development. Certainly, education is considered the foremost important tool in poverty reduction in KEEA (KEEA, 2012; MTDP, 2010-2012). The report also indicates that there are three private schools, nineteen government and five private primary schools, seventeen government and for private Junior High School (JHS), Senior High Schools (SHS) and a polytechnic in the Municipality.

The policy of the Ghana Education Service since the introduction of the economic recovery and Structural Adjustment Programmes has been directed at increasing access to first cycle education and improving upon the vocations/technical and practical aspects of education (KEEA, 2012; MTDP, 2010-2012). The policy of de-boardinisation and local involvement in the running of second cycle institutions as well as funding of these institutions are being encouraged.

Provision of educational services in Ghana is in principal a governmental affair. Central government allocates funds for teaching staff while the local government is responsible for the provision of basic infrastructure like classrooms and furniture. Yet, as the demand for schooling far exceeds the number of public schools, private sector agencies, religious based organisations and some non-governmental organisations have become key operatives in private education, especially in Elmina. In KEEA private education encompasses pre-primary and primary schools and two vocational establishments.

With the introduction of the capitation grant and other Interventional programmes by central and local governments, and other agencies, including NGOs, UNICEF etc. school enrolment has improved considerably. Additionally, the report also states that the rate of increase shows about 10% in the Primary schooling and 4% in Junior High School as a result of the capitation grant. However, the prevalence of poverty in KEEA municipal affects the children's academic progression after the basic education. This eventually affects the supply of skilled labour in the municipality.

1.5 Problem Statement

Entrepreneurship can play a significant role in reducing youth unemployment and increasing the chances of youth employability. In other words, local enterprise and skills development programmes play crucial role in youth employability as it is a key mechanism to Small and Medium Scale Enterprise promotion and the main instrument of growth (Tambunan, 2005; (International Cooperation in Skill Development (ICSD), (2001:18-20). Small Scale Enterprises provide income, entrepreneurial capabilities, indigenous technology, savings and employment generation in developing economies (Gunu, 2004; Ayanda and Adeyemi, 2011)

Research has been carried out on skills development and youth employment programmes in countries such as USA, United Kingdom, Uganda, Zambia, Zimbabwe, Namibia and South Africa (Bennell, 1993; Haan, 2001; Nell et al 2002). However, this research did not focus on the outcome on assessing the extent to which it has contributed to youth unemployment reduction. Johanson and Adams (2004) observed, with potential importance for skills development and youth employment, that the continuing impact of these interventions on youth employment reduction has not been fully assessed over the past decade.

Despite the enormous contributions made by this intervention towards youth employment, Lauglo et al (2002), noted in rural Ghana, not much empirical research has been done to

assess its contribution in reducing the youth unemployment menace. It is against this backdrop that the present research attempts to assess the contribution made by LESDEP to youth unemployment in the Elmina Municipality of the Central Region of Ghana as a contributory effort aimed at bridging the existing knowledge gap.

1.6 Research Question

- To what extent has LESDEP contributed to the reduction of youth unemployment in the Elmina Municipality?

1.7 Hypothesis

In view of the theoretical and conceptual framework provided, the primary hypothesis is to empirically test if:

- There is a significant relationship between involvement in LESDEP and youth employment in Elmina Municipality.

1.8 Aims of the Research

The overall aim of the research is to assess how LESDEP has contributed to youth employment in Elmina Municipality of the Central Region of Ghana.

1.9 Specific Objectives of the Study

- To investigate a variety of literature on the present knowledge on Youth Employment and Skills Development Programmes and employment reduction, and also provides a
- Theoretical and conceptual framework for the research by analysing the relevant theories and concepts.
- To provide a socio-economic overview of the case study area (Elmina)
- To identify the number of beneficiaries that has established their own enterprises.
- To investigate the contribution of LESDEP in reducing youth unemployment through well-defined indicators in the key areas like human capital, social capital, physical capital, financial capital and livelihood outcomes, and examine the income levels of beneficiaries
- To identify the challenges encountered during the implementation of the programme in the case study area and provide possible recommendations to government, policy makers, and other stakeholders of the programme on ways of improving the programmes' efficiency.

1.10 Basic concepts and terminology

The main goal is to give an explanation to readers in view of particular concepts and the basic key terms used in the research, and this is explained below:

Youth: The term “youth, according to the National Youth Policy of Ghana (2010), refers to persons within the age bracket of fifteen (15) and thirty-five (35). The Cambridge Advance Learner’s Dictionary (2008) defined it as the period of one’s life when you are young or the state of being young. The United Nations (cited in Bennell, 2007:2), on the other hand referred to youth as persons within the ages of fifteen (15) and twenty-four (24). However, the definition varies from location.

Employment: denotes the state of being employed.

Sustainability: Becker and Jahn (1999) considered sustainability as the conservation of natural resources and a sense of responsibility to future generations. This relates to the capacity of an individual (s) to become self-reliant (Eade & Williams, 1995). Shepherd (1998), on the other hand, noted that it is a way of watching over resources while maintaining its present activities.

Livelihoods: according to Schraven et al. (2013:5), the livelihood approach defines “livelihoods as dynamic systems comprising the assets (including material and social resources) and strategies (activities) used to make a living’. Nonetheless, the Oxford Dictionary sees it as a ‘means of support”, which does not only means income and consumption, but also emphasises the means by which living is secured (Shen, 2009:9).

Skill: refers to an ability and capacity acquired through deliberate, systematic and sustained effort to smoothly and adaptively carry out complex activities. Skill, according to Allais (2012:634), denotes a hierarchy of objective individual traits, or it is a social product, a negotiated identity that lies between workers or employers.

Development: Coetzee et al (2001:307) referred to development as a “process whereby a community, region, or nation improves its access to basic services such as health, education, cultural opportunities and reduced levels of inequalities”.

1.11 Structure of the Thesis

This thesis presents five tentative chapters outlined below:

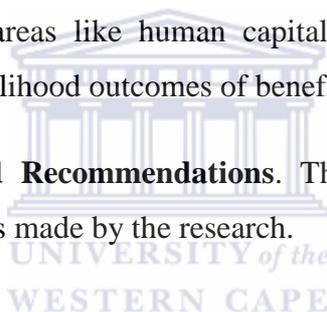
Chapter one: Introduction. This Chapter introduces the study, provides background information on the case study area, state the research problem, the main aim, objectives of the study and provides the main outline of the entire thesis.

Chapter Two: Literature Review/Theoretical Framework. This chapter provides a literature review of the theories and concepts and will define and clarify the use of the terms of the research, thus providing a theoretical base for the empirical research.

Chapter Three: Research Methodology. This chapter states the research design and include the sampling techniques, the size of the sample, on what basis the sample was selected, what unit of analysis was used.

Chapter Four: Results and Discussion Section. This chapter explains the findings of the empirical research and provides presentations and discussions of links within the research findings, in relation to the theoretical and conceptual framework adopted for the research. Discussions and presentations of the findings were on the demographic characteristics of the respondents, the key indicator areas like human capital, social capital, physical capital, financial capital and intended livelihood outcomes of beneficiaries.

Chapter Five: Conclusion and Recommendations. This chapter provides suggestions, recommendations and conclusions made by the research.



CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

This chapter offers a literature review on youth work and skills development in Ghana and draws examples from global experience of its contribution towards increasing incomes and reducing youth unemployment. This requires reviewing relevant books, articles, journals, published documents on the subject matter and government reports. Finally, this chapter discusses the theory of sustainable livelihoods framework which will inform this thesis.

2.1 Definition of Skills Development Programmes

Skills development programmes according to Roth and Brooks-Gunn (2003) are programmes undertaken not only to prevent the youth from engaging in health-compromising behaviours such as smoking, prostitution, and drinking, among others, but also to build their abilities, capacities and competencies towards self-reliance. Allais (2012:633) referred to skills development programmes as “occupational education and workplace-based training programmes such as apprenticeship”. These programmes help to reduce youth vulnerability and increase their exposure to favourable and endowing atmospheres where activities create numerous livelihood opportunities, ranging from skills-building to promote positive desired outcomes. Learner, Fisher, and Weinberg (2000, cited in Roth and Brooks-Gunn, 2003:96) categorised these desired outcomes as competencies in academic and vocational areas (human capital), confidence or positive identity, connections to communities, families and peers (social capital), as well as positive values, integrity and moral commitment, caring and compassion. Pittman et al. (2001 cited in Roth and Brooks-Gunn, 2003:96), however, added ‘contribution’ as through participation (assuming roles as a participant or leader in various settings) and influence (making a difference, advocating for a cause, making meaningful decisions and accepting responsibilities for mistakes) as another desired outcome. Nonetheless, as sustainable livelihoods are a key to human development, skills development programmes must create a serene environment to provide future hope in job opportunities for the youth.

There is growing support to promote skills development programmes through financial support all around the world. The next session presents the role of governments in promoting skills development through financial investment.

2.2 Skills Development: the Role of Governments

Skills development and youth work programmes are really important to a nation's economic growth. To this conclusion, numerous governments have invested massively in these programmes in order to address unemployment and thereby encourage greater employment opportunities for the young. Internationally, Africa has benefited substantially from external assistance in this direction. In 2000, twenty-three Sub-Saharan African countries received \$30 million in aid from the French government, whilst twelve African countries received \$120 million and \$50 million from the Danish and Swiss governments, respectively (DANIDA, 2002). This development assistance was important in helping African governments in promoting skills development programmes such as Technical and Vocational Education and Training (TVET) in order to provide them with entrepreneurial skills in building sustainable livelihoods. To this end, the Ghanaian government has invested resources to provide the youth with skills that would make them employable. For example, in 2012, President John Dramani Mahama revealed in his state of the nation address that LESDEP among other programmes were being used as a national apprenticeship programme to train the youth employable skills (State of the Nation Address, 2012:5). Similarly, in an attempt to address youth unemployment, President John Dramani Mahama, in his 2013 State of the Nation Address stated that the following measures have been put in place to create sustainable jobs for the youth: an amount of GH¢10 million (\$28 million) Youth and Enterprise Fund (YES) to support the youths to become successful entrepreneurs through sustainable job opportunities, establishment of Job and Enterprise Centres (JEC) and youth centres in all ten regions of the country to facilitate interactions with the youth in local government levels (State of the Nation Address, 2013).

Most recently, in his 2014 State of the Nation Address, the President has reaffirmed his commitment in this direction by providing ten million Ghana Cedis (GH GH¢10million/\$28 million) to the Youth Enterprise Support initiative to provide opportunities for the youth to attain decent jobs through mentorship and support. From the above, we can imagine how relevant skill development is for the government of Ghana. The next session explores the experiences of Ghana and the world as a whole.

2.3 Youth Employment and Skills Development Programmes in Ghana

The UNDP (2012) has argued that the importance of employment goes far beyond its definition. For human beings, employment is not only crucial in enabling people to financially support themselves and their families, but can also play a crucial role in developing transferable skills and social networks. According to the UNESCO Global

Monitoring report (2012:13), it has become very relevant to develop youth skills for work. Skills development plays a crucial role in Ghana's youth employability, since the development of entrepreneurial skills for self-employment has become a new focus in youth employment programmes as of 2006. The World Bank (2004a:17) noted that skills are a very important means to increase incomes and promote sustainable livelihoods for the poor. This can be done by investing in the skills of economically and socially vulnerable groups in the form of public, private and enterprise skills training. Burggraaff and Amankrah (2012) indicated that in Ghana training and equipment-for-credit have been provided to a number of unemployed youth in 2011 by the several youth employment interventions that provided training in entrepreneurial skills in various vocations. They maintained that 457,779 youth have benefited from various youth employment programmes such as the Youth Enterprise and Skill Development (YESDEP), Graduate Business Support Schemes (GEBSS), and the National Services Scheme (NSS). Moreover, about 40,000 youth have benefited from LESDEP programmes.

According to the Government of Ghana (2008), through vocational training and capacity building, the National Youth Employment and Skills Development Programme has made it easier for unemployed youth to find productive jobs within the areas of agribusiness (25,383 jobs), community education teaching assistants (33,374), health extension workers (15,000), community protection (3,047), waste and sanitation (9,000) internship (5,200) and other areas (16,881) since its inception. The Government of Ghana (2014) in its budget statement indicated that 21,802 artisans in various trades have been trained in Skills Training Institutions such as the NVTI, OIC and ICCE. In addition, 3,639 trainees in internship programmes and 215 OIC graduates have been assisted and placed in internships and employment respectively. According to the World Bank (2008: xvii) 200,000 and 125,000 new jobs were generated between the period of 2006 and 2005 respectively as the result of the implementation of the national youth employment programme.

However, Palmer (2007) and NYEP review reported in Gyampo (2012:14) argued that the idea that youth employment and skills development solves underemployment in rural Ghana has not yielded the rightful results. The programme has failed to address the multiple occupational pathways of the youth. Gyampo (2012), however, was of the view that the programme has established to be woefully insufficient in sustainably dealing with the enormous challenges of youth unemployment among the Ghanaian youth due to the fact that in 2011 only about 108,000 youths were offered employment by the various youth

employment programmes. He further maintained that this was statistically insignificant since the programme has not solved the particular interest of the youth in securing them a sustainable employment for a sound future. Palmer (2007) also revealed that the employment rate of skills development programmes among graduates in Ghana is very low. According to Gyampo (2012), current studies on youth employment programmes had it that they make less of a short term impact and would have more impact in the long term. However, a few short term impacts were recorded in the developed world. Indeed, it is very important for the youth to obtain adequate training on their specific vocation in order to provide them with job security in terms of sustainability. In this regard, (Attipoe-Fitz, 2010 cited in Gyampo, 2012: 15), states that youth development programmes should stress on the long term effects of providing the youth with sustainable employment and workforce advancement. For the long term benefit of excellent programmes can secure a better job with higher salaries, benefits, and opportunities for advancement (Collura, 2010 cited in Gyampo, 2012:15).

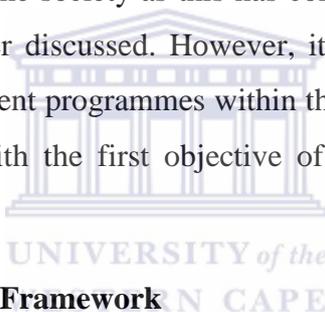
2.4 Youth Employment and Skills Development: A Global Experience

Since 1980, youth employment and skills development programmes are becoming more widespread all over the world, especially in the United Kingdom, Chile, Germany and the United States through youth apprenticeship, summer youth employment and Technical and Vocational Educational and Training programmes (Collura, 2010; Heinz, 2000; O'Higgins, 2001). Success stories revealed by Hopenhayn (2002) in Latin America for example indicated that in Chile 35,000 young people benefited from the "Chile Joven" vocational training programme; moreover, there was a 36% reduction in youth unemployment in Uruguay as a result of the introduction of the PROJOVEN vocational training programme.

Similarly, O'Higgins (2002) argued that results from a tracer study revealed that the Human Employment and Resource Training (HEART) reduced unemployment rates in Jamaica. Holland (1995) stated that the HEART programme saw the unemployment rate for female and males declining from 36% to 26% and 62% to 47%, respectively, in the periods between 1982 to 1992. According to Johanson and Adams (2004:206), Kenya recorded a reduction of youth unemployment by 50% as a result of the introduction of the Jua Kali Project that seeks to provide micro and small enterprise training and technology to the youth. In addition, Haan and Serriere (2002:43-45) revealed that in Senegal, the Fédération National de Professionnels de l'Habillement provided 6,000 unemployed youth with skills training, which enabled them to get jobs in clothing enterprises. Similarly, in Zimbabwe, Billing et al. (2001) indicated that

75-87% of the youth were employed as a result of the Informal Sector Training and Resource Network initiative.

Johanson and Adams (2004) are of the view that skill development shapes the growth of the informal sector, and hence a permanent feature of African labour markets for the foreseeable future. They further argued that micro and small enterprises will remain the backbone of many developing economies and reaching the informal sector with skills development will be increasingly important to reduce poverty and promote sustainable livelihood opportunities for the youth. Looking at the progresses made by these countries in reduction of youth employment through skill development programmes as stated above, the researcher contends that skill development programmes stand the chance of providing the youth with sustainable employment. Furthermore, the researcher is of the view that when skill development programmes are tailored to the need of the youth so as to sustain their businesses, they become economically empowered and as a result reduce lots of social ills such as prostitution and gansterism (robbery) within the society as this has contributed to the success in most of the developed countries as earlier discussed. However, it is also important to include and place emphasis on skill development programmes within the Millennium Development Goals (MDGs) since it falls in line with the first objective of the MDGs that states to reduce extreme poverty and hunger.



2.5 Theoretical and Conceptual Framework

The following section provides the theoretical underpinnings and conceptual framework within which the research was analysed.

2.5.1 The Sustainable Livelihoods Approach

According to Adalzadeh, Alvillar and Mather (1998:1), the concept of sustainable livelihoods is becoming progressively associated with efforts at poverty alleviation in the Third World. The authors argued that the link to sustainability is significant. This means that identified development strategies must be maintained over a long period of time, do not compromise personal security, and ensure the long term viability of household and environmental resources. The Sustainable Livelihood Approach (SLA), according to Chambers and Conway (1992) is a developmental approach towards analytical structure for coming to grips with the complexities of livelihoods so as to identify where interventions can best be made. The UNDP (1999) and Bebbington (1999) indicated, the approach is people-centred in that the SLA concerns itself with what the people have (e.g. assets or capital) and what they do (e.g. Livelihood activities), thus moving attention away from what they lack and, in doing so,

enable their capabilities to be strengthened. Altarelli and Carloni (2000) asserted that the SLA, thus redirects attention to perceived strengths, opportunities, coping strategies, and local initiatives. Thus the approach has been a shift away from how poverty is regarded, going from purely economic measures to considering a person's quality of life and capabilities. Strengths, according to Miles et al. (2006 cited in McCammon, 2012:557), are assets, skills, capacities, actions, potentials and gifts in each family member and the community as a whole. David et al. (2007 cited in McCammon, 2012:557) identified seven typologies of strengths and characterised them as:

- a) Child and family competencies. This is considered as the talent a child or family poses (e.g. music and sports).
- b) Resilience strength. This is the personal traits or behaviours that help a person to survive in spite of challenges, such as a sense of humour, a parent's persistent in securing assistance for the family and having strong religious faith.
- c) Possibility strength. These are goals or aspirations for the future.
- d) Available resources. These include knowledge, environmental, financial, recreational, emotional, social, and cultural resources.
- e) Borrowed strength. This they described as the use of knowledge or experiences of others, with an example of another individual, or borrowed from a mentor, teacher, or service provider's experience.
- f) Past or historical strength. These are strengths from the family's own history and past accomplishments and
- g) Hidden strength. These are strengths identified from behaviours or situations that on the surface are undesirable, but contain hidden positive elements, as the opportunity provided to gang members for commitment and leadership.

Rotto et al. (2008 cited in McCammon, 2012:557) in their conviction, argued that the above mentioned typologies of strengths are qualities that contributes to a family's or individual's life in a functional way. These strengths do not only take the strength of an individual into consideration, but includes previous strategies and indigenous practises that were deemed very important. In this regard the SLA takes into account the capabilities, indigenous knowledge and other qualities of the individual to assess where assistance can best be made towards a sustainable livelihood. This is to say that the approach focuses on people themselves, their strengths (what they can do) and recognises the several ways these individuals employ to stay alive. Except for formal employment, each individual may also have strong ties to their communities or families they will depend on for need as part of their

livelihood in times of need. This makes it understandable as the approach seeks to recognise the fact that there are several interconnected factors involved influencing their livelihoods.

Scoones (1998:5) defined a livelihood as comprising the “capabilities”, “assets” (including both material and social resources) and activities required for a means of living and is “sustainable” when it can cope with, and recover from stresses and shocks, maintain or enhance its capabilities and assets, while not undermining the natural resource base. Chambers and Conway (1992:6) see it as:

“The capabilities, assets (stores, resources, claims and access) and activities required for a means of living: a livelihood is sustainable which can cope with and recover from stresses and shocks, maintain or enhance its capabilities and assets, and provide sustainable livelihood opportunities for the next generation; and which contributes net benefits to other livelihoods at the local and global levels in the long and short term”.

The SLA definition is inspired by Amartya Sen’s capabilities and entitlement approach (Sen, 1981, 1999) and understands a livelihood as the capabilities, assets (both material and social resource assets) and activities required to support the life of an individual (Chambers and Conway, 1992; Scoones, 1998). An individual’s capability refers to what that individual can do with his/her ‘entitlements’ in order to attain what he/she deems a good quality of life (Sen, 1984). Moreover, assets refer not only to financial capital, but also to resources and social links. The asset is made up of social, human, natural, financial and physical capital. Nonetheless, the following key elements can be drawn from Scoone’s definition:

- The creation of working days: to create a gainful employment that includes suggestions from Sen’s income, production and recognition.
- Poverty reduction: either measured through inequality, pure economic conditions, or perceived relative poverty.
- Well-being and capabilities: to increase people’s capacity to make the most of their “entitlements” and hence enhancing their capabilities as indicated by Sen in his several publications.
- Livelihood adaptation, Vulnerability and Resilience: for a livelihood to be sustainable it must be able to adapt and cope with the stresses and shocks.
- Natural Resource Base Sustainability: refers to how the natural resource base of the individual can resist stress and shocks.

Hebinck and Bourdillon (2002) point out the different ways in which a livelihoods framework is used in the field of development: For policy makers, 'livelihood' provides a framework that focuses on poverty within the contexts of the people who are poor, and on the processes that underlie poverty. For consultants who operate in the field of development, 'livelihood' represents a framework for the formulation of development projects that focus on the people being affected by the project and the variety of ways in which they might be affected. For social scientists, such as anthropologists, sociologists and economists, 'livelihood' provides a framework for a holistic interpretation of the dynamics of development and the different rhythms of change. For plant breeders, soil scientists, and other technologists, the livelihood framework serve the purpose of linking their specific work and capacities with what people are capable of doing, what they are looking for, and how they perceive their needs. The livelihood framework thus provides a guide for research and intervention. The approach has successfully been used as an analytical tool and a set of developmental goals. It has been used to aid national planning in Uganda's plan for modernisation of agriculture, DFID's programme preparation in Cambodia, poverty eradication strategies as well as community-based planning in South Africa, participatory poverty assessment in Indonesia and Vietnam and monitoring and evaluation of livelihood asset status tracking in India and Kenya (Carney, 2003). It has successfully been used for project review and assessment of sectors, project design, as well as other forms (Farrington et al., 1999; Ashley 2000; Gibbon cited in Laverack, 2006:269). Hence, the use of the SLA is diverse and flexibly adaptable to many settings and delivers a good tool to structure development research and increase efficiency of development projects. However, the SLA like any other theories has come under various criticisms.

2.5.2 Critique and Relevance of SLA

More fundamentally the approach has been criticised for paying insufficient attention to issues of power. Critically, while the framework might highlight the influence of power imbalances or the structural causes of poverty more broadly, it does not make them any easier to change (Ashley and Carney, 1999; Turton, 2000). Linguistically, Cleary et al. (2003) maintained that the concept of SLA is also hard to translate; for example, in Latin America, this was the reason for Bolivia, Mexico and Brazil not accepting the SLA as it could not translate the key concepts into Portuguese and Spanish. Krantz (2001) also argues that the SL Approach has not really dealt with the issue of how to identify the poor that one is trying to assist, and attempts to increase the voice of women are difficult to achieve successfully in practice. Hussein (2002) noted that local organizations may not have the capacity to carry out

the type of analytical research integral to the sustainable livelihoods approach to development. Issues have also been raised about the approach being a reform of the Integrated Rural Development (IRD) strategy. Carney (1992:2) on the other hand noted that the SLA shares various similarities with IRD and other participatory approaches. The FAO (2000) asserted that the SLA is complex, difficult to describe and even educate the staff, thus making things more complicated and less reachable.

According to Adato and Meinzen-Deck (2002:31) the SLA has practical issues in terms of operationalization, which makes it difficult for individuals to understand, thus leading to a smaller amount of time to come out with challenges and priorities in a less structured format. Baumann (2000) also noted that the SLA framework fails to include theories of change based on politics. In view of that Baumann indicated that inclusion of political capital into the SLA is critical for the reason that the notion of political capital is essential as “rights” are claims and assets. Political negotiation over rights is not transparent and cannot necessarily be captured in structures and policies. Moreover, the balance of power and location of political capital is not fixed and is under constant political challenge. Moreover, not include political capital also weakens the SLA framework as an approach to development and therefore the likely effectiveness of interventions to meet SLA objectives. Similarly, Longley and Maxwell (2003) also indicated that a strong integration of politics and political economy analysis in SLA has not been acknowledged. In addition, Carney (1999) and Norton and Foster (2002) also accepted that the approach has not allowed adequate space for the role of politics and power. Carney (2003) and Farrington et al. (1999) are of the view that the SLA seems over ambitious and very complex in terms of its way of being holistic, hence making it difficult for people to understand and operationalize. The FAO (2000), however, asserted that even though the SLA is people-centred, people are not evident in the present framework. Similarly, it was also argued by Ashley and Carney (1999) that poverty alleviation has not been recognised by the framework.

Having said that, it is evident several criticisms have been made against the SLA. Many of these critics were the fact that the approach of trying to be more realistic and holistic has resulted in being more complex and over-reaching. This remains a challenge, yet one of the key factors during the development of the SLA approach. Even though the approach seems complex, it must be in order to equal the complex interactions within real life. Any general, holistic approach must be imprecise, enough to be adaptable to diverse context, hence lies one of the strengths of the approach.

DFID (2000), however, argued that whereas the SLA has a number of weaknesses which needs to be remedied, the approach marks a positive change from the previous livelihood approaches (e.g. IRD, Participatory Rural Appraisal and Rapid Rural Appraisal) for poverty alleviation. It empowers the poor by seeing them not as victims, but as decision-makers with their own sets of priorities. DFID further indicated that the SLA's transcendence of a sector-by-sector view of development accommodates the variety of economic activities an individual may rely on in order to subsist. To this end, the livelihoods approach takes a more holistic view of poverty, considering multiple resources beyond income levels and productivity; the DFID approach is especially unique in its inclusion of environmental sustainability as a consideration of relevance to poverty.

The SLA's holistic view of individuals' sources of income and critical resources for households departs from the traditional income-centric view of livelihood promotion. Similarly, its approach to development gives due attention to the ways in which people may rely upon multiple income generating sectors at once. According to (DFID, 2000), the SLA's holistic view of poverty makes it different from other conventional development models, and explains why the sustainable livelihoods approach is garnering such widespread consideration in recent years. Even though the approach has been severely criticised, it still provides a useful base for understanding poverty and livelihoods. When considered as a standpoint the approach comes into its own, as a useful tool to help engage with and deconstruct poverty and underdevelopment. Its presence in academic debates and in developmental work, is proof of the significance and usefulness of the approach.

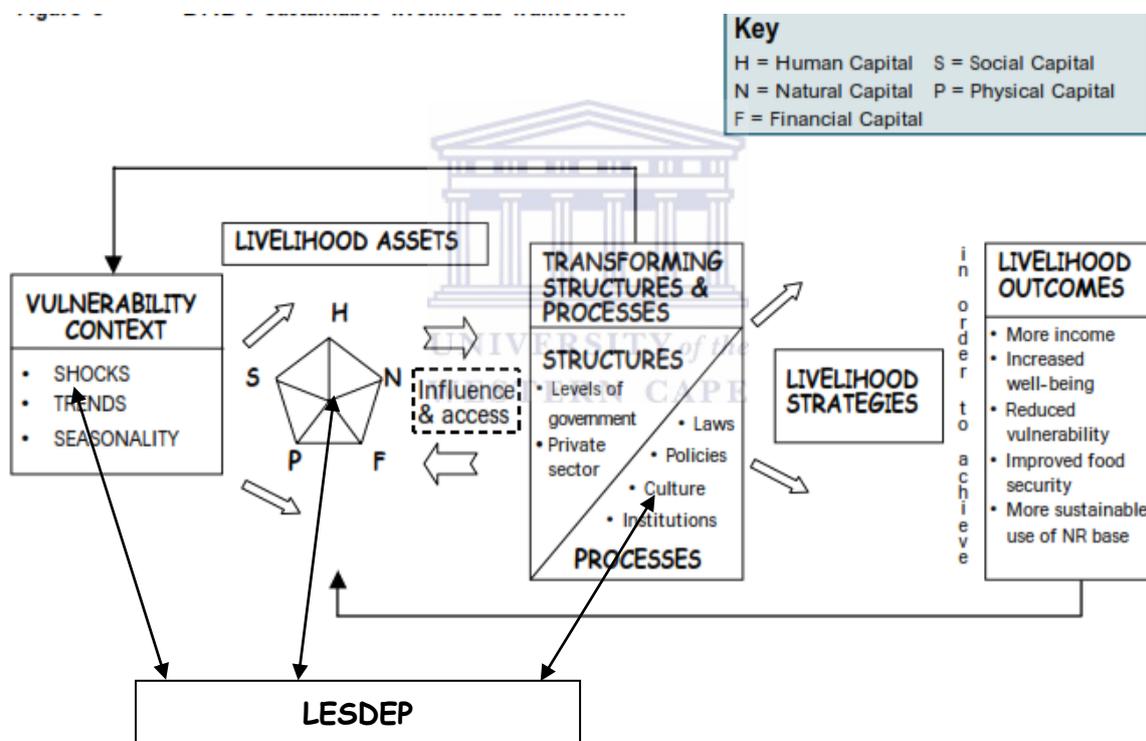
In this research, the DFID SLA framework was adapted to assess how LESDEP has contributed to rural livelihoods and the reduction of youth unemployment of beneficiaries in Elmina.

2.5.3. Applying the Framework to Local Enterprise and Skill Development Programme (LESDEP) on Rural Livelihood and Its Implication on Youth Employment

The sustainable livelihoods framework brings in many considerations that are often not included in research such as LESDEP. At the same time, it may not be obvious how LESDEP might fit into this framework. In figure 2, three ways in which the Local Enterprise and Skills Development Programme (LESDEP) fits in is indicated. LESDEP fits in by influencing the vulnerability context, through the linkages to the asset base, or as part of policies, institutions, and process.

LESDEP can reduce vulnerability, such as when skills development reduces the susceptibility to unemployment by providing beneficiaries with the employment opportunities such as in local garment and fashion manufacturing, agriculture, agro-processing, bead making, construction and fish farming, among others. However, skills development can also increase vulnerability, such as when beneficiaries are not engaged in any productive activity after acquiring these skills and are idling, as well as not being provided with the requisite tools to work with. A case in point is the Technical and Vocational Education and Training in Zambia which was certificate-led. It was, however, a certificate without employment (Haan, 2001:122). LESDEP through the provision of a sustainable livelihood, will make the youth in Elmina employable, reduce their vulnerability, increase their well-being thereby empowering the youth economically. The conceptual framework adapted is represented in figure 2 below.

Figure 2 The Sustainable livelihoods Framework (SLF) with LESDEP



Source: Adapted from DFID, 2002

The framework gives a general view of the vulnerability, livelihood assets, transforming structures and processes, livelihood strategies and livelihood outcomes. Assets, as noted by (DFID, 2002), react with policies, institutions, and processes to shape the choices of livelihood strategies. These in the long run shape the livelihood outcomes, which are often

the types of contributions we are interested in. Nonetheless, those outcomes are not necessarily the end point, as they feed back into the future asset base.

Vulnerability: According to Devereux (2001:10), “vulnerability denotes the external environment which is made up of the trends (demographic trends, resources trends and trends in governance, economic indicators such as prices), shocks (human, livestock or crop health shocks, natural disasters/hazards like earthquakes or flooding; economic shocks; conflicts in the form of national or international wars) and seasonality (seasonality of prices of products or employment opportunities) and represents the part of the framework that lies furthest outside stakeholder’s control”. In the context of the LESDEP, the target population is the unemployed youth. These youth are mostly fishermen and farmers who are vulnerable to shocks and seasonality, which increases unemployment and low levels of income in the municipality.

Livelihood assets are made up of;

Human capital: This represents the skills development, knowledge, and ability to labour in good health which is important for the achievement of different livelihood strategies.

Social capital: Social capital is taken to mean resources such as the relationship of trust, membership of groups, networks and access to wider institutions upon which people draw when pursuing various livelihood strategies.

Natural capital: This comprises land, water, forests, air quality, erosion protection, biodiversity degree and rate of change from which resources flows and services that are beneficial to derive livelihoods.

Physical Capital: Physical capital is made of the basic infrastructure and producer goods needed to support livelihoods, such as access to information.

Financial Capital: This denotes the direct employment on LESDEP, income from sale of products and the financial resources that people use to achieve their livelihood objectives (McLeod, 2001; Carriere, 2002; DFID, 2002).

LESDEP seeks to create entrepreneurial skills to these vulnerable youth by providing them the above livelihood assets. These are considered more sustainable and have the potential of helping the youth create their enterprise.

Transforming Structures and Processes

The livelihood assets as indicated by Shankland (2000) and Keeley (2001) are transformed by the institutions, organisations, policies and legislation that shape livelihoods. The structures (hardware), according to the DFID (2000:5), constitute the private and public organisations that apply rules and regulations to deliver services and processes that constitute the “software” that determine the ways in which structures and individuals operate and interact. LESDEP is affected through the national government to the regional and municipal levels. These institutions form the structures through which the training will be given to the beneficiaries.

Livelihood Strategies

Chambers and Conway (1992) and DFID (2000), posited that livelihood strategies constitute the range and combination of activities and choices that people undertake in order to achieve their livelihood goals. In this case, the beneficiaries of LESDEP through the training and acquisition of various vocations will have a diverse range of activities that will be available to them to ensure sustainable living through secured jobs.

Livelihood Outcomes

In the context of the framework, livelihood outcomes are the results of livelihood strategies, such as more income (cash), increased well-being (non-material goods, like self-esteem, health status, access to services, sense of inclusion), reduced vulnerability (better resilience through increase in asset status), improved food security (increase in financial capital in order to buy food), and a more sustainable use of natural resources (appropriate property rights) (Chambers and Conway 1992; DFID, 2000). The final stage of the programme is to ensure that the livelihood outcomes are met. This will ensure that vulnerability that results in unemployment among the youth is addressed.

2.5.3.1 Operationalisation of Key Variables

Babbie and Mouton (2001) stated that Operationalisation is the final measurement of how various characteristics of a given variable in the real world will be known. The indicators considered in this research are the different types of capital that make up the livelihood framework. In this context, the LESDEP will be considered as the independent variable and unemployment the dependent variable.

Measurement of Variables

Human capital: This is measured based on the specific skills acquired (local garment and fashion, beauty care, agriculture etc.) by beneficiaries and enterprises establishment.

Social capital: This is measured by taking into consideration such phenomena as the beneficiary's networks or registration with any formalized association, social gatherings, meetings, etc.

Physical Capital: This is measured by considering beneficiaries' shop ownership and working equipment (sewing machines, hair dryers, fabrication machines, spraying machines, etc.) as well as other assets acquired since beneficiaries joined the programme.

Financial Capital: measured by considering the income from the sale of products (dresses, sliding doors, quantity of customers serviced) and savings.

Livelihood Outcomes: Measurement is based on the income levels of beneficiaries (Ghanaian Cedis (Gh¢) /month), reduced vulnerability, and increased well-being.

2.5.4 Conclusion

In this chapter, various arguments from different academics were presented on youth employment and skill development. There has been an increasing knowledge on skill development and youth employment in both the Ghanaian and international context and the crucial role they play in youth employability. While others are of the view that youth employment and skill development has not solved the issue of unemployment, several authors, however, see it as a valuable source of employment to the youth since it provides them with entrepreneurial skills for self-employment. In line with the theoretical and conceptual framework of the Sustainable Livelihood Framework (SLA), it was revealed how the LESDEP fits into the SLA by influencing the vulnerability context, through the linkages to the asset base (social capital, human capital, natural capital, financial capital and physical capital) or as part of policies, institutions, and process. These are considered more sustainable and have the potentials for helping the youth create their enterprise to improve their standard of living.

CHAPTER THREE

RESEARCH METHODOLOGY

The primary purpose of this chapter is to introduce the inquiry procedures that were applied in assessing how LESDEP has contributed to youth work in the Elmina Municipality of the Central Region of Ghana. It mainly focuses on the strategies employed to gather data considering the mixed method (quantitative and qualitative) social research. It covers the research design, the sampling techniques employed, data collection methods (for example Questionnaire and interviews etc.), and data analysis?

3.1 Research Design

In every empirical research, there is an indirect, if not direct research design. In simple terms a research design is the systematic gathering of data, computing, analysing and dissemination of information generated. According to Mouton and Babbie (2001:74), a research design provides a “blue print” of how research should be conducted. In addition, Philliber, Schwab and Samloss (1980) noted that it deals with four problems: what questions to study, what data are relevant, what data is to be collected, and how to analyse the data. Nachmias and Nachmias (1992:77-78 cited in Yin, 2009) also suggested that research design is “a consistent proof that allows the researcher to make inferences concerning causal relations among the variables under investigation”. Hence, this will inform the researcher to gather important and valid data from which conclusions can be drawn. In any research design various approaches such as quantitative, qualitative and mixed method approaches are employed for data collection and analysis.

3.2 Research Methodology

Research methodology was viewed by Simmons (1985) as formal, informal and integrative approach. Besides, the concept of methodology falls within the type of quantitative, qualitative and mixed methods consistent with the collection of data (Denzin, 1989 cited in Shen 2009: 67; Bouma, 1996; Davies, 2001; Jennings, 2001) Nonetheless, Babbie & Mouton (2001) contended that there are two main research approaches to social research: quantitative and qualitative research approaches.

3.2.1 Quantitative Research Design

Creswell (1994:2) defined quantitative research design as “an inquiry into a social or human problems, based on testing a theory composed of variables, measured with numbers and analysed with statistical procedures, in order to determine whether the predictive

generalisations of the theory holds true". The reason for quantitative research approach is to give an explanation and prediction in order to make generalisations (Leedy, 1997:106). Researchers employ this methodology in order to objectively measure the relevant variables. This takes into account the concepts, variables, and hypothesis that are spelt out before the start of the research which remains still all through the research process (Leedy, 1997:106).

However, quantitative research design places more emphasis on the quantity of the construct that is assigned to numbers (Babbie & Mouton, 2001: 49). More significantly, in relation to information gathering, quantitative research design employs experimental designs to decrease error, biases and irrelevant variables. It also depends on a deductive reasoning procedure of analysis that moves from general to specific, usually, from an existing premise (theory, hypothesis) to a logical conclusion (Leedy, 1997:107). The research used a quantitative approach to assess the LESDEP, as well as its relationship to programme outcomes. Machin (2002) argued that a quantitative approach allows for the quantification of variables.

Whereas the quantitative approach focuses on the use of numerical data, the qualitative approach emphasizes an insider perspective of a particular social phenomenon (Babbie & Mouton, 2001). This was performed by conducting personal interviews with LESDEP personnel, and the administration of questionnaires with beneficiaries and non-beneficiaries of LESDEP. Qualitative research, however, employs the inductive reasoning procedure of analysis, enabling observations of particular phenomena to be generalised (Leedy, 1997:107). Whereas, in quantitative research approach, the data generated is reduced into numbers and results presented statistically in order to disseminate research outcomes, qualitative research design involves interpreting the narratives of respondents and utilises a more library approach (Leedy, 1997:109).

Quantitative and qualitative methodologies have their advantages and disadvantages. It is understood that quantitative methodology has the advantage of validity of hypothesis may oversimplify the reality. Qualitative methodology in contrast, allows for an in-depth understanding of reality while being disadvantaged by limited generalisation (Simmons, 1985). The combination of these approaches will consequently balance the limitations of each methodology (Simmons, 1985; Denzin, 1989 cited in Shen, 2009: 67). Leedy, (1993) argued that several studies can be improved significantly if mixed method research is employed. Creswell and Clark, (2007) were of the view that bias is reduced when the mixed methods are applied. This research used a combination of both the quantitative and qualitative approaches

to empirical research in order to collect comprehensive information with regards to the research objectives. The purpose of these strategies is that both approaches have their relative strengths and weaknesses and thus in conducting the research, the weaknesses of one will be complemented by the relative strengths of the other (Babbie, 2008).

3.2.2 Qualitative Research Design

Qualitative research design is based on the individual's experience. Moving further, qualitative research approach, as viewed by Denzin and Lincoln (2005), is multi-approach in focus and character, including data gathering that describes the unstated knowledge and meanings of a person in his/her natural setting. For qualitative research to be informative, scientific values such as reflexivity and reliability need to replace objectivity, validity and generalisation, which are features describing positivism (Tobin and Begley, 2004). The gains of qualitative approach for this research can be summed up as: i) the context and associations of the natural settings are very important since they influence the meanings and understandings of participants being studied; ii) the research emphasises on interactions that allows inductive analysis to be utilised and multiple realities obtained through unwritten understanding, and iii) the research design appears to consider realities that cannot be predicted denoting knowledge, since the outcome are negotiated with potential participants who interpret their realities in various forms, which may have consequences for employment reduction and LESDEP.

Through qualitative approach, semi-structured interviews were conducted with two focus groups in order to deepen the understanding of LESDEP. Chadwick, Bahr and Albrecht, (1984) observed that qualitative research approach is considered a way of assessing the validity of ideas about reality and its existence through a systematic process. Babbie and Mouton (2001) however, added that qualitative research requires emphasis on building rapport, trust and participation as the procedures of eluding error and establishing validity in research. The reason for qualitative research design in this research was to:

- i. Understand the multiple realities of unemployment and LESDEP from the LESDEP point of view;
- ii. Overcome some of the precincts connected with quantitative approaches which underlie unemployment and LESDEP in Ghana;
- iii. Utilise inductive method amongst beneficiaries and non-beneficiaries of LESDEP, attempting to provide an in-depth understanding of LESDEP and how it has

- contributed to the reduction of youth unemployment, learning about their income levels and their experiences in the Elmina Municipality; and
- iv. Collect data that are very detailed and informative.

3.2.3 The Case Study

For the purpose of this research a case study approach was adopted. Yin, (2009) argued that a case study is an empirical research process that scrutinises a modern phenomenon within its real-life context, especially when its borders between the phenomenon and the context are not clearly obvious. Stake (1995) sees it as the gathering of detailed data employing various data gathering tools and procedures by researchers over a period of time. Moreover, the method has been criticised by Yin (2009) for being inadequate to generalise conclusions as a result of the absence of a sufficient number of cases. Garson (2002) contrasts that case studies are valid scientific procedures that are conceptually driven geared towards hypothesis testing to enable other researchers replicate them. Furthermore, Soy and Tellis (1997) point out that bias can avoided by means of triangulation, which is the combination of different research tools to gather precise information as possible. However, the approach was useful due to the importance of studying the phenomenon in its natural settings; the researcher would be able to ask questions such as “how” and “why” to enable him/her to understand the nature and complexities of the processes in progress; and the research is being undertaken in an area where little or not much research has been done (Benbasat et al., 1987). It is important to also note that the merits of case studies far exceed statistics and therefore gives an in-depth contextual analysis (Soy and Tellis, 1997).

The case study area of this research is Elmina which is made up of four distinct traditional areas put together to constitute a political Municipality known as Komenda-Edina-Eguafo-Abrem Municipality. It is one of the forty-six new municipalities created since 1998 as part of the decentralisation programme in Ghana. This area was selected due to its accessibility and the level of poverty. According to the Ghana Statistical (GSS, 2010) the Municipality falls within the fourth poorest region (i.e. Central Region) in Ghana that is characterised with high youth unemployment rate (33.9%). However, researchers employ different sampling techniques to select the population for their research.

3.3 Sampling Techniques and Criteria

Sampling, according to De-Graft Acquah (2013), is the fraction of a population selected for a research. Leedy (1993), on the other hand, defined it as a section of the population needed for information to be gathered in a specific issue. The number of individuals that constitute the sample is known as the sample size.

3.3.1 Sampling Techniques and Criteria in Quantitative Research

This research mainly targeted the unemployed youth (beneficiaries and non-beneficiaries of LESDEP) within the Elmina Municipality. According to the GSS (2010) about 3,812 are unemployed within the case study area. Nonetheless, this research considered a total number of 100 participants (50 beneficiaries LESDEP and 50 non-beneficiaries of LESEP). Zikmuud et al. (2012) argued that a researcher who needs to meet a deadline or complete a project quickly will more likely to select a simple sample size. Bryman and Bell (2007) have both stated that the choice of a sample size is the negotiation between time and cost and the need for precision. Hence the choice of this population size was based on the fact that there was limited time and resources.

In order to obtain a sample population or size, the quantitative sampling techniques were used. A quantitative sampling technique as indicated by Babbie and Mouton (2001:169-175) is the process of utilising probability sampling methods such as: simple random, systematic random, stratified and cluster or multi-stage method to select a sample population. The multi-stage method centred on probability sampling was used to obtain the population. A sample population, according to De-Graft (2013), is a complete set of individuals whose characteristics are being investigated. According to Mule and Goodman (2009), probability sampling gives individuals, events or objects an equal chance of being included in the final sample. The authors contend that multi-stage sampling is also known as cluster sampling. In multi-stage or cluster sampling, Ahmed (2009) explained that it considers a group of population elements that constitutes the sampling unit, instead of a single element of the population. In the initial stage, the list of the beneficiary communities was obtained from the offices of the LESDEP secretariat in the Elmina Municipality. A simple random sampling technique was employed to select 4 out of about 21 communities (Elmina, Ankaful, Ntrano and Essaman) within the four traditional areas of the Municipality due to its proximity and the fact that the sampling method is stress-free.

A sample frame was then constituted by the researcher in the next stage having obtained an additional list of individuals who meets the criteria to be considered for the programme from

the offices of the LESDEP secretariat. This population was then characterised into groups or strata. The homogeneity of the population enabled the researcher to obtain 25 individuals from each stratum from the 4 selected communities (in total 50 beneficiaries of LESDEP and 50 non-beneficiaries of LESDEP) to make up the sample for the research. Both the beneficiaries and non-beneficiaries were given the equal chances to be part of the sample by utilising the stratified random sampling technique. However, the quantitative sampling techniques allow for more samples to be considered as compared to qualitative sampling technique that allows for small samples. It also allows for a representative sample to be drawn from a population so that the outcome of the research can be generalised.

3.3.1 Sampling Techniques and Criteria in Qualitative Research

Qualitative sampling techniques according to Marshall (1996) are a sampling procedure that permits the utilisation of non-probability sampling methods such as: purposive or judgmental sampling, snowball sampling, and quota sampling to select the sample population. The purposive sampling procedure, a non-probability sampling technique was used in order to categorise a sample of respondents' whose knowledge the researcher employed to assist to decide who or what questions were the most suitable for inclusion in the research (Russell-Bernard, 2000; Wallimann, 2006). The purposive sampling technique afforded the researcher to select participants who were interested and wanting to be part of the research process. The sample population was informed by respondents who have knowledge and experience in unemployment and LESDEP concerns within the Elmina Municipality. Through the purposive sampling technique, LESDEP officials, individual participants (beneficiaries and non-beneficiaries of LESDEP) were selected to be part of the research to constitute both personal interview and focus group discussions, respectively. Wallimann (2005) posits that there are several techniques employed to evaluate a correct sample size; nonetheless, a small sample will give an equitable representation of the total if the population is homogeneous. Babbie & Mouton, (2001) asserted that non-probability sampling technique is easier, cheaper, and quicker compared to probability sampling technique. In this regard, the individuals who participated were made up of 2 LESDEP officials from the Municipal Secretariat of the LESDEP institution and 7 participants each in 2 focus group discussions.

3.3 Data Collection Methods

As indicated earlier, a mixed-method approach was used for this research. Various data were collected using several methods. These include literature review, semi-structured questionnaire to gather quantitative and qualitative data, interviews and focus group discussions and secondary data analysis. Participant observation was also used to collect

qualitative data since the approach showed useful to a research of this nature. Moreover, focus group discussions and personal interviews were used with the view of adding to and authenticating quantitative findings.

3.3.1 Quantitative Data Collection

Questionnaire: For the purpose of this research, questionnaires were found to be useful because they give detailed information which is more specific. The questionnaire was used to collect quantitative data from respondents in order to inform inferences and generalisations from the findings. As noted by (Malhotra, 2004), a questionnaire is a formalised set of questions for obtaining information from respondents. The overriding objective is to translate the researcher's information needs into a set of specific questions that respondents are willing and able to answer. Lewis-Beck, Bryman and Liao (2004) posit that questionnaires are mostly used in data gathering from respondents for research. In this research, a questionnaire with both open and close ended questions was used in obtaining relevant information such as demographic characteristics, livelihood assets and specific areas of skills development of LESDEP from the targeted fifty beneficiaries and fifty non-beneficiaries. The justification for using the questionnaire is that, it saves cost and time, and it is easy to administer since fewer personnel are required for data collection, processing and analysis (Bourque and Fieldler, 2003; Babbie & Mouton, 2001:258-268).

A total of 100 respondents were administered. According to Reja et al. (2003) whereas open-ended questions, have the merits of enabling the researcher to assess the participant's true feeling of a phenomenon and allows for more information to be gathered from respondents, the closed ended questions are more easily analysed and more specific. However, they also have their own limitations. Open-ended questions are difficult to compare and answers tend to lose some of their meaning when recoding is done, in close-ended questions simplicity and limitations of respondents answers may not offer respondents the choices to mirror the real feelings and also do not allow respondents to give explanation whether they understood the questions or do not have an opinion.

3.3.2 Qualitative Data Collection

3.3.2.1 Triangulation

According to Denzin and Lincoln (2005) this approach has turned out to be a very relevant practice in qualitative study to aid in evaluation, reduce bias and to increase the quality of data and social science. It helps to make certain the reliability of data and is the way of

obtaining a broader suitability of research results. Denzin (1987 cited in Jennings, 2001:151) recognises four types of triangulation: data triangulation; investigator triangulation; theory triangulation and methodological triangulation. Data triangulation was utilised in this research to permit the researcher to obtain several sources of data (e.g. journals, project documentations, internet, and library books). However, the theory triangulation was also used to obtain relevant data on various theories, concepts from the viewpoint of sustainable livelihood, youth employment and skill development literature and to analyse data. Subsequently, using multiple methods, method triangulation was used to gather data on LESDEP and skill development, and that includes personal interviews, semi-structured interviews, participant observation and focus group discussions. However, whereas there has been a wider acceptance of triangulation in various research outcomes by both academics and policy makers (Decrop, 1999), others have also criticised it due to its nature of combining different approaches, which can be awkward and for the fact that the research outcome may be unreliable. It was also noted by Denzin (1987 cited in Jennings, 2001:151) that triangulation is employed due to the fact that there is no single procedure that sufficiently make certain data reliability, thus the need to utilise multiple approaches.

Furthermore, triangulation was also utilised in this research to give an in-depth understanding of the role LESDEP has played towards the reduction of youth unemployment from various viewpoints, attempting to mirror numerous and varied realities. Employing triangulation enables the researcher to combine multiple approaches to gather data from various sources as indicated above. This further enables the researcher to verify research outcomes so as to make certain consistency, whereas a single approach would not have mirrored the exact exhibition of questions within this research. It also afforded the researcher the flexibility of data gathering from the participants' views and helps in the acquiring of well-informed data and credibility of the research outcomes.

3.3.2.2 Literature Review

Through literature review Mouton (2001) argued, the existing body of knowledge can be built upon it, while also helps researchers to avoid duplication. Through literature review, the researcher was able to place this research in context, demonstrates the utilisation of appropriate theoretical and conceptual framework, while also helping to address the issues and concepts surrounding the topic. The literature review focussed on literature drawn from academic sources such as articles, books, journals, internet sources, etc., as well as relevant project documentation from the Municipal LESDEP secretariat and officials in the central region Ghana.

3.3.2.3 Secondary Analysis

This required the investigation and re-examination of documents and information gathered by other authors. Secondary analysis was suitable in this research as it facilitated integration of ideas found in previously published and unpublished research reports, technical reports and statistical reports. This prevented duplication by the researcher in the research process.

3.3.2.4 Interviews

3.3.2.4.1 Designing Interview Questions

In order to conduct an effective interview to gather detailed information from respondents, the researcher developed a set of questions on both qualitative and quantitative questions considering a wider conceptual framework of the research. Guided by the researcher's supervisor, the questions were examined and modifications made. However, before it was finally administered, the questionnaire was pre-tested to detect errors for correction before finally administering them on the field.

3.3.2.4.2 In-depth Interviews

These are qualitative interviews between an interviewer and the respondent, are flexible and iterative as noted by Herbert, Rubin and Rubin cited in Babbie and Mouton 2001:289). This was employed to gather detailed information on LESDEP from members of the secretariat and officials. This technique afforded the researcher the opportunity to gain more understanding on the implementation of the programme as well as the institutional challenges confronting the programme in the case study area. Moreover, the two personal interviews earmarked for the Regional officials of LESDEP at the Regional Office could not take place due to the issue of financial malfeasance allegation levelled against the organisation which prevented the officials from sharing vital information. Nevertheless, this did not cause any effect on the outcomes. In total, a number of two participants from the LESDEP secretariat in the Municipality through were considered for the interview using semi-structured benchmarks.

3.3.2.5 Focus Group Discussions

According to Leedy and Ormrod (2010:146), a focus group is the term referred to a research interview undertaken with a group with similar identity (livelihood). Patton (1990) indicated that it helps creates discussion amongst participants, mainly those from diverse settings who may have different interest and purposes with regards to a phenomenon being considered. It gave group members equal opportunity to comfortably express his/her views, discover new

things or ideas as it promotes cross fertilization of ideas and to provide detailed and relevant information that were not captured by the questionnaire. The technique assisted the researcher to gain a detailed understanding of some of the issues raised in the questionnaire and as well serve as a way of verifying the patterns of information provided in the questionnaire. According to Patton (1990:335) and Bryman (2001:349) the size of a focus group is between six and eight and between six and ten respectively. In whole, two focus group discussions were organised comprising seven (7) beneficiaries and non-beneficiaries in a group and at least one hour spent with each group at Elmina and Ankaful communities. The risk involved in using larger groups is the possibility of many participants becoming passive and sometimes marginalised due to domineering of people in the discussion process.

3.3.2.6 Participant Observation

Kaplan (1996) argued that participant observations are very relevant elements for understanding several interventions. Jennings (2001:169) identified several ways social scientist had applied participant observation in qualitative inquiry, together with being a “complete observer”, the “observer as a participant”, the “participant as an observer” and the “complete participant”. Gan (1982) cited in Jennings, (2001:169-170) makes a distinction of three roles. This includes the entire researcher, the researchers as a participant, and the entire participant. Participant observation, however, was used as a methodology for qualitative data collection by thoroughly and eagerly noting and recording the flow of events, the interactions, information flow and communication channels in the natural social settings of the LESDEP. Spradley (1980:60) on the other hand, recognizes four main categories of participant observation as active participants (researcher partially involved in a phenomenon or an activity), passive participant (researcher present, but do not involve him/herself in an activity to a large extent), moderate participant (the researcher maintains a balance of being a part or not), and complete participant (the researcher is involved in the activity). Such observations also enabled the researcher to better infer the inner dynamics of the LESDEP socially, economically and politically. This also helped the researcher to familiarize himself with the research and allowed previous unnoticed aspects to be seen (Babbie & Mouton, 2008:195). Spradley (1980) nonetheless sees the relevance of participant observation as assisting the researcher in describing events in an accurate way, as compared to other qualitative methods such as unstructured and semi-structured interviews.

3.4 Data analysis and presentation of findings

The significance of data analysis in this research was to provide the stage for transferring data to information (Kultar, 2007), reducing the size of the data to a practicable proportion and to

facilitate the identification of different patterns and themes in the data (Majesky, 2008). In this study, a comparative analysis was done by comparing the two groups (beneficiaries and non-beneficiaries of the programme) using a Chi-square test and T test analysis. The aim of doing a comparative analysis was to seek explanations for similarities and differences between the two groups in terms of the predefined employment indicators. In this sense, it made it easier to see the contribution of the LESDEP on youth employment.

Quantitative data analysis

The data collected from the questionnaires was coded and entered into STATA 12.0 for analysis, as it is an absolute tool for quantitative analysis across all disciplines (Kohler & Kreuter, 2005). A code as described by Robson (1993:385) is symbols applied to a set of words in order to group them. In addition, results from the analysis were presented statistically, using descriptive statistics such as cross tabulations, graphs, charts and frequency distribution. Inferential statistics were also employed. In particular, the Pearson's Chi-square test was done to establish the differences and similarities between the two groups (beneficiaries and non-beneficiaries of the programme) with respect to the association between LESDEP and enterprise establishment, the relationship between LESDEP and shop ownership and the relationship between LESDEP and association membership. The t-test was also utilized to compare the average incomes of LESDEP beneficiaries and non-beneficiaries. This quantitative analysis allowed the researcher to visually assess the similarities and divergences between the two groups.

Qualitative data analysis

In order to analyse the data generated from the focus group discussions (FDGs), the interviews were recorded, transcribed and analysed in the form of narratives. Firstly, the information from the transcripts were categorised into themes order to draw out common themes and essential patterns. These themes were further presented in the form of text and narratives based on empirical evidence. Two focus group discussions (FGDs) were conducted in all. Similarly, data from interviews was analysed qualitatively in the form of narratives. Participant observation was used to complement the focus group discussion and interviews. Spradley (1980) argues that the importance of participant observation is to enable the researcher to describe events and objects in a realistic and precise manner distinct from qualitative approach such as unstructured and semi-structured interviews. The list of participants who took part in the research and method of data gathering is presented below.

Table 1: List of research participants and data collection methods

Research Design	Data Collection Method	Participants
Quantitative	Questionnaire	100 participants Beneficiaries (50) Non-beneficiaries (50)
Qualitative	Focus group discussion (how many FDG's) Personal interviews Participant observation	14 participants: Beneficiaries (7) and Non-beneficiaries (7) Officials of LESDEP (2)

Source: Author's Field data 2013

The qualitative analysis afforded the researcher the ability to analyse data collected from the officials from the Municipal LESDEP secretariat. The qualitative analysis enabled the researcher to gain a better understanding of LESDEP and to gather credible information from the participants in order to substantiate information provided in the questionnaire. Data triangulation was also another method employed to analyse and compare data gathered from journals, project documentations, internet, and library books. This enabled the researcher to gather credible and reliable data from different sources. Participant observation, however, was another method that enabled the researcher to analyse data collected on the flow of events (meetings), the interactions, information flow and communication channels in the natural social settings of the LESDEP. The purpose of mixed method of this research was informed by the fact that it facilitated the multiple purposes of triangulation, expansion and complementarity.

3.5 Ethics Statement

This research began after the approval of the research proposal by the University of the Western Cape Senate and the Institute for Social Development. The research upheld all ethical considerations that include voluntary participation and participants can withdraw at any time, no intention to cause any harm to individuals involved, participants involved in

focus group discussions were asked not to divulge the confidentiality of group discussions and protection of anonymity.

Permission was also obtained from the Municipal assembly as well as the programmes coordinating unit to undertake the research. Finally, the aim of the research was spelt out to participants to request their permission before conducting the research.

3.6 Time Frame

The research which started in December 2013 and January 2014 gathered data from both beneficiaries and non-beneficiaries of LESDEP, LESDEP officials and a focus group discussion at Elmina Municipality.

3.7 Limitation

This inquiry was not devoid of challenges. The challenge encountered by the researcher was the inability of the regional officials of LESDEP unable to share relevant information on LESDEP as a result of a pending financial malfeasance allegation against the organisation. However, the Municipal officials cooperated till end of the research.

3.8 Conclusion

The central aim of this chapter has been to demonstrate the procedures adopted to investigate how LESDEP has contributed to youth employment in the Elmina Municipality. In achieving this, the research design, together with data gathering, analysis and methodology were discussed to explain whether there is a significant relationship between involvement in LESDEP and youth employment in Elmina Municipality. Similarly, using a T test and Pearson's Chi-square test analysis, a comparative analysis was performed by comparing the two groups to evaluate the similarities and differences between them.

CHAPTER FOUR

RESULTS AND DISCUSSION

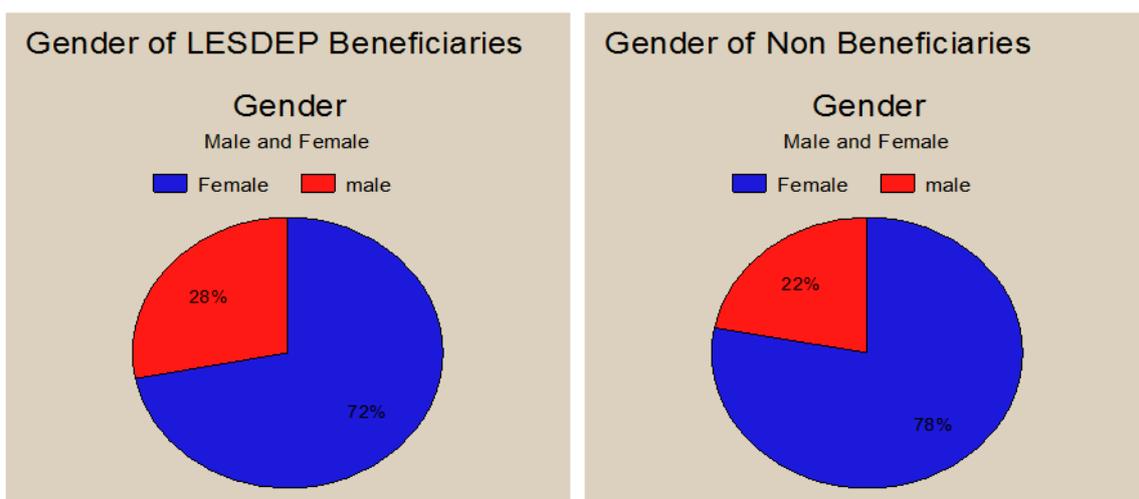
This chapter presents the empirical research findings and analysis of data collected. The research aimed at assessing the extent to which LESDEP has contributed to the reduction of youth unemployment by Elmina Municipality in the Central Region of Ghana. Both qualitative and quantitative data were collated from respondents analysed. The chapter details the following: the demographic characteristics of respondents, impact of LESDEP on youth employment, and the impact of LESDEP on enterprise establishment. The chapter also analysed the impact of LESDEP on human, social, financial and physical capital accumulation. Based on the preceding analysis, the chapter then examines the assessment of livelihood outcomes of LESDEP on beneficiaries and non-beneficiaries. In the next section the demographic characteristics of respondents are presented.

4.1 Demographic Characteristics of Respondents

4.1.2 Gender and Age Distribution of Respondents

As illustrated in Figure 3, 72% of LESDEP beneficiaries were females, whilst 28% were males. In terms of the non-beneficiaries, 78% were females and 22% males. This was made up of 50 beneficiaries and 50 non-beneficiaries of LESDEP. This further shows that the females were the majority in terms of enterprise/self-employed activities.

Figure 3: Gender distribution of participants

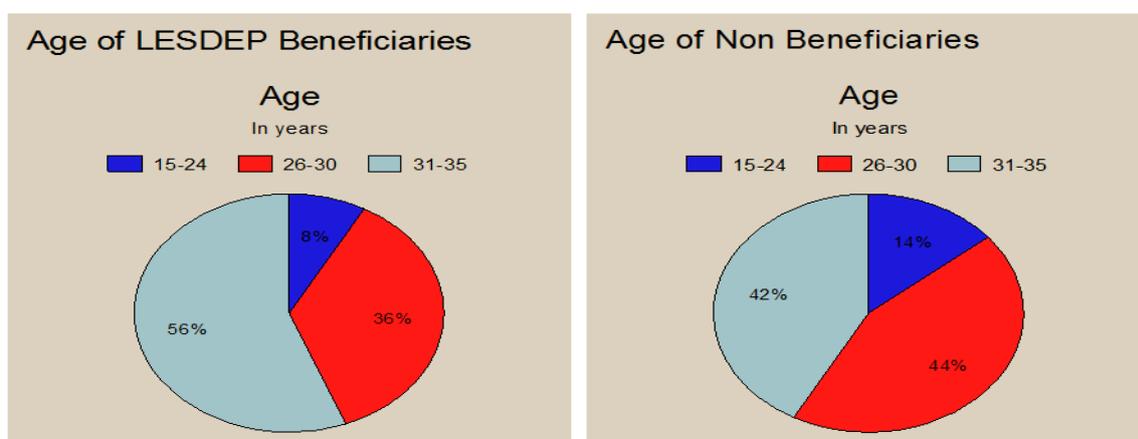


Source: Author's Field survey, 2013

As noted by Estes (1999 and Jalbelt, 2000 cited in Wilson, Kickul and Marlino, 2007:387) women play a crucial role in entrepreneurship/self-employment activities in the entire world. More importantly, the authors argue that countries such as Africa, Asia, Eastern Europe, and Latin America women own 25% of all businesses. Women, on the other hand, take part in self-employment activities as a coping strategy to combine employment with domestic responsibilities (Gilbert, 1997 cited in Baugh, Chua and Neupert, 2006:689) whilst achieving economic parity with their male counterparts (Lerner, Brush and Hisrich, 1997 cited in Baugh, Chua and Neupert, 2006:691). Hence, women seem to be more responsive than men in terms of entrepreneurial/self-employment activities for the fact that they were the first to be laid off from their work during the early days of a transformation (structural adjustment) and unemployment and in the presence of labour market discrimination (Welter et al, 2003, cited in Baugh, Chua and Neupert, 2006:688).

In relation to the age distribution of respondents, as presented in Figure 4, the majority of the respondents falls within the category of 31-35 and 26-30. These age groups consist of 56% of beneficiaries and 42% of non-beneficiaries and 36% and 44% of beneficiaries and non-beneficiaries respectively. Whereas 8% of beneficiaries are in the age group of 15-24, 14% non-beneficiaries are in the same age category. Within the context of this research, it can therefore, be concluded that those found in the age bracket of 31-35 and 26-30 categories are the ones actively involved in self-employment activities within the Municipality. The low representation of the age category of 15-24 may be attributed to the interest and willingness of the participants to be part of the research as well as the interest shown towards the programme since it is perceived as a political initiative as indicated in section 4.3.2.

Figure 4: Age Distribution of Participants



Source: Author's Field survey 2013

4.1.3 Educational Background of Respondents

Table 2 below shows that 42% of beneficiaries and 68% of non-beneficiaries were junior high school leavers. Vocational education constituted 16% of beneficiaries and 12% of non-beneficiaries. In addition, middle school leavers constituted 20% of beneficiaries and 8% of non-beneficiaries. Similarly, 14% of beneficiaries had technical education as compared to only 8% of non-beneficiaries. 4% of both beneficiaries and non-beneficiaries had no-formal education. And whilst 2% of beneficiaries had senior high school and university education, none (0%), of the non-beneficiaries had senior high school and university education.

Table 2: Educational Background of Respondents

Educational Background	Beneficiaries	Non-beneficiaries
Middle Sch. Leaving Cert.	10 (20%)	4 (8%)
Junior High School	21 (42%)	34 (68%)
Vocational	8 (16%)	6 (12%)
Technical	7 (14%)	4 (8%)
University	1 (2%)	0 (0%)
No formal Education	2 (4%)	2 (4%)
Senior High School	1 (2%)	0 (0%)
Total	50 (100%)	50 (100%)

Source: Author's Field survey 2013

Even though the educational background of the respondents suggests that all the respondents have had some formal education, LESDEP beneficiaries were more likely to understand basic principles with regards to how to take measurements and to operate certain equipment due to their level of education as compared to that of non-beneficiaries. Hence, this can influence and enhance their learning rate by grasping basic principles very fast.

4.1.4 Impact of LESDEP on Youth Employment in Elmina: Quantitative Analysis

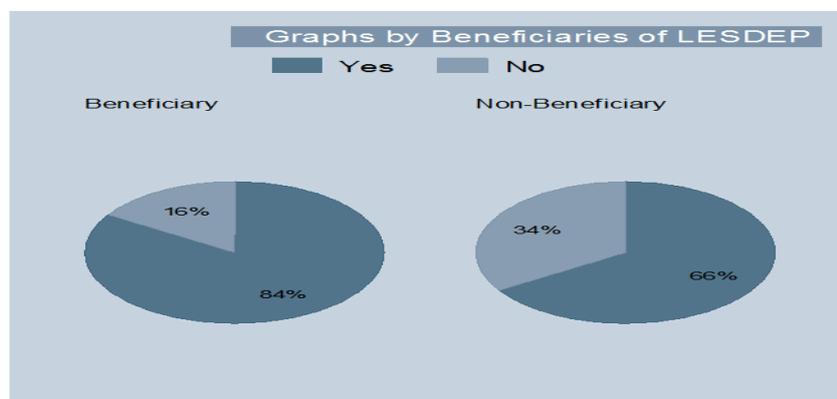
The emergence of LESDEP seems to have provided the opportunity for the youth in Elmina to access their employment opportunities through various vocations to improve their well-being. This is certain since quite a number of youth are engaged in several activities in relation to skills development within the Municipality. This session evaluates the fourth objective of the research which is to identify the number of respondent beneficiaries who

have established their own businesses/enterprises. It also provides the quantitative analysis of the impact of LESDEP on rural livelihood and youth employment. A comparison is based on the defined indicators in the key areas of human capital, social capital, physical capital, financial capital and livelihood outcomes, and examine the income levels of the beneficiaries and non-beneficiaries groups.

4.1.4.1 Impact of LESDEP on Enterprise Establishment

The primary objective of LESDEP is to create sustainable local enterprises among beneficiaries. This was done by providing beneficiaries with the requisite training and skills, as well as tools (e.g. start-up kits) in different vocations so as to establish their own businesses. Beneficiaries were trained within the period of three to six months, depending on the type of vocation as well as strengthening the capacity of beneficiaries who have ever been in the trade and are unemployed. The Sustainable Livelihood Approach (SLA) reveals that people have assets or capital which they utilise for their livelihood activities. However, these assets can be enhanced by building individual capacities to enable them earn a sustainable livelihood. Moving further Weick (1996 cited in Davidson, Honing and Benson, 2003:7), argued that previous knowledge by beneficiaries play a critical role in intellectual performance. This enables the integration and accumulation of new ideas and adapting to new situations. With regards to beneficiaries in Figure 5, 84% have established their own enterprise and 16% with no enterprise. For non-beneficiaries, 66% have established their enterprise with 34% with no enterprise. This means that a higher number of beneficiaries have established their own enterprise compared to non-beneficiaries. This can be attributed to the loan equipment and assistance provided to beneficiaries.

Fig 5: Participants' ownership of shop



Source: Author's Field survey 2013

The result was further measured statistically by asking participants or respondents whether or not they own their own shops. Generally, it is predictable that beneficiaries of LESDEP should be able to establish their own enterprises having been part of the programme. The results from the field data in Table 4 shown below revealed that the majority of beneficiaries own their shops and have established their own enterprises as compared to the non-beneficiaries. However, in order to make a better statistical conclusion, it was necessary to establish whether there is any association between the two groups (beneficiaries and non-beneficiaries) with regards to enterprise establishment. In this situation, the Pearson's chi square test was found useful due to the fact that the variables for the two groups are nominally scaled. According to Bless and Kathuria (1993:168-187), the Chi- square test is a test of significance of the observed differences and a measure of correspondence between facts and theory. Thus, it is aimed at comparing the observed and expected frequencies so as to assess if the observed data supports the hypothesis. Hence, it addresses itself to random independent samples or groups. The general expression of this test is given as:

$$x^2 = \sum \frac{(\text{Observed frequency} - \text{Expected frequency})^2}{\text{Expected frequency}}$$

However, a significance level of 0.05 (5%) is used for the test at 1 degree of freedom. Furthermore, the general decision rule of person's chi-square test is that, if the level of significance value is higher than the significance level, the null hypothesis is accepted in favour of the alternative which further suggests that there is no significant difference between the two groups. Similarly, if the significance level is lower or equal to 0.05, then the null hypothesis is rejected in favour of the alternative which suggests that there is a significant difference between the two groups being studied.

In relation to the impact of LESDEP of enterprise establishment, the following hypotheses below were tested;

H₀ = There is no association between LESDEP and enterprise establishment.

H₁ = There is an association between LESDEP and enterprise establishment.

Table 3: Participants' ownership of shop

Participants ownership of shop	Beneficiaries of LESDEP		Total
	Beneficiaries	Non-Benef	
Yes	42	33	75
No	8	17	25
Total	50	50	100

$$\text{Pearson } \chi^2(1) = 4.3200 \quad \text{Pr} = 0.038$$

Source: Author's Field Survey 2013

From the Table above, the results established the Pearson's chi-square value of 4.3200 at 1 degree of freedom and a significance level of 0.038. As a general rule, the level of significance is lower than the significance value, hence the null hypothesis is rejected in favour of the alternative which states that there is an association between LESDEP and enterprise establishment. This means that a higher number of beneficiaries have established their own businesses as compared to that of the non-beneficiaries. Again, it means that there is the likelihood of establishing your own enterprise by being a participant or a beneficiary of the LESDEP programme.

Table 5 below also revealed 58% of beneficiaries and 32% of non-beneficiaries are operating their own shops, 30% of beneficiaries and 32% of non-beneficiaries in rented shops, whilst 6% of beneficiaries and 18% of non-beneficiaries were operating from their homes, hence indicating they do not own shop. This was further tested statistically using the Pearson's chi-square test in Table 6 below in order to determine whether there is an association between the two groups.

Table 4: Type of shop ownership by participants

Type of shop	Beneficiaries	Non-beneficiaries
Rented shop	15 (30%)	16 (32%)
Own shop	29 (58%)	16 (32%)
Home operated	3 (6%)	9 (18%)
None	3 (6%)	9 (18%)
Total	50 (100%)	50 (100%)

Source: Author's Field survey 2013

Table 5: Type of shop own by respondents

Type of shop own by participant	Beneficiaries of LESDEP		Total
	Beneficia	Non-Benef	
Rented Shop	15	16	31
Own Shop	29	16	45
Home Operated	3	9	12
None	3	9	12
Total	50	50	100

$$\text{Pearson } \chi^2(3) = 9.7878 \quad \text{Pr} = 0.020$$

Source: Authors Field survey 2013

From Table 6 above, it can be concluded that beneficiaries of LESDEP owns a considerably higher number of shops than non-beneficiaries. Nonetheless, to statistically confirm the results the Chi-square test is again revisited to test the hypothesis. The hypothesis to be tested is:

$H_0 =$ There is no relationship between LESDEP and type of shop ownership.

$H_1 =$ There is a relationship between LESDEP and type of shop ownership.

The results from the chi-square test shown in Table 6 above indicate the Pearson's chi-square value of 9.7878 at 3 degrees of freedom and a significance level of 0.020. As a general rule, as explained in the preceding session the level of significance is lower than the significance value, hence the null hypothesis is rejected in favour of the alternative, which suggests that there is a relationship between LESDEP and the type of shop ownership. This means that a higher number of beneficiaries operate from their own shops as compared to that of the non-beneficiaries.

In terms of the number of shops owned per respondents, Table 7 below indicates that 78% of beneficiaries and 64% of non-beneficiaries own one shop each, 6% of beneficiaries and 2% of non-beneficiaries two ships each, 2% of beneficiaries own 3 shops whilst 14% and 34% of beneficiaries and non-beneficiaries do not own their own shops.

Table 6: Number of shops owned by the participants

Number of shops	Beneficiaries	Non-beneficiaries
1 shop	39 (78%)	32 (64%)
2 shops	3 (6%)	1 (2%)
3 shops & above	1 (2%)	0 (0%)
None	7 (14%)	17(34%)
Total	50 (100%)	50 (100%)

Source: Author's Field survey 2013

4.1.4.2 The Role of LESDEP in Human Capital Development

Schultz (1959 cited in Davidson, Honing and Benson, 2003:7) defined human capital as all “human abilities” either “innate” or “acquired”. He further explained that human capital could be traits such as intelligence, energy, a generally positive attitude, commitment that one brings on board to work with. Furthermore, according to Schultz, Becker and Mincer (in Davidson, Honing and Benson, 2003:7) human capital provide individuals with their cognitive abilities, making his/her more productive and efficient. Considering the above explanation, LESDEP seem to play a significant role towards human capital accumulation. Human capital, according to Becker (1964 cited in Davidson, Honing and Benson, 2003:8) is not only the result of “formal education”, but includes experience and practical learning on the job such as specific courses that are not a part of traditional formal education. Thus a broad labour market experience, as well as specific vocationally oriented experience, can increase human capital. According to LESDEP officials the institution has made a deliberate attempt to invest in beneficiaries by providing them with the necessary skills so as to be self-employed.

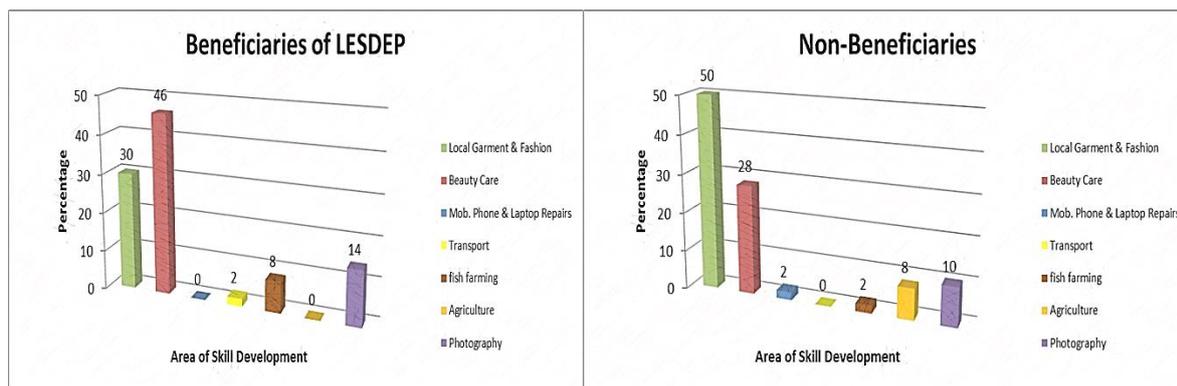
The authors were also of the view that the human capital accumulation is the prime engine of growth in the process of development. To this effect building the capacities of beneficiaries helps in creating, implementing and adopting new innovations, thereby generating growth and hence increasing the well-being of beneficiaries. Nonetheless, human capital accumulation is a pre-requisite for economic growth and individual beneficiary economic empowerment. In addition, human capital, as argued by Becker (1964 and Rosen 1987 cited in Shrader and Siegel, 2007:894), consists of personal “productive skills” and “technical knowledge” that is useful and has an economic value to an enterprise. LESDEP which is also

strongly linked to the asset base provides human capital, in the form of knowledge and skills that is often required to properly make use of many employment opportunities.

Hence, Figure 6 reveals that LESDEP built the capacity of beneficiaries in local garment and fashion production (30%), beauty care (45%), photography (14%), fish farming (8%), transport (2%). However, for non-beneficiaries 50% of local garment and fashion production, 28% of beauty-care, 10% of photography, 8% of agriculture crop production 2% of mobile phone and laptop repairs, and 2% of fish farming. The majority, in relation to beneficiaries falls within the category of local garment and fashion production, followed by beauty-care, photography, fish farming and transport. Similarly, in terms of non-beneficiaries, local garment and fashion production are the majority, followed by beauty-care, photography, agricultural crop production, mobile phone and laptop repairs and fish farming in that order. This further means that these individuals will be creating sustainable livelihood opportunities for themselves so as to increase their well-being and reduce their vulnerability. This further means that both beneficiaries and non-beneficiaries are actively involved in the local garment and fashion production and beauty care livelihood activities within Elmina Municipality.

More so, the policies, institutions, and processes (PIP) dimension of the sustainable livelihood framework is suitable to LESDEP. LESDEP can be considered as part of the PIP that comprises the environment in which the beneficiaries operate. They are the institutions whose intervention changes the beneficiary's option in pursuing their livelihood strategies. By changing the relative returns to different assets, LESDEP can effectively change the distribution of assets within and between beneficiaries. For example, local garment and fashion attracts more customers for increased income and expansion of operations and reduced vulnerability (livelihood outcome). LESDEP also provides beneficiaries with credit (financial capital) and requisite tools or equipment (physical capital) after graduation to set up their own businesses in order to earn income through sustained employment. Beneficiaries have rights to land (natural capital) to sink their fishponds for aquaculture.

Figure 6: Participants skill development (Area of Human Capital Accumulation)

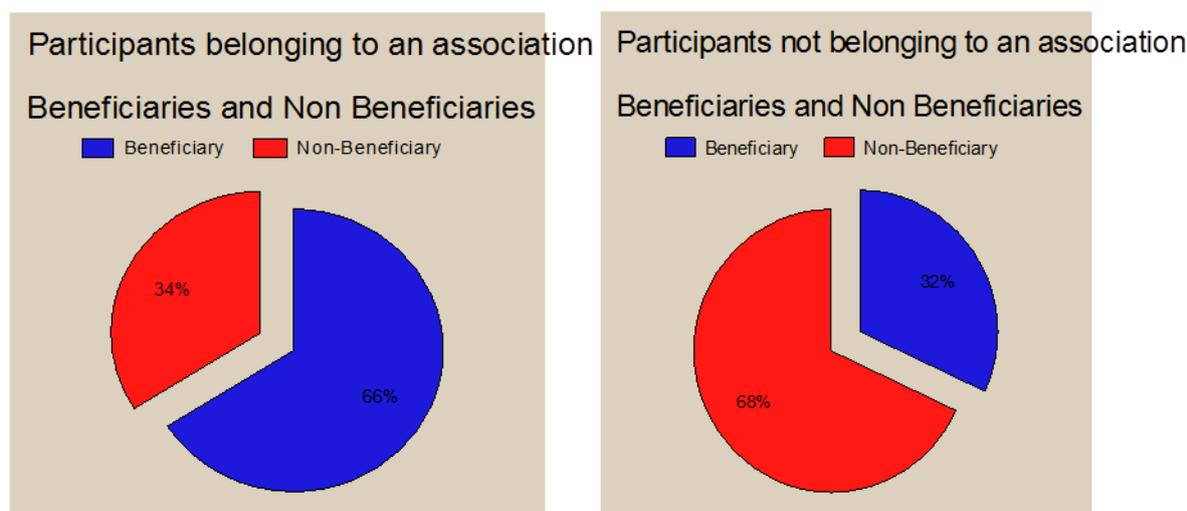


Source: Author’s Field survey 2013

4.1.4.3 The Role of LESDEP in Building Social Capital

The data presented in Figure 7 revealed that 66% of beneficiaries and 34% of non-beneficiaries belong to various associations within the Municipality. However, 32% and 68% of beneficiaries and non-beneficiaries do not belong to any association respectively. The findings of this analysis indicate how the majority (beneficiaries) had shown the significance in becoming a member of a group or an association. This is encouraging since there are a lot of benefits they could draw from the associations. Individuals, however, join associations for various reasons. Individuals join associations in order to draw experiences from each other, obtain relevant information that would help them to make progress in their enterprise and for examination and certification purposes. The Chi-square test was employed in Table 8 to ascertain whether or not a significant relationship exists between beneficiaries and non-beneficiaries of LESDEP with regards to association membership.

Figure 7: Participants belonging to the association



Source: Author’s Field survey 2013

Table 7: Impact of LESDEP on Association Membership

Participants belonging to an association	Beneficiaries of LESDEP		Total
	Beneficia	Non-Benef	
Yes	35	18	53
No	15	32	47
Total	50	50	100

Pearson chi2(1) = 11.6018 Pr = 0.001

Source: Author’s Field survey 2013

From the above results, it is evidently more beneficiaries belongs to associations as compared to non-beneficiaries. The hypothesis to be tested here is:

$H_0 =$ There is no relationship between LESDEP and association membership.

$H_1 =$ There is a relationship between LESDEP and association membership.

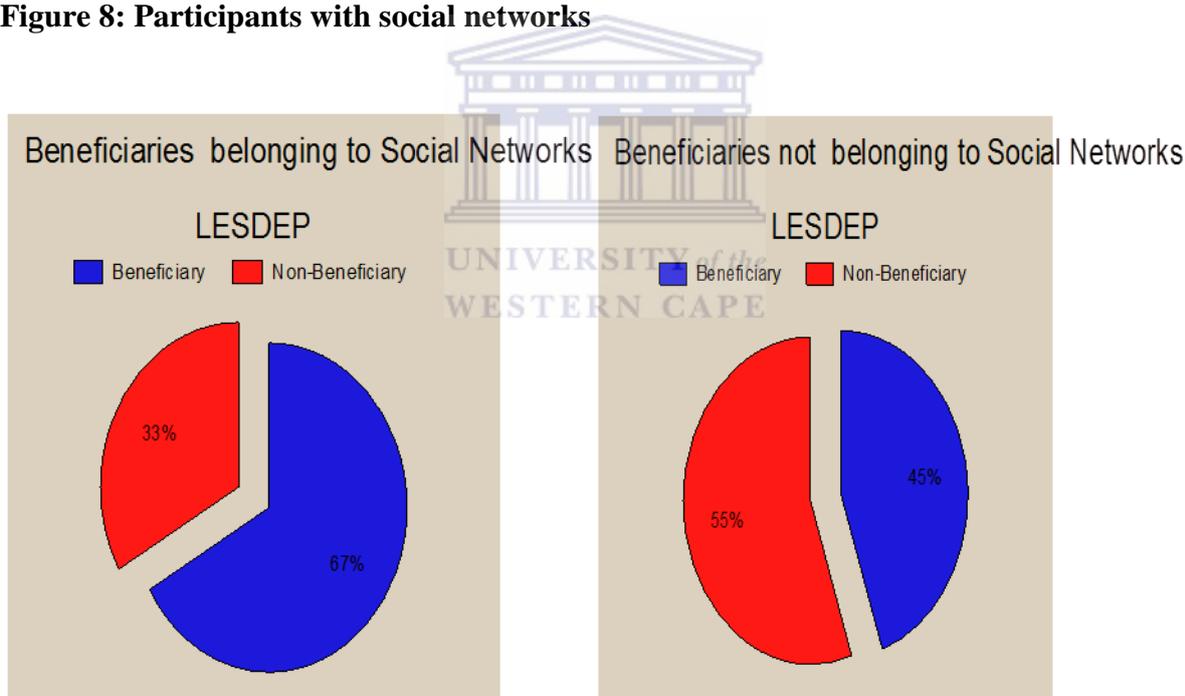
The results from the chi-square test indicated in Table 8 above indicates the Pearson’s chi-square value of 11.6018 at 1 degrees of freedom and a significance level of 0.001. As a general rule, the level of significance is lesser than the significance value; therefore the null hypothesis is rejected in favour of the alternate which suggests that there is a relationship between LESDEP and association membership. This further means that participating in the LESDEP programme has the possibility of increasing one opportunity to become a member of an association.

Furthermore, the findings also revealed in Figure 8 that respondents also capitalised on their social capital (connectedness in institutions and relationships) as confirmed by the SLA to increase their access to networks to access employment opportunities and information. It was established that 67% of beneficiaries as compare to 33% of non-beneficiaries through networks were contracted for employment opportunities through their relatives, high profile people within the municipality, churches, schools and association such as the Ghana Hairdressers and Beauticians Association and Ghana National Tailors and Dressmakers Association. This confirms the argument made by Haan and Serriere, (2002:151), that social capital can facilitate skill acquisition and create more avenues for sustained employment

through networks and social groups. However, 45% beneficiaries and 55% non-beneficiaries could not access any social network to gain access to employment opportunities.

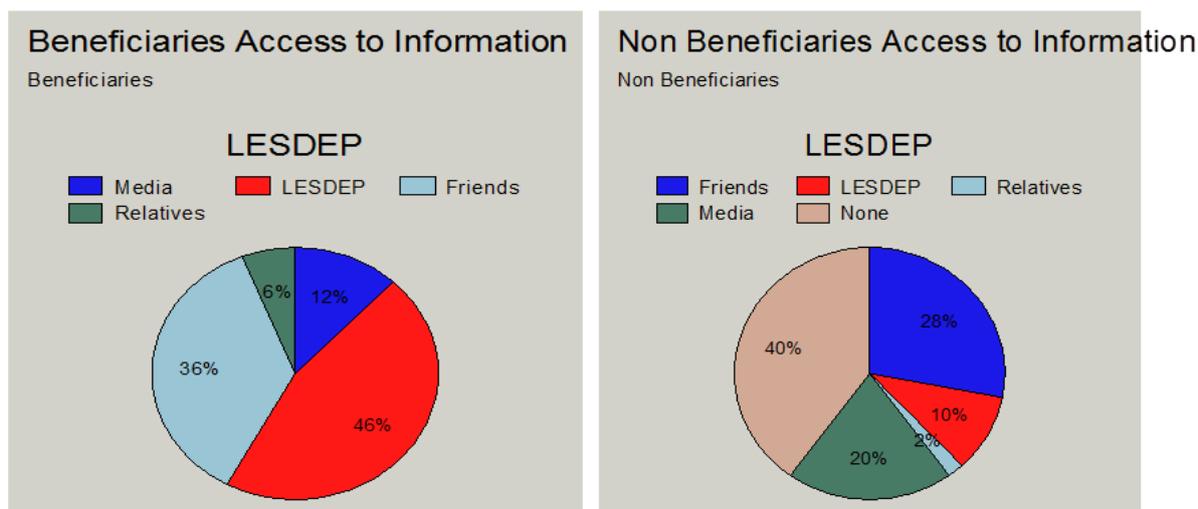
In order to understand how information flow has encouraged people to be part of LESDEP, it was necessary to establish the sources of information with regards to awareness creation. From Figure 9 below, and in relation to beneficiaries, it was also established that 36% had their information about LESDEP from friends, 46% of LESDEP offices, 12% of the media and 6% from relatives. In terms of non-beneficiaries, 28% got their information from friends, 10% of the LESDEP offices, 20% of the Media and 2% from relatives. Even though some non-beneficiaries seems to have information and an idea of what the programmes is all about, when questioned why they were not part of it, they indicated that this was as a result of lack of frequent follow-ups and information. However, with regards to beneficiaries the analysis suggests that the majority had their information from the offices of LESDEP as compared to the others.

Figure 8: Participants with social networks



Source: Author's Field survey 2013

Figure 9: Participants' information access

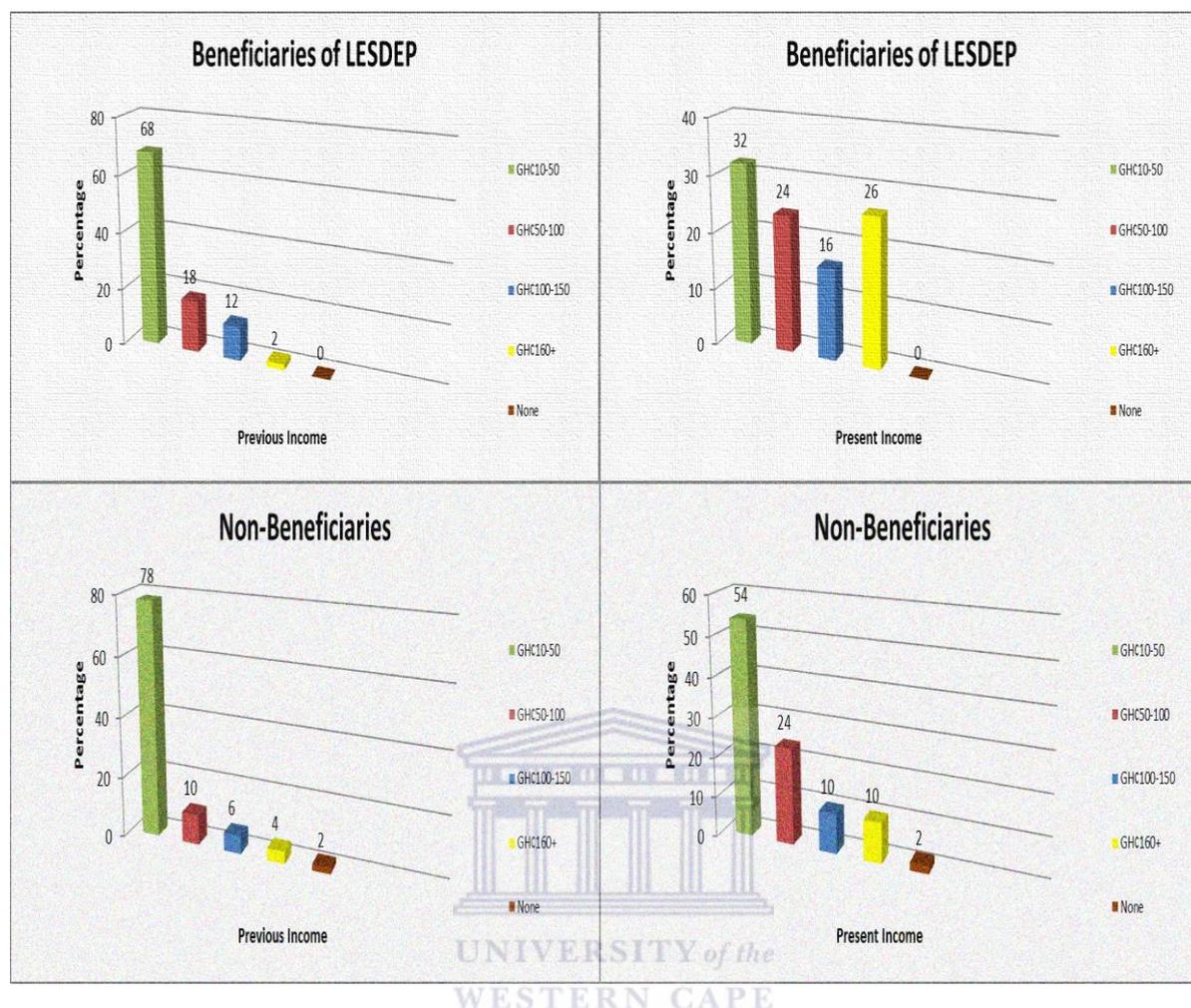


Source: Author's Field survey 2013

4.1.4.4 Assessment of Livelihood Outcomes of LESDEP

The respondents had to indicate the monthly income they earned previously before the introduction of LESDEP as well as their present income status and how it has contributed positively to their living standards. This was done to compare their incomes to establish whether there has been a significant change in their income levels and the impact it has had on their lives. Figure 11 below indicates the monthly income distribution of respondents. From the income distribution Figure below, 68% of beneficiaries earned as their previous income within GH¢10-50, 18% earn between GH¢50-100, 12% earn between GH¢100-150 and 2% earn between GH¢160 and above. In the case of non-beneficiaries, 78% earn as their previous income between GH¢10-50, 10% earn between GH¢50-100, and 4% earn between GH¢100-150. With regards to respondents' present income, the analysis indicates that beneficiaries' present income has had a substantial change as compared to that of non-beneficiaries. There has been a decrease from 68% of previous income within the income category of GH¢10-50 to 32% of present income of beneficiaries as compared to 78% to 54% that of non-beneficiaries. However, the categories of GH¢50-100, GH¢100-150 and GH¢160 and above recorded an increase from 18% to 24%, 12% to 16, and 2% to 26% respectively as compared to that of non-beneficiaries from 10% to 24%, 6% to 10%, and 4% to 10% respectively. These results show that beneficiaries of LESDEP have experienced a significant change in their income levels as compared to that of the non-beneficiaries.

Fig. 10: Assessment of previous and present income of Beneficiaries and Non-beneficiaries



Source: Author's Field survey 2013

4.1.4.5 Analysis of Income Level of Beneficiaries and Non-Beneficiaries

4.1.4.6 Impact of LESDEP on Income Levels

As indicated from the above analysis, it is evident that beneficiaries of LESDEP have experienced a significant change in their income levels as compared to that of the non-beneficiaries. The hypothesis to be tested is indicated here below:

$H_0 =$ There is no significant difference in the income levels between beneficiaries and non-beneficiaries.

$H_1 =$ There is a significant difference in the income levels among beneficiaries and non-beneficiaries.

4.2.1 Impact of LESDEP on Enterprise Establishment

Assessing the impact of LESDEP on enterprise establishment, respondents were asked to critically assess how beneficial LESDEP was during its implementation. Largely, the responses suggest a positive effect of LESDEP on beneficiary (B) respondents as compared to non-beneficiary (NB) respondents. In one of the focus group discussion, respondent Afua (B) had this to say:

Previously, she used one machine for her job and at times breaks down frequently and such delays her from servicing clients on time. But now her work has improved and increased her capacity to do more work as a result of the supply of the machines from LESDEP. This has also saved her time from travelling long distances to obtain certain services she could not do it herself before.

Another participant Maame Akua (B) remarked that:

The LESDEP has helped her very much. Because previously, she did not own any machine and was unemployed. But with LESDEP's intervention, she now has adequate machines to work with. This has improved her work and can service more customers within the shortest possible time. It would have been difficult for her to obtain such equipment with physical cash, but with the conditions given to her by LESDEP through instalment payment, she can now afford these machines to work with and she consider herself better-off than a non-beneficiary.

Contrary to the above answers another participant Ato (NB) had this to say:

He could see the impact of LESDEP on his friends who are part of the programme. He bought the machine he is using presently and do not have enough money to buy more. Hence, in terms of work capacity he cannot compare himself to those who are beneficiaries of the programme because of the kind of machines they are using in their work.

Furthermore, in another FGD Esi (NB) had this to say:

She cannot accept apprentices for her work since she has limited space to accommodate them and due to the fact that she operates from home and do

not own a shop. If she were to have her own shop, she would have accepted some apprentices to be trained.

In a follow-up question in a personal interview, LESDEP officials were asked if the institutions' objectives have been met. The officials indicated that the institution's objectives were met since the beneficiaries have rendered themselves employable by using the tools provided to them by practising the skills acquired to generate income and to reduce unemployment within the Municipality. More so they further indicated that a few of the beneficiaries are still keeping the equipment without using them. This is due to the inability to own a shop as well as non-durable equipment. In addition, the officials revealed that beneficiaries activities are being monitored to ensure whether or not they are performing well in their businesses or institution's target are being met. However the institution is making all effort to retrieve the equipment which is underutilised. Nonetheless, the fact that the majority of beneficiaries have established their own enterprises is encouraging since permanent employment brings about reducing vulnerability and a sustainable livelihood to the beneficiaries. This revelation from the beneficiary respondents further confirms the quantitative analysis of the preceding session that there is the likelihood of owning your own enterprise by being a beneficiary of LESDEP. However, the LESDEP officials further explained that the equipment supplied were not enough, hence others could not benefit, the case of non-beneficiaries.

4.2.2 The Role of LESDEP in Building Social Capital

In addition, it is now increasingly recognized that social capital can facilitate skill acquisition and open more avenues for sustained employment through networks and social groups and associations such as dressmakers, carpenters among others, offer apprenticeship training in West and Central Africa (Haan and Serriere, 2002:151). LESDEP in this regard has created the opportunity for beneficiaries become members of an association through networks. Beneficiaries through social capital depended on their associations to access employment opportunities. Social capital can also be a useful resource for enhancing internal trust between LESDEP and beneficiaries, beneficiaries and the association. Respondents were also asked to explain how they access employment opportunities through their association and why they belong to an association and this they gave varied answers. After an in-depth analysis of the responses gotten from the respondents, respondents had this to say:

Joyce (B) explained that:

I joined the association because it helps solve misunderstandings amongst members, between me and any of my customers as well as my apprentices. Since I joined, most of my welfare issues have also been addressed by the association. I also had the opportunity through the association to be sub-contracted by a member to assist in sewing school uniforms which I have never been engaged before.

In addition, Maame Esi (B) also reiterated that:

She became a member of the association due to the fact that it offers her professional development in the form of refresher training courses on new or current styles or designs that she is not aware of. It has also kept her up-to-date on industry trend, best practices and how to deal with her clients. She was also contracted by a church through the association to sew uniform for a group within the church.

Moving further, Jane (B) revealed that:

Her apprentices have also benefited from the mentoring relationship from the association. As a result were examined and provided with certificates after graduation. Similar to what her sister was saying, through the association she was also contracted to be the one to style the hair, nails and make-up for a bride.

Aba (NB) went further to say that:

As a member, she always receives first-hand information from the association about current issues within the confines of her vocation. Through the diversity of people within the association, she learned so much and gained more knowledge from members who have much experience than her.

Furthermore, Araba (NB) remarked that:

As a member, the association has provided her with a lot of support. It has instil unity between her and members and provided her support for her business advancement. She has also gained an additional income generating activity in the form of soap making, batik making and preparation of local drinks such as (Bissap juice).

The above testimonies from both beneficiaries and non-beneficiaries confirm that the association played a positive role in their businesses progress as well as bridging the knowledge gap of their members. Beneficiaries, on the other hand, had more chances to access employment opportunities from the association. Furthermore, since collective action is needed to direct the action of individuals for a common investment and adherence to rules, it is evident from the above remarks; the association has had a positive effect on both beneficiaries and non-beneficiaries enterprises. However, LESDEP seems to play a more significant role in association membership in beneficiaries than in non-beneficiaries since the qualitative analysis confirms that of the quantitative. Nonetheless, it was observed that the beneficiaries and their apprentices attend association meetings twice every month. In addition, whilst beneficiaries attend meetings on every Monday, the apprentices attend on every Tuesday.

However, respondents who do not belong to any association revealed that they could not join associations due to lack of information, inadequate apprentices, political differences and litigation, proximity wise, lack of trust and transparency among members and having been new to the Municipality as a result of the transfers.

4.2.3 The Impact of LESDEP on Income Levels

Moving further, the relationship between LESDEP and participants' income levels was explained in terms of previous and present income. Most of the non-beneficiary participants conceded that even though there was some form of increase in their income levels, it was insignificant. Evidently, the t-test analysis in Figure 11 confirmed the fact that the mean income of beneficiaries is greater than that of the non-beneficiaries. Participants were asked to explain how positive their income levels have contributed to their living standards during all the 2 FGDs.

Abena (B) disclosed that:

Unlike previously, he can now afford larger quantities of inputs or raw materials for his business. In his view LESDEP has had a positive effect on his business. Unlike before, he is able to afford three-square meals a day and provide enough for his family. His family's medical bills as well have been catered for. Things are quite good now.

Papa Acquah (NB) declared that:

Unlike before, his income is still the same. He was yet to see any improvement since he had to use his profit to buy spare parts for his machine as well as feed on the meagre money he make. He would be very glad if he could get assistance somewhere to buy additional machine so that he can improve in his work.

As proven by the above comments, beneficiaries have acknowledged the fact that the LESDEP has contributed immensely in their lives as well as their living standards. Unlike beneficiaries, non-beneficiaries hardly saw an increase in their income, and thus an improvement in their living standards. In relation to the outcome of the statistical analysis of the session 4.1.4.6 above, the LESDEP has a significant impact on beneficiaries' income. Hence, the LESDEP remains as one of the key strategies in addressing the youth unemployment issue and providing a sustainable livelihood for the youth within the confines of this research. Secondly, in terms of economic empowerment, LESDEP has made a great impact on beneficiaries.

Additionally, a total of 42% of beneficiaries stated that the increase in their income levels has enabled them to provide educational needs for their children as compared to 40% of non-beneficiaries. Similarly, 20% of beneficiaries indicated that they have been able to provide shelter and basic needs for their families as compared to 8% of non-beneficiaries. Furthermore 6% of beneficiaries stated that they have been able to purchase land for the construction of a shop. 8% of beneficiaries revealed that these have enabled them to make contributions to social functions as compared to 4% that of non-beneficiaries. Also 6% of beneficiaries stated that they have saved theirs in the bank in order to reinvest in the business, whilst 2% of non-beneficiaries indicated that it has been used to support their education.

4.3 Beneficiary, Non-beneficiary and Institutional Challenges

This section provides the research findings on the challenges confronting beneficiaries, non-beneficiaries and institution during the implementation of LESDEP in Elmina Municipality.

4.3.1 Beneficiaries challenge

During the research process, beneficiaries were asked about the challenges they faced in pursuit of a sustained business. Based on the interviews conducted with beneficiaries of LESDEP, the following challenges enumerated below were established:

Equipment: The interview conducted with the beneficiaries established that they faced challenges with the equipment supplied to them. They explained that the equipment such as sewing machines, cameras, hair dryers (low heating ability) and outboard motors were not durable and as such frequently break down. Spare parts, on the other hand, are another issue which need to be addressed as beneficiaries explained. It was also established that some beneficiaries did not take delivery of the full complement of their equipment. However, some also had little knowledge on how to operate certain kinds of equipment supplied to them.

Service charge: Another challenge revealed by beneficiaries is that of the service charges in relation to services provided to customers. Beneficiaries interviewed explained that customers are unreliable with regards to the payment of the services provided, especially in the areas of local garment and fashion production and photography. They delay payment and sometimes fail to pay the amount due them. This in effect, has contributed to beneficiaries' inability to accumulate enough money towards the repayment of their equipment as well as the success of their enterprise.

Capital: Capital is another issue mentioned by the beneficiaries when they were interviewed. The lack of start-up capital as explained has rendered some of the beneficiaries unable to obtain shops of their own and as a result could not establish their own enterprise. Some of the beneficiaries also indicated that the lack of capital has rendered them unable to purchase some accessories such as printers for the printing of pictures. In one of the interviews conducted, participants were asked to explain why they were not operating from their own shop. The participant had this to say:

Yaw (B) revealed that:

He does not have capital. If he should obtain a start-up capital he would be able to rent a shop to enable him operate from there. This will also enable him to buy certain inputs to start his business.

Availability of spare parts: Another area of importance mentioned by beneficiaries when they were interviewed is the issue of spare parts for equipment supplied. Beneficiaries explained that they find it difficult in replacing parts of frequently break down equipment. This has affected their productivity and income levels since they had to spend lots of time on the market in search of parts for replacement.

4.3.2 Non-beneficiaries

Non-beneficiaries were also asked to mention some of their main challenges for the fact that they might also have a different perspective about LESDEP. The non-beneficiaries mentioned the following as their main challenges:

Lack of industrial machines: Lack of industrial machines was one of the challenges confronting non-beneficiaries. The focus group discussions conducted with non-beneficiaries of LESDEP revealed that they lack industrial machines for their work. These industrial machines could enable them obtain certain services such as over lock, knitting and embroidery in terms of fashion.

Separation of politics: Separation of politics was another pressing issue the non-beneficiaries spoke about. The non-beneficiaries revealed that politics were attached to the programme and that was the reason for some individuals not benefiting since they do not have any social network. During the interview, the non-beneficiaries were asked to explain why they think politics were part of the programme. In this regard Akuba (NB) opined that:

Her efforts to be enrolled on the programme have proved futile because she belong to a different political divide. Because she could observe that her friends on the other side got enrolled even though she has been the first to approach the secretariat.

4.3.3 Institutional challenges

Officials of LESDEP were asked about the challenges they face in the course of the programme implementation. In view of the personal interviews conducted, the following challenges were established:

LESDEP revealed that:

My brother it becomes very difficult for us to undertake monitoring activities and cost recovery as a result logistical constrain.

Logistics: The interview with the officials of LESDEP revealed that they face logistical challenges. The officials explained that it becomes very difficult when they have to carry out monitoring or any other activity on the field. Because the lack of vehicle which hinders the smooth running of LESDEP offices.

Cost recovery: This has also been a challenge issue with the LESDEP officials. It was established that it had become very difficult in cost recovery from beneficiaries. This can be attributed to the non-durability of the equipment and difficult to locate beneficiaries as a result of the transfers. In addition, since livelihoods vary from locations, it also becomes very difficult for some beneficiaries to meet the loan recovery agreement.

4.4 Conclusion

In a nutshell, it is important to highlight that the results emanating from both quantitative and qualitative analysis has proven some positive effects on beneficiaries of LESDEP. As highlighted earlier, both approaches seem similar and complement each other. Therefore, the mixed method in this research facilitated the multiple purposes of triangulation, expansion and complementarity.

However, having critically analysed these challenges those beneficiaries of LESDEP and officials face, the question now is how these challenges could be managed? The fifth objective of the research seeks to provide recommendations in chapter five as to how the above mentioned challenges can be solved.

CHAPTER FIVE

SUMMARY, RECOMMENDATION, AND CONCLUSIONS

5.1 Introduction

This chapter mainly presents the summary of the entire research findings. It also provides a couple of policy recommendations based on the findings and data gathered, on LESDEP's implementation and the various challenges confronting beneficiaries, non-beneficiaries and the LESDEP institution. Finally, the chapter ends with concluding remarks and areas to be considered for further research.

The chapter begins with a discussion of LESDEP and its role towards providing the youth within the Elmina Municipality with sustainable employment opportunities.

5.2 LESDEP and Youth Employment

As indicated in the previous session, the main aim of this research was to assess the contribution of LESDEP towards reducing youth unemployment in the Elmina Municipality of the Central Region of Ghana. Applying both quantitative and qualitative analysis to social research, the impact of LESDEP on rural livelihood and youth employment was assessed based on the defined indicators human capital (area of skill development), social capital (membership of association, social networks/network of contact), financial capital (income from sales of products/services provided to customers and savings), physical capital (number and types of shops owned and access to information) and intended livelihood outcomes (improvement in well-being/ living standards).

The findings from the research indicate that the LESDEP programme has played a positive role in providing employment opportunities amongst the youth in the Elmina Municipality. LESDEP, through its initiatives, has proven to be a source of sustainable livelihood to most of the youth who benefitted from the programme. It further revealed that LESDEP has positively contributed to the improvement of beneficiaries' living standards.

Both quantitative and qualitative data analysis confirmed that LESDEP has created employment opportunities for beneficiaries. Through enterprise establishment, the research establishes in Figure 6 that LESDEP has helped 84% beneficiaries to own shops than for non-beneficiaries (66%). Additionally, a statistically significant relationship exists between LESDEP and enterprise establishment confirming more beneficiaries with enterprise establishment than non-beneficiaries. Nonetheless, in relation to the type of shop ownership,

more beneficiaries (58%) operated their own shops than non-beneficiaries (32%). Furthermore, 30% of beneficiaries operate from rented shops, 6% from home and 6% without shops. For non-beneficiaries, 32% operate from rented shops, 18% from home and 18% without shops. It is also worth noting that a higher percentage of 78 of (50 (100%) beneficiaries than 64 of (50 (100%) non-beneficiaries own one shop each. However, with regards to two shops ownership, 6% are beneficiaries and 2% of non-beneficiaries with 2% of beneficiaries having three shops. It was also established that 14% and 34% of beneficiaries and non-beneficiaries do not own shops respectively.

In line with the theoretical and conceptual frame provided in Figure 2, the outcome of the research further favours the fact that LESDEP has reduced vulnerability by providing the beneficiaries employment opportunities. 30% of beneficiaries and 50% of non-beneficiaries in the area of local garment and fashion, 45% of beneficiaries and 28% of non-beneficiaries with regards to beauty care and 2% of beneficiaries each in transport industry and mobile phone and laptop repairs. However, there were also a higher percentage of beneficiaries (8%) than non-beneficiaries (2%) with regards to fish farming. Agriculture had 8% beneficiaries, whilst 14% of beneficiaries and 10% of non-beneficiary were engaged in photography.

In view of the above, it was also established in figure 8 that a higher number of beneficiaries (66%) belong to various associations than non-beneficiaries (34%) since collective action is needed to coordinate the action of individuals for a common investment and adherence to rules. This was statistically confirmed in that a significant relationship exists between LESDEP and association membership. However, it was also significant to note that 32% and 68% of beneficiaries and non-beneficiaries do not belong to any association respectively due to various reasons. Furthermore, related to the outcome of Haan and Serriere, (2002), it was established that 67% of beneficiaries as compare to 33% of non-beneficiaries through social networks were contracted for employment opportunities through their relatives, high profile people within the municipality, churches, schools and association such as the Ghana Hairdressers and Beauticians Association and Ghana National Tailors and Dressmakers Association. However, 45% of beneficiaries and 55% of non-beneficiaries could not access any social network to gain access to employment opportunities. It is important to also note that, the findings of social networks falls in line with the theoretical framework underlying this research which is strongly linked with the asset base of the framework.

Moving further, with regards to awareness creation about LESDEP, the findings establishes that 36% had their information about LESDEP from friends, 46% from LESDEP offices, 12% from the media and 6% from relatives. In the case of non-beneficiaries, 28% got their

information from friends, 10% from the LESDEP offices, 20% from the Media and 2% from relatives.

Then again, In line with the theoretical and conceptual framework discussed above, the findings also back the fact that LESDEP promotes increased well-being, reduced vulnerability, more income and more sustainability. For beneficiaries, the research findings establish a decrease from 68% of previous income within the income category of GH¢10-50 to 32% of present income compare to 78% to 54% that of non-beneficiaries. It is also important to note that, the categories of GH¢50-100, GH¢100-150 and GH¢160 all saw an increase from 18% to 24%, 12% to 16, and 2% to 26% respectively as compared to that of non-beneficiaries from 10% to 24%, 6% to 10%, and 4% to 10% respectively. In addition, a statistically significant difference exists between the income levels of beneficiaries and non-beneficiaries with more beneficiaries having higher incomes than non-beneficiaries. Therefore, the researcher will argue strongly that in view of the Sustainable Livelihood theoretical and conceptual Framework (SLA), LESDEP is a key strategy for providing the youth employment opportunities in Elmina and Ghana as a whole.

Furthermore, the research findings established that the implementation of LESDEP was not bereft of numerous challenges. These challenges are endorsed by beneficiaries, non-beneficiaries and institutions.

From the beneficiaries' point of view, the durability of the equipment supplied to them was questionable. It breaks down frequently and as a result takes a longer period for them to service their customers. Majority of the beneficiaries confirmed the fact that they had to spend several hours in town in searching for spare parts to get their equipment fixed in order to provide timely services to their customers. Moreover, service charges from customers were also not forth coming. In effect has inhibited beneficiaries' ability to gather more money towards the repayment of the loan. Additionally, majority of the beneficiaries also complained about the lack of start-up capital which has rendered some of the beneficiaries unable to obtain shops of their own, working attachments and accessories and as a result could not establish their own enterprise. Finally, to all the beneficiaries, availability of spare parts was their major challenge since it becomes very difficult in replacing the broken parts of their equipment. This as a result has affected their productivity and income levels since they had to spend lots of time in the market in search of parts that could not be found in the markets.

From the non-beneficiaries perspective, industrial machines and separation of politics from the LESDEP were most of their challenges. Lastly, from the institutional point of view, logistics and access to official vehicle to undertake monitoring activities, and cost recovery was mentioned as the main challenge facing the staff at the Municipality.

5.3 Recommendations

Based on the above mentioned findings, a couple of recommendations are suggested by the researcher in order to improve the effective implementation of future LESDEP programmes in the Elmina Municipality.

- **Provision of Durable Equipment**

Based on the research findings that the equipment supplied was not durable to aid beneficiaries' work, it is recommended that government engages reliable organisations who could supply durable equipment to beneficiaries.

- **Establishment of Spare Parts and Service Centre**

In addition, since the research findings show that it is difficult for beneficiaries to replace damaged parts of their equipment, it is recommended that the government takes a bold step to establish a spare parts and service centre to service beneficiaries and other clients. This will enable beneficiaries to obtain spare parts close to them and desired services to enhance their business.

- **Provision of Container Stores**

Furthermore, since the research establishes that beneficiaries lack start-up capital to construct shops/stores of their own, it is recommended that government put in more efforts to partner with other corporate agencies such as Airtel Ghana, MTN Ghana whose social responsibilities in that regard, to support beneficiaries with container shops or stores as an additional package. This will reduce the number of beneficiaries without shops, enhance their work and further support and sustain their livelihood.

- **Lack of Industrial Machines**

More so since the research establishes that non-beneficiaries also need industrial machines, adequate machines should be supplied to the Municipality so that others can also benefit.

- **Separation of Politics**

The research also establishes that the programme have been highly politicised. It is therefore recommended that politics be separated from the programme so as to ensure sustainability.

Again, awareness creation should be intensified to allow those in the remote areas be aware so that they can also be part.

- **Provision of Adequate Logistics**

Finally, findings of the study indicate that the institution faces vehicular challenges. It is recommended that government provides vehicles to the institution to enable it undertake planned activities adequately since its operations are within the rural areas. More so this will enable the offices of the institution trace their clients who have relocated to other areas in order to undertake loan recovery activities.

5.4 Conclusion

Since independence, successive governments implemented several policies and programmes that were geared towards reducing unemployment in Ghana. Regardless of all these efforts by the government, the unemployment trap continues to remain a major challenge in Ghana. The case of LESDEP however, confirms that it can become a good strategy to create employment opportunities for the youth in Elmina Municipality and Ghana as a whole. The research also noted that despite positive impact LESDEP is making, it was not devoid of challenges hindering its smooth implementation.

In all, it was observed that LESDEP is a good initiative that would provide employment and creates sustainable livelihoods to the youth in Elmina Municipality. The research uncovers that LESDEP has contributed to employment creation and economic empowerment to beneficiaries through human capital, social capital, financial capital, physical capital and livelihood outcomes.

Finally, this research accomplishes its aim of assessing the contribution of LESDEP towards the reduction of youth employment in the Elmina Municipality. Furthermore, it is important to note that the research limited its focus on youth unemployment within the Elmina Municipality. Hence, in situations where much wider area is required, the entire region could be considered for future research.

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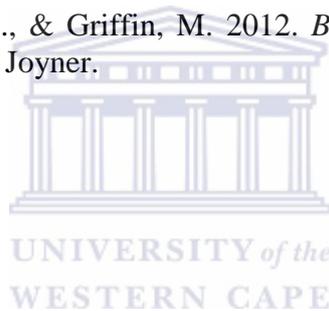
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Annex 1

Respondent Questionnaire

Objective of Study:

The purpose of this study is to access the contributions made by LESDEP to youth employment in the Elmina Municipality in the Central Region of Ghana. Please respond to the following survey items by checking the appropriate response next to each question/item. All information is confidential. Your co-operation is needed and will greatly be appreciated.

Demographic Information

1. Please indicate your gender.
(1) Male (2)Female

2. Please indicate your age.
(1) 15-25
(2) 26-30
(3) 31-35

3. Please indicate your educational background.

(1) MSLC	<input type="checkbox"/>
(2) JHS	<input type="checkbox"/>
(3) Vocational	<input type="checkbox"/>
(4) Technical	<input type="checkbox"/>
(5) University	<input type="checkbox"/>
(6) No Formal School	<input type="checkbox"/>
(7) Non Formal	<input type="checkbox"/>
(8) SHS	<input type="checkbox"/>

4. Please indicate your marital status

(1) Married	<input type="checkbox"/>
(2) Single	<input type="checkbox"/>
(3) Divorced	<input type="checkbox"/>

Information on Livelihood Asset

Social Capital

5. Do you belong to any Association? Yes No

6. If yes, indicate the number and type of groups you belong to and Why? and move Q8?

.....
.....
.....
.....

7. If No, indicate why?.....

- (12) Grasscutter rearing
- (13) Welding & Fabrication
- (14) Agriculture
- (15) Photography
- (16) Construction

17. How long were you trained?

- (1) 1-2weeks
- (2) 3-4weeks
- (3) 1-2 month
- (4) 3 month +
- (5) None

Physical Capital

18. Please do you own a shop? Yes No
19. What type of shop do you operate? Rented Shop Own Shop
 Home operated

20. How many shops do you own?

- (1) 1shop
- (2) 2 shops
- (3) 3 shops+
- (4) None

21. How long have you been in operation?

- (1) 2-3weeks
- (2) 1-4 Month
- (3) 5-11
- (4) 1year +
- (5) None



22. What are the equipment/tools you now own?

.....

.....

.....

.....

23. How did you acquire them? Hire purchase Outright Purchase

24. Indicate the process of purchase? Through LESDEP Others Specify.....

.....

.....

Financial Capital

25. How many apprentices do you have?

- (1) 1-5
- (2) 6-12
- (3) 13-19
- (4) 20+
- (5) None

26. How many customers do you serve in a month?

- (1) 1-5
- (2) 6-10
- (3) 11-20
- (4) 21+
- (5) None

27. Are you involved in any active savings? Yes No

28. If yes, how often do you save?

- (1) Daily
- (2) Weekly
- (3) Monthly

Livelihood Outcomes

29. How much do you make from your services /month?

Previous

- (1) GH¢ 10-50
- (2) GH¢50-100
- (3) GH¢ 100-150
- (4) GH¢ 150+

Present

- (5) GH¢ 10-50
- (6) GH¢50-100
- (7) GH¢ 100-150
- (8) GH¢ 150+



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30. In what ways has this income contributed to your life?

- (1) Provision of education needs for the children
- (2) Provision of shelter and basic needs for the family
- (3) Provision of land
- (4) Provision of means of transport
- (5) Support my own education
- (6) Saved at the bank
- (7) Contribution to social programmes (church and community fundraising)
- (8) Others specify.....
- (9) None of the above

Challenges

31. What are your challenges?

List them.....
.....

32. How did you overcome these challenges?.....

.....
.....
.....

33. Is the implementation of LESDEP beneficial to you? Yes No
if Yes how, and if No why explain?

.....
.....
.....
.....

34. In your opinion, how can LESDEP be improved in future?

.....



Annex 2

Institution Questionnaire

Objective of Study:

The purpose of this study is to assess the contributions made by LESDEP to youth employment in the Elmina Municipality in the Central Region of Ghana. Please respond to the following survey items by checking the appropriate response next to each question/item. All information is confidential. Your co-operation is needed and will greatly be appreciated.

1. Please indicate the objectives of LESDEP?

.....
.....
.....
.....

2. Has the objectives been met so far?

(1) Yes
(2) No

3. If yes how.....

.....
.....
.....

4. If no why?.....

.....
.....
.....

5. Who qualifies to become a beneficiary?

.....
.....
.....

6. Base on what criteria are beneficiaries selected?

.....
.....
.....
.....

7. How many beneficiaries have so far graduated from LESDEP?

(1) 50-100
(2) 150-200
(3) 300-450
(4) 500-650
(5) 700-850
(6) 900-1050
(7) 1100+

8. How are these graduands been assisted?

(1) Start-up capital

- (2) Equipment and tools
- (3) Provision of shops
- (4) Others

9. Are graduands practising the skills acquired? Yes No

10. If yes, how.....

11. If no, why.....

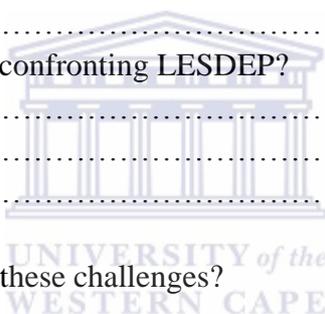
12. What are the measures being adapted to ensure that graduands practice the skills acquired?

13. In what ways has LESDEP contributed to the reduction of youth employment in the Elmina Municipality?

14. What are main challenges confronting LESDEP?

15. How are you dealing with these challenges?

16. What is the way forward for LESDEP?



Annex 3

Description of the variables in data set

Id	identification number
Gender	gender of the participant
Age	Age of the sampled participant
edubaground	Participants educational background
maristat	Marital status of participants
benlesdep	Beneficiaries of LESDEP
soccapassco	Social capital of participants belonging to an association
Socnet	Social networks of participants
Accinfor	Access to information by participants
Humcapskilldev	Human capital in relation to participants skill development
Perftrain	Period participants were trained
Phycapshown	Physical capital in relation to shop ownership
Numshpown	Number of shops own by participants
Oppperiod	Operating period of participants
Equipown	Equipment now own by participant
Fincapqutapp	Quantity of apprentice per participant
Custserved	Customers served by participant per day/week/ month
Actsavings	Participant in active savings
Savingssche	Savings schedule of participant per day/week/month
Livoutprevincom	Participant previous income in relation to livelihood outcome
Livoutpresincom	Participant present income in relation to livelihood outcome
Conincmstfliv	Income contribution to participants living standard

Annex 4



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Letter of consent:

CONSENT BY RESEARCH PARTICIPANT INTERVIEW

I....., have had the opportunity to ask any questions relating to the research , and have received satisfactory answers to my questions, and any additional details I wanted.

I agree to take part in this research, which is a thesis for the award of Masters of Arts in Development Studies. I understand that my participation in this research is voluntary. I am free not to participate and have the right to withdraw from the study at any time, without having to explain myself. I am aware that this interview might result in research which may be published, but my name may be/ not be used (circle appropriate). I understand that if I don't want my name to be used that this will be ensured by the researcher. I may also refuse to answer any questions that I don't want to answer.

I am aware that I can contact the researcher (Kwesi Aloysius Agwani +27 708239135) or his supervisor (Dr Abdulrazack Karriem, +27 (021) 959 3853) should I have any queries regarding this research.

Date:.....

Participant Name:.....

Participant Signature.....

Interviewer name:.....

Interviewer Signature.....

Annex 5



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Letter of consent:

CONSENT BY RESEARCH PARTICIPANT (Focus Group Discussion)

I....., have had the opportunity to ask any questions relating to the research , and have received satisfactory answers to my questions, and any additional details I wanted.

I agree to take part in this research, which is a thesis for the award of Masters of Arts in Development Studies. I have also consented not to divulge the confidentiality of group discussions. I understand that my participation in this study is voluntary. I am free not to participate and have the right to withdraw from the study at any time, without having being penalised . I am aware that this group discussion might result in research which may be published, but my name may be/ not be used (circle appropriate). I understand that if I don't want my name to be used that this will be ensured by the researcher. I may also refuse to answer any questions that I don't want to answer.

I am aware that I can contact the researcher (Kwesi Aloysius Agwani +27 708239135) or his supervisor (Dr Abdulrazack Karriem, +27 (021) 959 3853) should I have any queries regarding this research.

Date:.....

Participant Name:.....

Participant Signature.....

Interviewer name:.....

Interviewer Signature.....

Annex 6



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Letter of consent:

CONSENT BY RESEARCH INSTITUTION

I....., have had the opportunity to ask any questions relating to the research , and have received satisfactory answers to my questions, and any additional details I wanted.

I agree to take part in this research, which is a thesis for the award of Masters of Arts in Development Studies. I understand that my participation in this study is voluntary. I am free not to participate and have the right to withdraw from the study at any time, without being penalised. I am aware that this interview might result in research which may be published, but my name may be/ not be used (circle appropriate). I understand that if I don't want my name to be used that this will be ensured by the researcher. I may also refuse to answer any questions that I don't want to answer.

I am aware that I can contact the researcher (Kwesi Aloysius Agwani +27 708239135) or his supervisor (Dr Abdulrazack Karriem, +27 (021) 959 3853) should I have any queries regarding this research.

Date:.....

Participant Name:.....

Participant Signature.....

Interviewer name:.....

Interviewer Signature.....