

# YOUTH EMPLOYMENT REPORT 2024





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The recommendations presented are a call to action for all stakeholders to unite in forging innovative, sustainable solutions that empower our youth, fuel economic growth, and foster social stability

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## FOREWORD

In the heart of Somalia, amidst its vibrant culture and resilient spirit, lies a challenge that shapes the future of its youth: unemployment. This report, meticulously crafted by the dedicated team at Demos Africa, stands as a testament to our commitment to understanding and addressing this critical issue. Through rigorous research, data collection, and analysis, we delved into the complexities of the job market, the aspirations of our young people, and the barriers they face in their quest for employment.

Our investigation spanned various regions, capturing a diverse range of voices and experiences. We explored the impact of educational level, skill mismatches, and the evolving economic landscape on youth employment prospects. By dissecting these factors, we aimed to present a holistic view of the challenges and opportunities that lie ahead.

This forward extends our deepest gratitude to all who contributed their insights, time, and expertise. From policymakers to educators, employers to the youth themselves, this report is a product of collective wisdom and shared aspirations.

As you read the report, we invite you to reflect on the implications of youth unemployment not only for Somalia but for the global community. The recommendations presented are a call to action for all stakeholders to unite in forging innovative, sustainable solutions that empower our youth, fuel economic growth, and foster social stability.

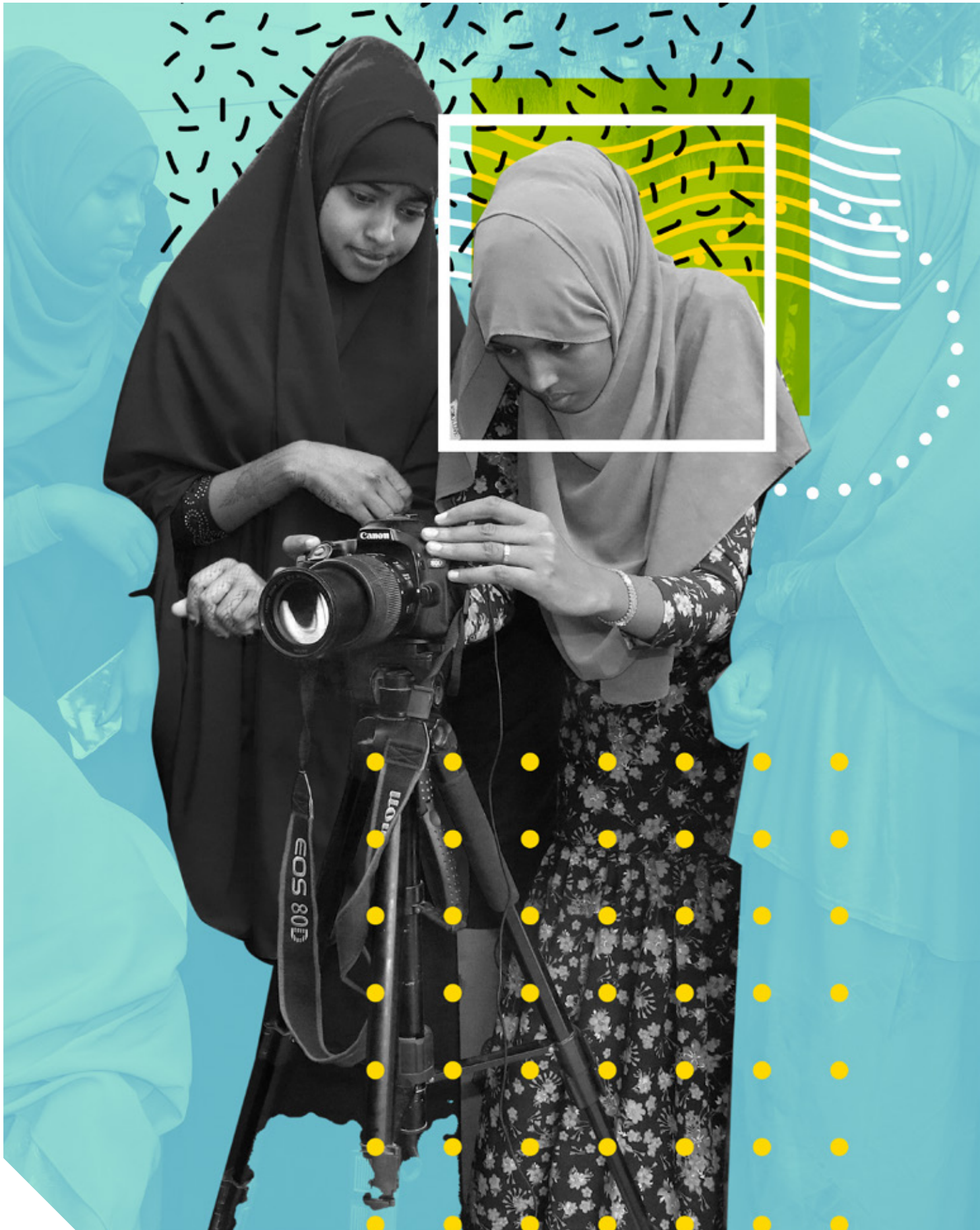
We have presented not just data and analysis, but a blueprint for change—a vision for a future where every young Somali has the opportunity to lead a fulfilling, productive life. It is a future we can build together, grounded in the belief that our youth are not just the leaders of tomorrow, but the catalysts of transformation today.

Let this report serve as a beacon of hope and a guide for concerted action. Together, we can turn the tide on youth unemployment, unlocking the immense potential of Somalia's greatest asset: its young people.

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55.1%

Rate of non-employment

69%

Are actively seeking employment

90.1%

Have an interest in vocational training

80%

Are willing to accept unpaid traineeships

79.5%

Believe the federal government should create job opportunities for the youth

## EXECUTIVE SUMMARY

**T**his comprehensive survey sheds light on the complex landscape of employment challenges, preferences, and skills within the surveyed population. Key findings indicated a notable 55.1% non-employment rate, unveiling disparities based on gender, age, and education. The workforce was diverse, comprising self-employment (33.6%) and other unconventional categories (39.8%).

Job-seeking behaviors varied across age groups, with 69% actively seeking employment. Noteworthy differences in search methods included personal networks (45.2%), in-person visits (43%), and online platforms (8.3%). Reasons for not seeking employment included job unavailability (36.1%), lack of skills (30.5%), and repeated failed attempts (17.6%).

Skills and vocational training preferences were evenly distributed, with 52.3% lacking additional skills and 47.7% possessing various competencies. Notable gender disparities existed, emphasizing the importance of tailored vocational training programs. The survey highlighted a strong interest in vocational training (90.1%), particularly among the younger demographic.

A compelling 87.5% expressed a desire for job opportunities, showcasing consistency across genders. Preferences for the private sector (76.8%) and interest in international opportunities (62.8%) revealed nuanced patterns based on gender and age. The survey underscored a willingness to accept unpaid traineeships (80.0%), informing workforce development strategies.

Salary expectations exhibited a preference for higher compensation, with 25.8% finding a salary of \$500 or more monthly acceptable. Gender and age-related differences indicated nuanced perspectives, emphasizing the need for tailored compensation structures. Community employment preferences highlighted the significance of family connections (50.2%) and education/skills (25.1%).

Challenges in securing employment included: lack of jobs (42.5%); nepotism (24.9%); and lack of education/skills (16.1%). Unemployment's impact on mental health (35.6%), substance abuse (27.2%), and perceived links to illegal migration (8.3%) underscored the multifaceted consequences.

Perceptions of government efforts revealed limited acknowledgment of local initiatives (3.7%) and a belief that the federal government (79.5%) is best suited for developing policies and implementing job creation for youth. This underscored the urgency for comprehensive national strategies to address youth unemployment.

These insights guide informed targeted interventions, policies, and strategies to address the complex challenges in the workforce, emphasizing the importance of tailored approaches based on gender, age, and education dynamics.

## CHAPTER 1

# BACKGROUND



## GOAL OF THE SURVEY

The primary aim of this survey was to comprehensively examine and understand the prevailing challenges within the workforce, shedding light on the complexities of unemployment and its associated factors. Through a detailed analysis of employment patterns, gender disparities, age-specific trends, and educational influences, the survey sought to uncover nuanced insights into the dynamics of the current job market. The goal was to capture a holistic view of the surveyed population's experiences, preferences, and aspirations, with a particular focus on skills, vocational training, job-seeking behaviors, and community-level factors. The overarching aim was to provide a foundation for informed decision making, enabling the development of targeted strategies and policies to address identified issues and promote a more inclusive and resilient workforce.

## METHODOLOGY

This survey, conducted between 3-17 January 2023, employed Random Digit Dialing (RDD) to select a representative sample for telephone statistical surveys by randomly dialling phone numbers using existing area codes and prefixes. The target population included individuals in Somalia aged 16 and above with active phone numbers who were willing to participate in the survey. Trained enumerators dialled 7,516 active numbers using a sophisticated computer system, securing the participation of 1,255 respondents from over 80 districts across the 18 pre-war regions of Somalia.

Enumerators, trained and supervised by experienced pollsters, conducted telephone interviews based on a comprehensive set of questions designed by Demos Africa pollsters. These questions aimed to gather basic demographic information and insights into obstacles and opportunities in the employment sector.

Demos Africa compared and analysed the collected information using available government demographic data as a baseline, including the 2014 Population Estimate Survey (PES)<sup>1</sup>, the 2022 Somalia Integrated Household Budget Survey (SIHBS)<sup>2</sup>, and the 2019 Somali Labour Force Survey (SLFS)<sup>3</sup>, conducted by the Federal Government of Somalia.

Weighting, a common survey analysis technique, was employed to adjust for unequal probabilities of selection and non-response. To address regional underrepresentation without introducing extreme weights, the study opted for an alternative approach, weighting by age, sex, and education levels —variables more evenly distributed in the Somali youth sample. The reported margin of error for this study is 3.6%.

This survey navigated a landscape of diverse perspectives through numerous multiple choice, select-all-that-apply questions. For instance, respondents endorsing the private sector as an optimal workplace were prompted to weave their preferences from a tapestry of options including "better pay," "job security," "physical security," and "network".

The goal was to capture a holistic view of the surveyed population's experiences, preferences, and aspirations, with a particular focus on skills, vocational training, job-seeking behaviors, and community-level factors

1 Somalia Population Estimate Survey (2013). Accessed at: <https://www.nbs.gov.so/population-estimation-survey-2014/>

2 Somali Integrated Household Budget Survey (SIHBS 2022). Accessed at: <https://www.nbs.gov.so/the-Somali-Integrated-Household-Budget-Survey-2022>

3 Somali Labor Force Survey Report, (SLFS 2019). Accessed at: <https://www.nbs.gov.so/the-labour-force-survey-report-2019>



## CHAPTER 2

# DEMOGRAPHIC OVERVIEW





## INTRODUCTION

Understanding the demographic landscape is paramount to unravelling the intricate challenges surrounding youth unemployment. In this chapter, we delve into key demographics that lay the groundwork for comprehending the dynamics of the youth population affected by unemployment. The exploration encompasses age distribution, gender diversity, educational level, marital status, regional representation, household dynamics, regional mobility, and migration motivations.

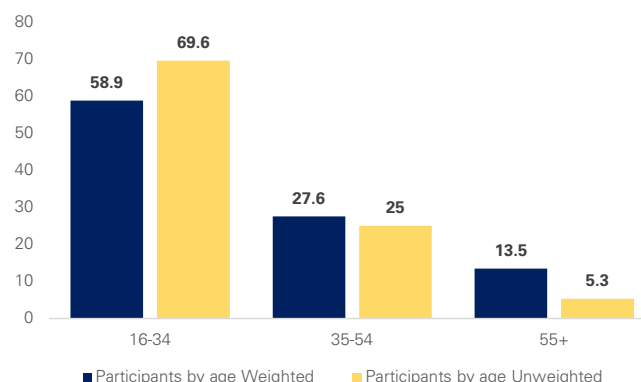
Demographics offer more than mere statistics; they provide a lens through which we can identify patterns and disparities, essential for addressing the complexities of youth unemployment. The demographic overview presented in this chapter is not only informative but also serves as the cornerstone for our research on youth unemployment. Each figure and trend holds vital information that shapes the trajectory of our study, helping us understand the diverse backgrounds, needs, and characteristics of the youth cohort facing unemployment.

This demographic canvas is instrumental in informing policies, interventions, and strategies aimed at mitigating youth unemployment. Our exploration aims to uncover connections, disparities, and implications that will significantly contribute to addressing the overarching challenge of youth unemployment and inform targeted solutions for this critical demographic.

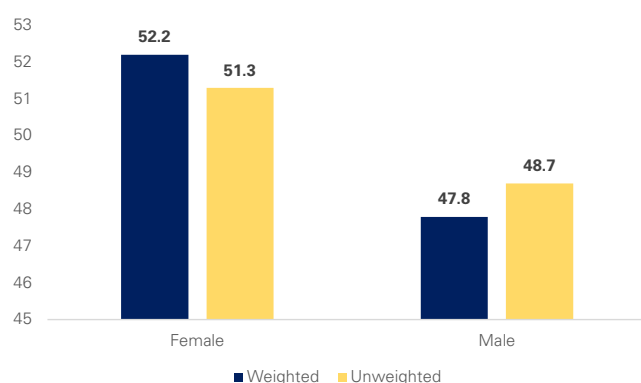
**Figure 2.1** depicts the age distribution of survey participants on youth unemployment. The 16-34 age group dominated, representing 58.9% in the weighted and 69.6% in the unweighted data. Mid-career individuals (35-54) accounted for 27.6% (weighted) and 25% (unweighted). Participants aged 55 and above constituted 13.5% (weighted) and 5.3% (unweighted). These findings will guide targeted interventions by highlighting age-specific patterns within the surveyed population.

**Figure 2.2** illustrates the gender distribution among surveyed individuals. In both weighted and unweighted perspectives, females comprised 52.2% and 51.3%, respectively, while males accounted for 47.8% (weighted) and 48.7% (unweighted). The nearly equal representation of genders emphasized the need for gender-inclusive considerations in interpreting and addressing the challenges posed by youth unemployment within the surveyed population.

**Figure 2.1** Age Distribution of Respondents



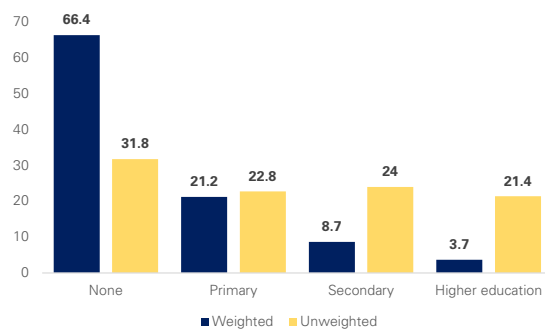
**Figure 2.2** Gender Distribution of Respondents



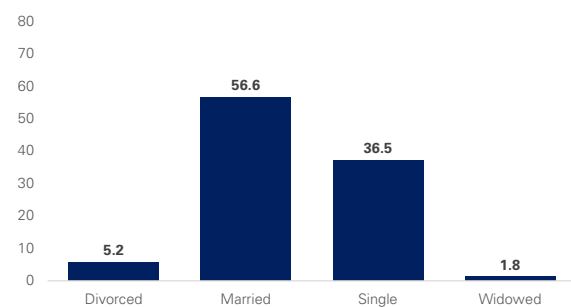
Our exploration aims to uncover connections, disparities, and implications that will significantly contribute to addressing the overarching challenge of youth unemployment and inform targeted solutions for this critical demographic

This diverse educational distribution underscored the need for targeted strategies to address the multifaceted challenges of youth unemployment across different educational levels

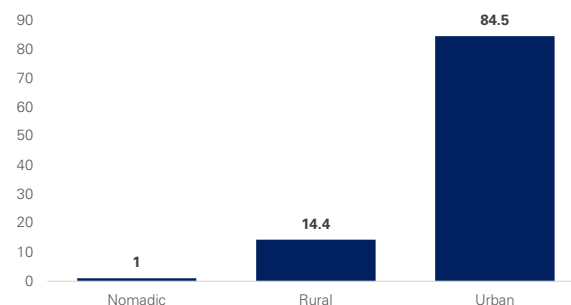
**Figure 2.3** Education Level of Respondents



**Figure 2.4** Marital Status of Respondents



**Figure 2.5** Residence Distribution of Respondents



**Figure 2.3** provides insights into the educational backgrounds of survey participants. The data revealed that 66.4% lacked formal education, and 31.8% lacked formal education in the unweighted perspective, indicating potential disparities in representation. Primary education was noted in 21.2% (weighted) and 22.8% (unweighted), secondary education in 8.7% (weighted) and 24% (unweighted), and higher education in 3.7% (weighted) and 21.4% (unweighted). This diverse educational distribution underscored the need for targeted strategies to address the multifaceted challenges of youth unemployment across different educational levels.

**Figure 2.4** presents the marital status distribution among survey participants. The majority, at 56.6%, were married individuals, reflecting the prevalence of unemployment challenges within this demographic. Singles accounted for 36.5%, showcasing a significant portion facing youth unemployment independently. Divorced individuals represented 5.2%, highlighting unique challenges associated with youth unemployment in the context of divorce, while the widowed category constituted 1.8%, indicating a relatively smaller group navigating youth unemployment in the aftermath of spousal loss. Understanding these marital status dynamics is crucial for tailoring interventions that address the diverse needs and circumstances of individuals experiencing youth unemployment.

**Figure 2.5** shows the distribution of respondents' residences, revealing a predominant representation from urban areas at 84.5%. Rural communities constituted 14.4%, reflecting a significant but comparatively smaller portion facing youth unemployment challenges in rural settings. Nomadic communities represented only 1%, indicating a minor representation and suggesting potential differences in youth unemployment challenges based on residence type. Recognizing these residence-specific dynamics is crucial for tailoring targeted interventions that address the diverse needs and circumstances of youth across various residences.

## SOCIAL DYNAMIC FACTORS

This chapter delves into respondent household size, adult employment patterns, movement from the region of birth, and the underlying motivations driving migration. Each facet contributes uniquely to our understanding of the nuanced interplay between social factors and employment challenges. From the size of households influencing potential earners to the motivations driving individuals to

migrate, these elements shape the employment landscape in multifaceted ways. The survey findings, focusing on household dynamics, adult employment, regional mobility, and migration motivations, aim to unravel patterns, connections, and underlying motivations that contribute to a holistic understanding of the social context surrounding youth unemployment.

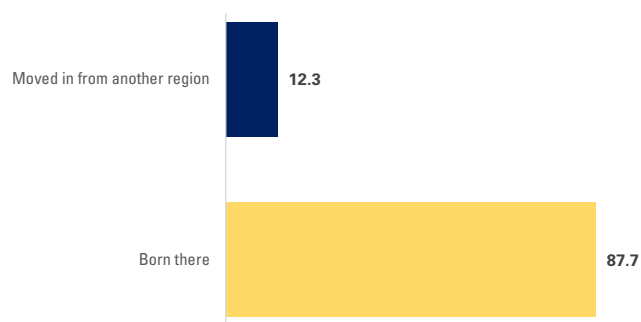
The data in **Figures 2.6** and **2.7** illustrates a compelling interplay between residence patterns and migration drivers among respondents. A significant majority (87.7%) continued to reside in their birth region, showcasing a prevalent sense of local permanence. Conversely, the 12.3% who have migrated from another region exhibited diverse motivations. Notably, environmental challenges, such as drought and famine, emerged as a primary impetus for migration, impacting a substantial portion of this group. Economic factors, particularly employment opportunities, are shared motivations for both groups but are more pronounced among migrants. Insecurity played a more prominent role for those who have migrated, reflecting safety concerns as a driving force. Family proximity influenced both groups, while educational pursuits were a distinctive factor for those who had migrated.

# 87.7%

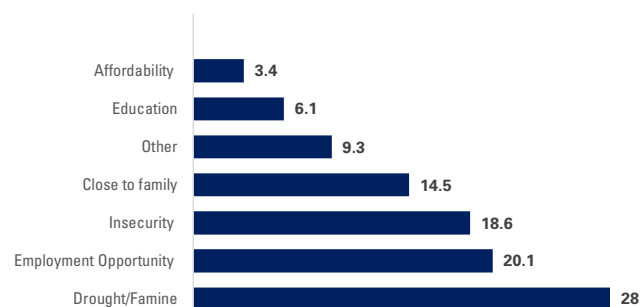
of respondents continued to reside in their birth region, showcasing a prevalent sense of local permanence

Insecurity played a more prominent role for those who have migrated, reflecting safety concerns as a driving force. Family proximity influenced both groups, while educational pursuits were a distinctive factor for those who had migrated

**Figure 2.6** Regional Mobility Patterns Among Respondents



**Figure 2.7** Reasons for Migration



## CHAPTER 3

# EMPLOYMENT INSIGHTS





This chapter delves into the employment realities among our surveyed participants by examining key factors such as age, education, and work sectors. This includes perceptions of the relationship between current jobs and educational backgrounds, offering valuable insights. The chapter concludes with an investigation into the time gap between graduation and finding a first job.

**Figure 3.1** shows the distribution of respondents based on their current employment status. Notably, 55.1% of respondents were not currently employed, while 44.9% reported being employed.

**Table 3.1** provides a gender-specific breakdown of respondents. Notably, 66.8% of females were unemployed, while 42.3% of males were also jobless. On the contrary, 33.2% of females were employed, compared to 57.7% of males.

**Figure 3.2** illustrates the employment status of respondents within different age brackets. Among individuals aged 16-34, a substantial 57.9% were not employed, while 42.1% had jobs. In the 35-54 age group, 44.4% were not employed, contrasting with 55.6% who were currently employed. Notably, among those aged 55 and above, a significant 65% were not employed, while 35% had jobs.

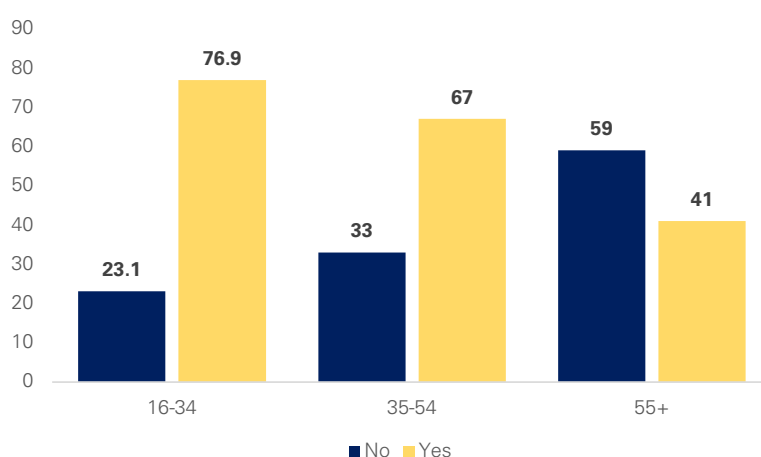
This age-specific breakdown revealed distinct patterns in employment status across different life stages. The higher percentage of unemployment among the younger age group suggested challenges in securing employment early in one's career, while the older age cohort exhibits a higher prevalence of non-employment, possibly indicating retirement or other factors influencing workforce participation.

**Table 3.2** provides a detailed breakdown of respondents' employment status categorized by their education level levels. The analysis underscored the influence of education on employment outcomes. Among those with no formal education, 55.9% were not employed. In the primary education category, the employment gap narrowed, with 51.2% not employed and 48.8% employed. However, individuals with secondary education faced a higher unemployment rate of 61.1%, suggesting challenges in translating secondary education into gainful employment for a significant portion of respondents. Notably, 49.8% of those with higher education were unemployed and 50.2% employed, highlighting the positive correlation between higher education levels and improved employment prospects.

**Figure 3.1** Current Employment Status



**Figure 3.2** Current Employment Status by Age



**Table 3.1** Current Employment Status by Age

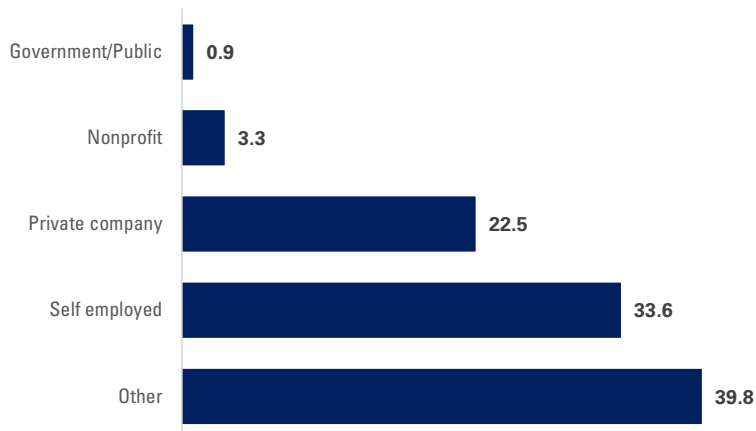
Employed	Female	Male
No	66.8	42.3
Yes	33.2	57.7

**Table 3.2** Employment Status by Education Level

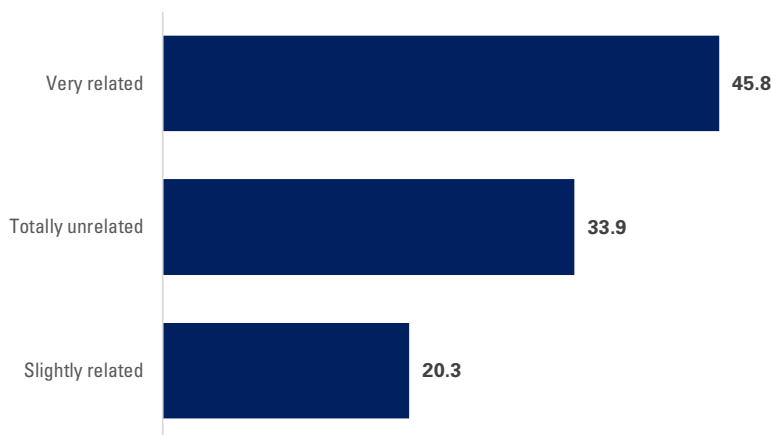
Employed	None	Primary	Secondary	Higher Education
No	55.9	51.2	61.1	49.8
Yes	44.1	48.8	38.9	50.2

**Table 3.3** Time Span between Graduation and First Job

Years	Percentage
0-3	85.9
4-6	10.2
7+	4.0

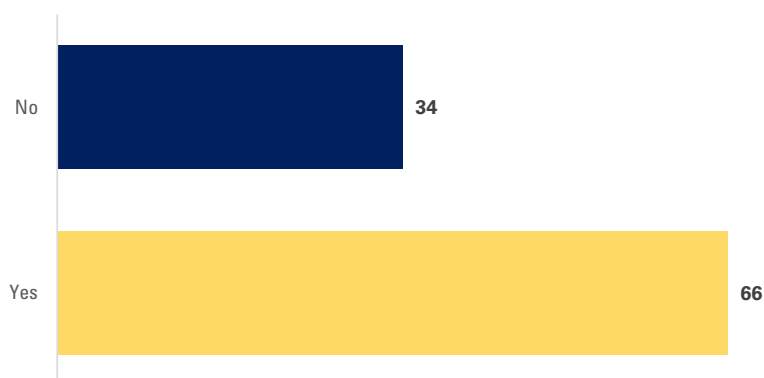
**Figure 3.3** Work Sector Distribution Among Employed Respondents

The variety of work sectors among employed respondents, as presented in **Figure 3.3**, shows a diverse employment landscape. The largest segment, comprising 39.8%, fell under the category "other," necessitating a more detailed exploration to discern the specific professions and industries. A substantial 33.6% identified as self-employed, reflecting a significant presence of entrepreneurs and independent workers. Private companies represented approximately 22.5% of the employed population. Non-profit work was undertaken by 3.3% of respondents, indicating a modest yet notable presence in charitable and philanthropic sectors. The government or public sector employed the smallest percentage at 0.9%.

**Figure 3.4** Perceived Relationship Between Current Job and Education

**Table 3.3** shows the amount of time between respondents' graduation and their first job. A substantial majority, totalling 85.9%, entered the workforce within three years, indicating a prompt transition from academia to professional roles for a significant portion of participants. In contrast, a notable but smaller segment, comprising 10.2%, experienced a delay in securing their first job, taking four to six years. This group may have navigated additional educational pursuits, explored diverse career paths, or encountered difficult market conditions. A notable 4% faced seven or more years between graduation and their first job.

**Figure 3.4** details the perceived relationship between respondents' current jobs and their educational background. A substantial 45.8% of respondents felt that their current job was very related to their education, suggesting a strong alignment between the skills acquired during their academic pursuits and the demands of their present professional roles. In contrast, 20.3% said their jobs were slightly related. A significant 33.9% believed that their current job was unrelated to their education, highlighting a notable gap between the skills or knowledge gained through education and the requirements of their current positions.

**Figure 3.5** Perceived Education System Role in Unemployment

**Figure 3.5** reflects the diverse perspectives on the responsibility of the educational system for high unemployment among the educated youth. The data illustrated a significant split, with 66% of respondents believing that the educational system was accountable, suggesting concerns about the alignment of education with workforce demands. Conversely, 34% of respondents held the view that the educational system was not responsible, suggesting external factors or individual choices were more significant on employment outcomes.

The overall job satisfaction score for the surveyed population was reported at 6.5, indicating a

**Table 3.4** Job Satisfaction Scores By Education and Gender

		Score
<b>Overall</b>		6.5
<b>Education Level</b>	None	6.5
	Primary	6.5
	Secondary	6.9
	Higher education	6.5
<b>Gender</b>	Female	6.0
	Male	6.9

moderate level of satisfaction on a scale ranging from one to 10. A breakdown based on education levels revealed interesting patterns. Respondents with secondary education had a slightly higher job satisfaction score of 6.9, suggesting a potential correlation between higher education levels and increased job satisfaction. Conversely, those with no formal education, primary education, or higher education, all shared the general job satisfaction score of 6.5.

When considering gender differences, an interesting contrast emerged. Women reported a job satisfaction score of 6.0, which was notably lower than their male counterparts who scored 6.9. This gender-based disparity could be influenced by workplace conditions, job roles, or societal expectations.

Overall positive correlation between higher education levels and improved employment prospects

**50.2%**

of those with higher education were employed

**85.9%**

of respondents entered the workforce within three years after graduation

Respondents with secondary education had a slightly higher job satisfaction score of 6.9, suggesting a potential correlation between higher education levels and increased job satisfaction

## CHAPTER 4

# NAVIGATING EMPLOYMENT REALITIES





This chapter explores the intricate dynamics of employment realities within our surveyed participants, offering insights into how individuals engage with the job market. It also sheds light on the diverse strategies employed in job searches and uncovers factors influencing non-participation in these searches.

**Figure 4.1** examines respondents' job-seeking status. A prominent trend emerges, with 69% actively looking for a job, indicating a proactive approach to employment opportunities. Conversely, 31% of respondents were not currently seeking employment, suggesting a variety of circumstances, including potential differences in employment status, personal choice, or specific challenges faced by individuals.

**Table 4.1** showcases distinct patterns in job-seeking behaviours among respondents categorized by age group. The data highlighted variations in employment perspectives across different generations. Among individuals aged 16-34, a substantial 76.9% were actively seeking employment, demonstrating a pronounced engagement with the job market. In the 35-54 age group, 67% were actively looking for jobs, indicating sustained interest in employment opportunities. However, there was a noticeable decline in job-seeking activity among those aged 55 and above, with only 41% currently seeking employment.

In examining the diverse landscape of job search methods illustrated in **Figure 4.2**, it became evident that respondents employed a range of strategies in their pursuit of employment. Notably, a substantial 45.2% leverage personal networks, emphasizing the enduring importance of familial or friend connections in the job search process. Concurrently, in-person visits played a prominent role, with 43% of respondents preferring direct, face-to-face interactions as part of their job search. While online platforms represented a smaller

percentage at 8.3%, their presence underscored the contemporary significance of digital avenues in job searching. A modest 1.8% turned to school or university resources, signalling a limited reliance on educational institutions for career opportunities. The inclusion of "other" methods at 1.7% highlighted the diversity of approaches within the surveyed population.

**Figure 4.3** presents the reasons cited by respondents for not actively seeking employment. The most prevalent reason, reported by 36.1% of respondents, was the unavailability of jobs. Following closely, 30.5% highlighted a lack of necessary skills for available positions as their primary deterrent. Additionally, 17.6% of respondents noted repeated failed attempts in job searches, while 11.9% cited "other" reasons. Notably, only 3.8% believed nepotism was the sole means of securing a job.

Table 4.1 Job Seeking Status Among Respondents By Age

	16-34	35-54	55+
Yes	76.9	67	41
No	23.1	33	59

Figure 4.2 Job Search Methods

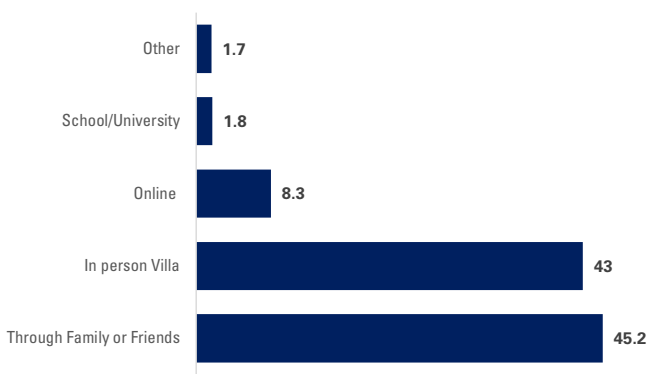


Figure 4.1 Job Seeking Status Among Respondents

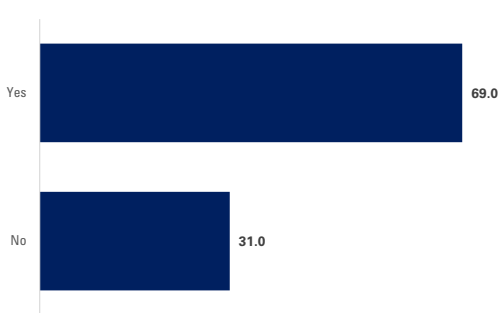
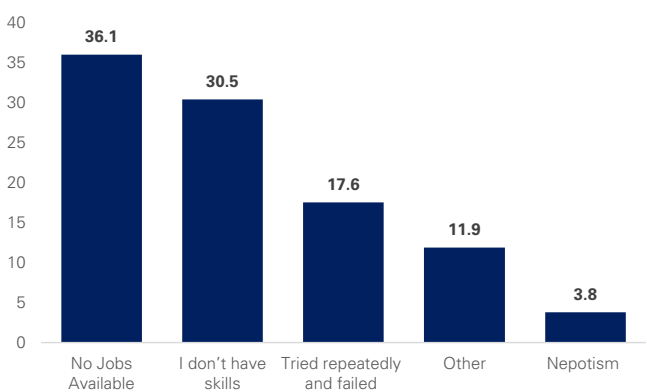


Figure 4.3 Factors Influencing Non-Participation in Job Search



## CHAPTER 5

# SKILLS AND TRAINING PREFERENCES



Chapter Five explores the respondents' skills and vocational training interests, which is pivotal in addressing the challenges related to skills development and employment. The chapter examines respondents' skill sets based on gender, education, and age, then delves into vocational training interests of the surveyed population. This comprehensive analysis provides a vital lens through which we can identify patterns and disparities in skill acquisition.

**Figure 5.1** shows the distribution of skills among respondents, with 52.3% stating they do not have additional skills and 47.7% acknowledging that they possess other skills such as carpentry, mechanics, welding, masonry, driving, engineering, IT, and more. The nearly equal split reflected a diverse range of backgrounds and experiences among the surveyed population and implied that a substantial portion of the respondents had some form of additional skill set, which could be valuable for understanding the workforce composition and potential areas of expertise within the surveyed group.

**Table 5.1** illustrates the gender specific distribution of respondents with and without additional skills. Notably, 65.4% of females and 38.1% of males responded with "no," indicating a higher percentage of females lacking supplementary skills compared to males. Conversely, in the "yes" category, 34.6% of females and 61.9% of males reported possessing additional skills, revealing a distinct gender-based disparity. The substantial difference in the "yes" responses suggested that, within this surveyed population, a larger proportion of males are equipped with supplementary skills.

The data in **Table 5.2** revealed responses categorized by educational level, showcasing the distribution of individuals with and without additional skills. In the "no" category, 57.9% of those with no formal education, compared to 23.3% with higher education, indicated a decrease in the percentage of respondents without additional skills as education level increases. Conversely, in the "yes" category, the trend reversed, with 42.1% of those with no formal education and 76.7% with higher education reporting possession of additional skills. This suggested a potential correlation between higher educational level and the likelihood of possessing supplementary skills. **Figure 5.2** showcases a distinct trend in interest in vocational training. Notably, 90.1% of individuals expressed a keen interest in such training opportunities, while only 9.9% reported no interest. This underscored a significant potential for successful implementation of vocational training initiatives. Exploring specific

Figure 5.1 Respondents Skills Overview

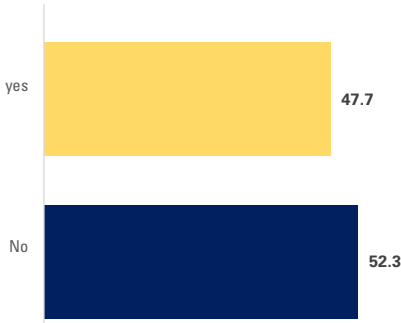


Figure 5.2 Vocational Training Interest



Table 5.1 Respondents Skills Overview By Gender

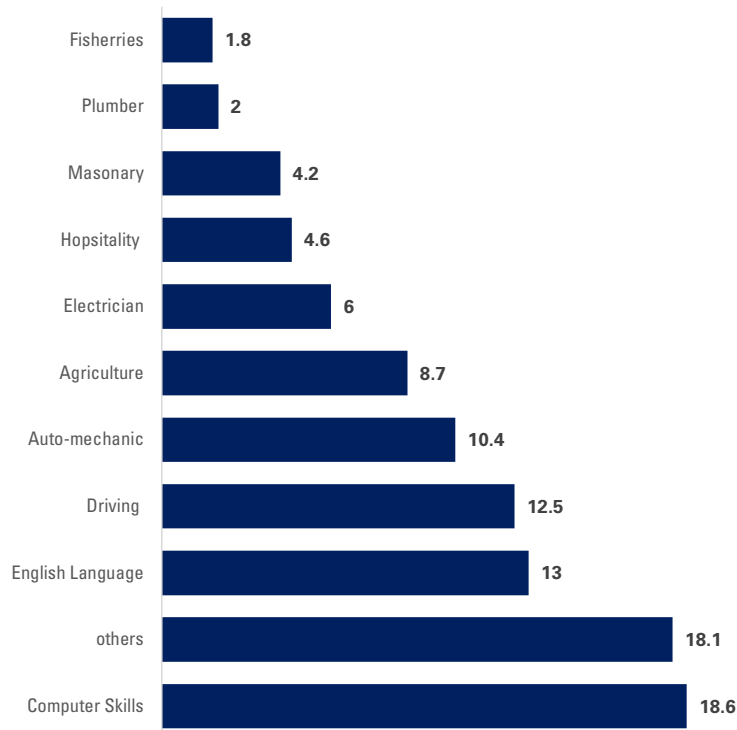
	Female	Male
No	65.4	38.1
Yes	34.6	61.9

Table 5.2 Respondents Skills Overview By Education Level

	None	Primary	Secondary	Higher Education
No	57.9	44.1	42.6	23.3
Yes	42.1	55.9	57.4	76.7

Table 5.3 Vocational Training Interest by Age

	16-34	35-54	55+
Yes	95.4	85.5	76.4
No	4.6	14.5	23.6

**Figure 5.3** Preference in Vocational Training

Insights provide valuable guidance for tailoring vocational training programs to align with the specific skill preferences and needs of the surveyed population, with an emphasis on technology

**95.4%**

of age 16-34 expressed a keen interest in vocational training opportunities

**18.6%**

of respondents chose computer skills as their preferred vocational training

preferences and potential obstacles could guide the development of tailored programs that effectively meet the skill development needs and aspirations of the surveyed individuals.

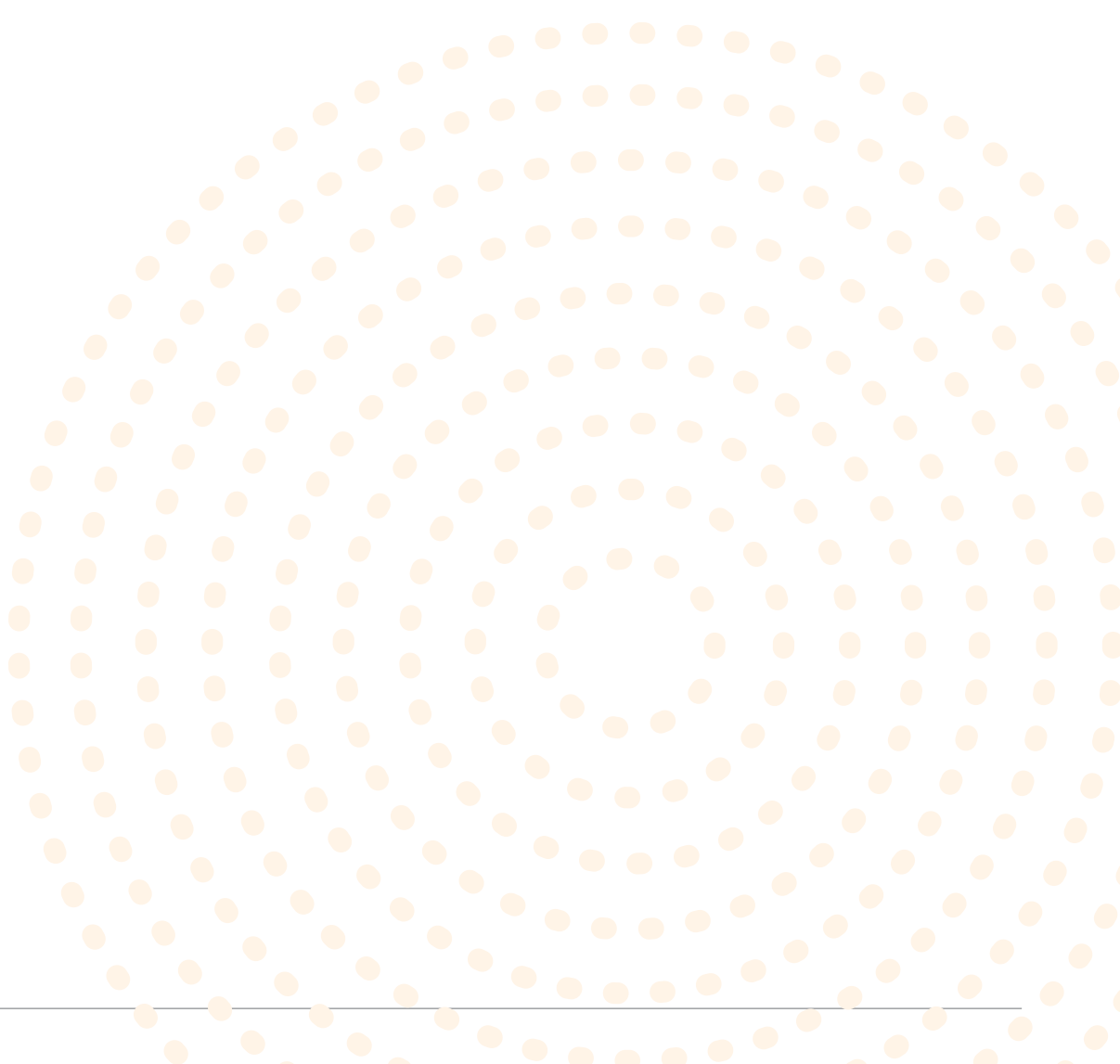
**Table 5.3** presents the breakdown of interest in vocational training based on age groups. Notably, there was a clear age-related trend. Among respondents aged 16-34, a significant 95.4% expressed interest in vocational training, which gradually decreased to 85.5% in the 35-54 age group and 76.4% among respondents aged 55 and above. Conversely, the percentages of respondents indicating no interest in vocational training exhibited an inverse pattern, starting at 4.6% in the youngest age group and increasing to 23.6% in the oldest. These findings suggested a higher enthusiasm for vocational training among younger individuals, emphasizing the need for targeted approaches to cater to varying preferences and needs across different age demographics.

The findings from a select-all-that-apply question highlight the diverse preferences among respondents interested in vocational training (**Figure 5.3**). Computer skills (18.6%) emerged as a leading choice, indicating a significant demand for technology-related competencies. Driving skills (18.1%) closely followed, underscoring the importance of mobility and transportation skills. English language learning (13.0%) was also noteworthy, suggesting a desire for linguistic proficiency. Other sought-after skills included auto mechanics (10.4%), agriculture (8.7%), electrician (6.0%), and hospitality (4.6%). Conversely, masonry (4.2%), plumbing (2.0%), and fisheries (1.8%) represented the least desirable vocational skills. These insights provided valuable guidance for tailoring vocational training programs to align with the specific skill preferences and needs of the surveyed population, with an emphasis on technology, mobility, and language-related competencies.



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These findings suggested a higher enthusiasm for vocational training among younger individuals, emphasizing the need for targeted approaches to cater to varying preferences and needs across different age demographics



## CHAPTER 6

# JOB PREFERENCES AND UNPAID TRAINEESHIPS



Chapter 6 explores respondents' job interests and attitudes toward unpaid traineeships, expanding the analytical horizon beyond skills acquisition to the dynamics of employment preferences, skills development strategies, and the reasons influencing their preferences. Building on the earlier chapters, this section examines nuances related to gender as well as variations across age groups based on education level, providing a detailed perspective on how educational backgrounds shape employment preferences. Additionally, the chapter delves into respondents' preferences for work sectors and their attitudes toward unpaid traineeships — both critical aspects of skills development.

**Figure 6.1** reveals that a notable 87.5% of respondents were interested in securing employment, pointing to a significant demand for work in the surveyed population. However, 12.5% of respondents had no interest in finding a job, highlighting the need to explore this issue further in order to inform tailored interventions to address potential barriers or challenges that may be influencing this minority viewpoint.

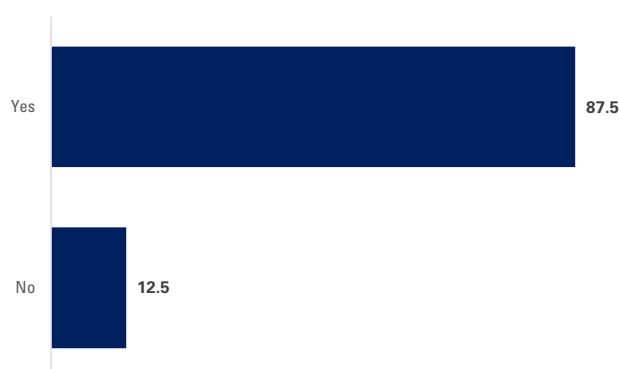
The responses categorized by gender (**Table 6.1**) indicated a minimal gender-based variation in the desire to obtain a job. Among females, 87.6% expressed a desire to secure employment, while 12.4% were not interested. Among males, 87.4% were interested in getting a job, while 12.6% had no interest.

The responses categorized by age groups (**Figure 6.2**) revealed several distinct patterns. The youngest age group (16-34) had a notably high interest in securing employment, with 90.5% expressing a desire for a job and only 9.5% not interested. In the 35-54 age range, job interest remained high but slightly decreases to 88.7%, with 11.3% indicating no interest. The 55+ age group exhibited a significant drop, with 71.9% expressing a desire for employment and 28.1% showing no interest. This age-based divergence suggested a correlation between age and job aspirations, highlighting the need for targeted interventions to address preferences and potential barriers across different age demographic.

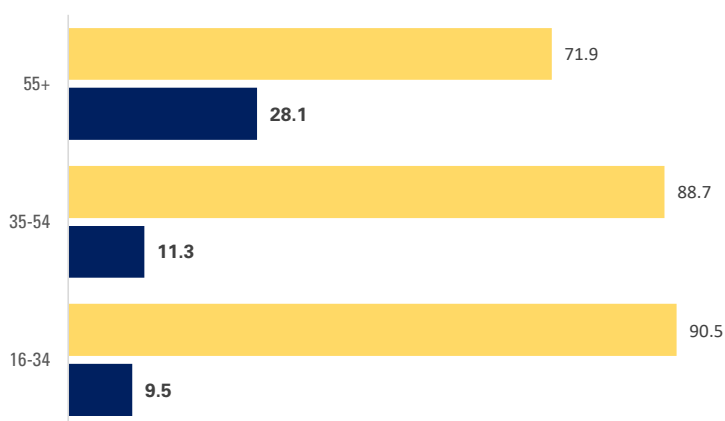
The data in **Table 6.2**, segmented by educational levels, shows distinct trends. Respondents with no formal education had a higher inclination towards employment, with 85.5% expressing a desire for a job and 14.5% indicating no interest. The pattern shifted as education level increased, with primary school-educated respondents expressing a 95% interest in employment and only 5%

The data underscores the importance of considering educational backgrounds in formulating strategies to address diverse job aspirations within the Somali population

**Figure 6.1** Job Interest Among Respondents



**Figure 6.2** Job Interest by Age



**Table 6.1** Job Interest By Gender

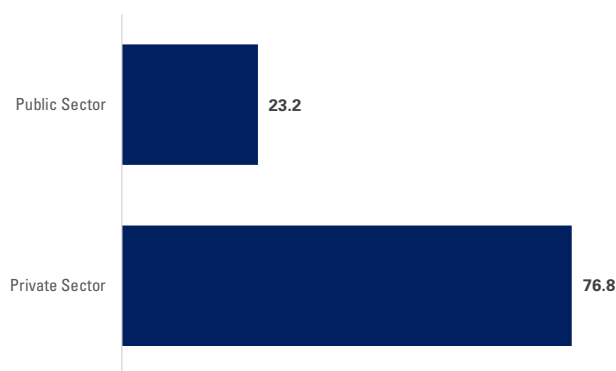
Any Job	Female	Male
No	12.4	12.6
Yes	87.6	87.4

**Table 6.2** Job Interest By Education Level

Any Job	None	Primary	Secondary	Higher Education
No	14.5	5	10.7	23.2
Yes	85.5	95	89.3	76.8

showing no interest. Secondary school-educated individuals had a 89.3% interest, while higher education respondents expressed a slightly lower but still significant interest at 76.8%. This inverse relationship between educational level and job interest suggested that higher levels of education may not necessarily correlate with higher job aspirations. Overall, the data underscored the importance of considering educational backgrounds in formulating strategies to address diverse job aspirations within the Somali population.

**Figure 6.3** Work Sector Preference

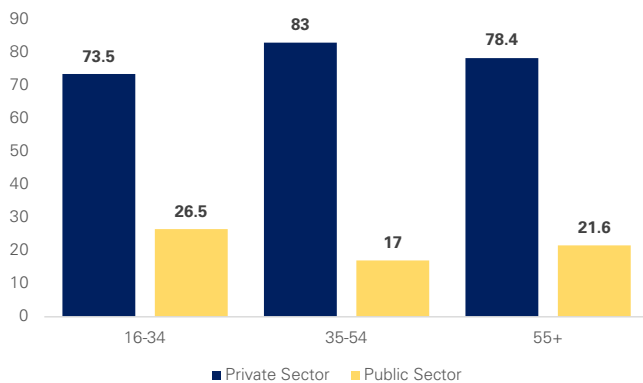


**Figure 6.3** indicates a significant preference for jobs in the private sector, with 76.8% of respondents expressing a weighted preference for working in the private sector, while 23.2% preferred the public sector.

**Table 6.3** indicates a relatively small gender-based difference in work sector preferences. Among females, 75.8% expressed a preference for the private sector, while 24.2% leaned towards the public sector. Similarly, among males, 77.8% preferred the private sector, with 22.2% favouring the public sector. This marginal difference suggested a generally consistent preference for the private sector across both genders.

The data in **Figure 6.4**, examining work sector preferences across different age groups, reveals interesting trends. Among respondents aged 16-34, 73.5% preferred the private sector, while 26.5% favored the public sector. In the 35-54 age group, there was a significant shift towards the private sector, with 83% in favor and only 17% opting for the public sector. Among those aged 55 and above, the preference for the private sector remained strong at 78.4%, with public sector preference at 21.6%.

**Figure 6.4** Work Sector Preference By Age



This age-based analysis suggested that younger individuals had a greater inclination towards the private sector, while the public sector gains was favored among respondents aged 55 and above. The substantial shift in preferences among the 35-54 age group towards the private sector may reflect changing career priorities or perceptions of opportunities in the workforce.

**Table 6.4** analysing work sector preferences by education level shows that among individuals with no formal education and primary education there was a clear preference for the private sector, standing at 78.5% and 77.6%, respectively. This suggested an association between lower education levels and a perception of economic opportunities being more prevalent in non-public enterprises. However, as education levels increased, the preference for the private sector diminished: 69.5% for secondary education and 58.7% for higher education. This decline may signify a shift in perception, with individuals associating higher levels of education with increased opportunities or stability in the public sector. Conversely, the preference for the public sector rose with education levels, reaching 41.3% among those with higher education. This indicated a perceived alignment of public sector roles with the skills and qualifications acquired through advanced education. The nuanced relationship observed echoes patterns seen in

**Table 6.3** Work Sector Preference By Gender

Work Sector Preference	Female	Male
Private Sector	75.8	77.8
Public Sector	24.2	22.2

**Table 6.4** Work Sector Preference By Education Level

Work Sector Preference	None	Primary	Secondary	Higher Education
Private Sector	78.5	77.6	69.5	58.7
Public Sector	21.5	22.4	30.5	41.3

age-based analysis, emphasizing the importance of tailored workforce development strategies based on education level.

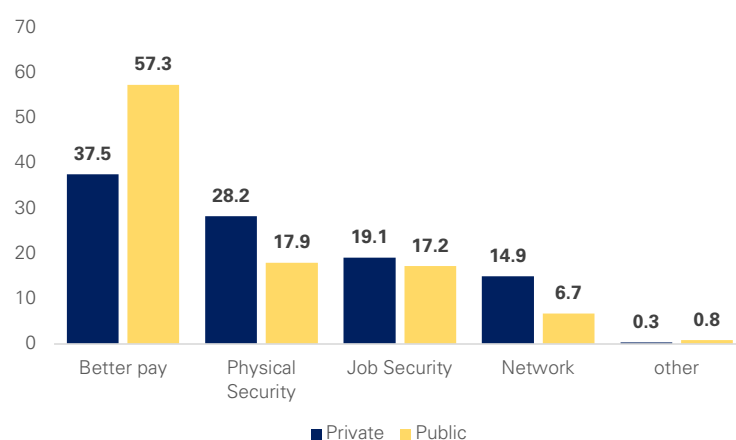
The comparative analysis of reasons for work sector preference, as illustrated in **Figure 6.5**, reveals distinct patterns between the private and public sectors. Notably, better pay is a more compelling factor for 57.3% of those favoring the public sector, challenging the conventional assumption that the private sector universally offers higher salaries. This shift could be influenced by a desire for financial stability during the recovery period, challenging prior assumptions and reflecting the unique post-conflict context. Job security remained relatively consistent between the two sectors, with 19.1% for the private sector and 17.2% for the public sector, suggesting a shared concern for stability despite differing sector preferences. The network, crucial for professional growth, is more prevalent as a preference factor in the private sector (14.9%) compared to the public sector (6.7%). Minimal numbers of respondents in both sectors mentioned other reasons (0.3% for private and 0.8% for public). This nuanced comparison provided a comprehensive understanding of the diverse motivations influencing work sector preferences, offering valuable insights for informed workforce development strategies and policy considerations in the specific context of post-conflict recovery.

From **Figure 6.6** we see that significant 62.8% of respondents had a keen interest in exploring job opportunities abroad. In contrast, 33.5% of respondents were reluctant to pursue employment opportunities in foreign countries. A smaller yet notable percentage of 3.7% were undecided. This data underscored a substantial interest in exploring international job markets among the surveyed population, while a noteworthy portion remained cautious or undecided about such opportunities.

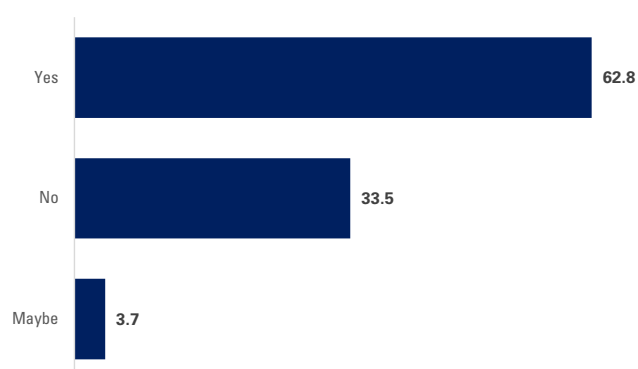
**Table 6.5** presents overseas employment preferences disaggregated by gender. Among females, 58.2% were willing to explore job opportunities abroad, while 38.2% were not. A smaller percentage of 3.6% were undecided. In contrast, males were more interested in working abroad, with 67.9% saying they would consider it and 28.3% opposed. A marginal difference in the "maybe" category was observed, with 3.8% of males expressing uncertainty compared to 3.6% of females.

**Figure 6.7** provides a breakdown of overseas employment preferences across different age groups. Among respondents aged 16-34, a substantial 68.7% were willing to explore job

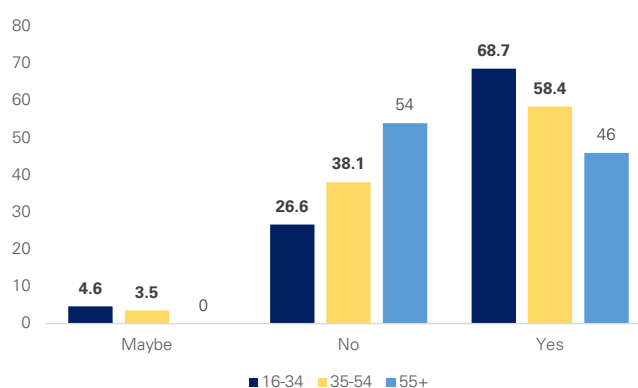
**Figure 6.5** Reasons For Work Sector Preference



**Figure 6.6** Attitude Towards Overseas Employment Opportunities



**Figure 6.7** Attitude Towards Overseas Employment Opportunities By Age



**Table 6.5** Attitude Towards Overseas Employment Opportunities By Gender

Overseas Employment	Female	Male
Maybe	3.6	3.8
No	38.2	28.3
Yes	58.2	67.9



opportunities abroad, while 26.6% were not. In this age group, 4.6% said they might consider a job overseas. In the 35-54 age range, a lower percentage of 58.4% were willing to take overseas employment, with 38.1% were not. In this age group, 3.5% said they might consider working abroad. Notably, 54% of respondents over 55 did

not want to work abroad.

**Table 6.6** presents a comprehensive view of overseas employment preferences based on respondents' education levels and provides valuable insights into the interplay between educational background and overseas employment preferences. Among those with no formal education, 59% were willing to explore job opportunities abroad, while 38.9% were not. The "maybe" category constituted 2.1% in this group. As education levels increase, the percentage willing to work abroad decreased, with 68% of those with primary education, 76.7% of those with secondary education, and 68.2% of those with higher education saying they would work abroad. Lack of interest in overseas employment follows an inverse trend, with higher percentages among those with lower education levels.

**Table 6.6** Attitude Towards Overseas Employment Opportunities By Education Level

Overseas Employment	None	Primary	Secondary	Higher Education
Maybe	2.1	7.7	4.8	7.4
No	38.9	24.3	18.5	24.3
Yes	59	68	76.7	68.2

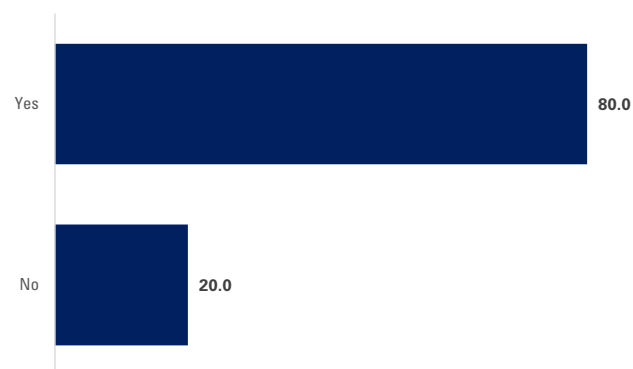
**Table 6.7** Attitude Towards Unpaid Traineeships By Gender

Traineeship	Female	Male
No	19.9	20.2
Yes	80.1	79.8

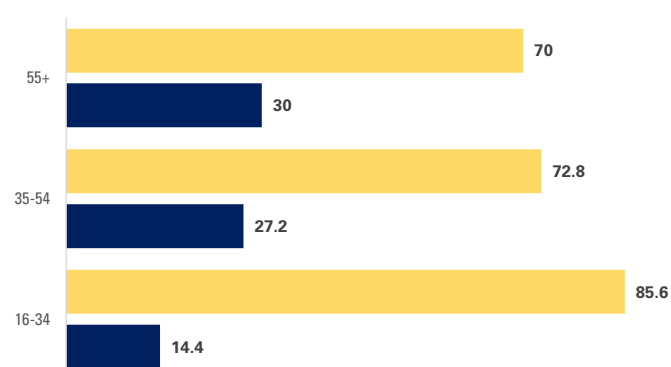
**Table 6.8** Attitude Towards Unpaid Traineeships By Education Level

Traineeship	None	Primary	Secondary	Higher Education
No	23.2	14.8	9.7	17.3
Yes	76.8	85.2	90.3	82.7

**Figure 6.8** Attitudes Towards Unpaid Traineeships



**Figure 6.9** Attitude Toward Unpaid Traineeships By Age



**Figure 6.8** shows that a significant majority, 80.0%, are willing to accept an unpaid traineeship positions to develop skills, while 20.0% are not. This suggests a strong recognition of the value of skills development, even if it involves a temporary sacrifice of financial compensation. This data also highlights the potential efficacy of unpaid traineeships as a mechanism for skills development and suggests that organizations and policymakers may find success in promoting such opportunities to enhance the workforce's skill set.

**Table 6.7** reveals a minimal gender-based disparity in attitudes toward unpaid traineeships, with 80.1% of females and 79.8% of males expressing a willingness to accept such positions for skills development. This marginal difference suggested a generally consistent openness to unpaid traineeships across genders, underscoring a collective recognition of the potential benefits associated with skills development through unpaid opportunities. **Figure 6.9** indicates varying attitudes toward unpaid traineeships across different age groups. Among respondents aged 16-34, a substantial 85.6% were willing to accept unpaid traineeships for skills development, while only 14.4% were not. In the 35-54 age group, the willingness slightly decreased to 72.8%, with 27.2% unwilling to take unpaid traineeships. The 55+ age group exhibited the lowest willingness, with 70% open to unpaid traineeships and 30% who were not. This age-based divergence potentially reflected a greater emphasis on skills acquisition and career development among younger age groups. As respondents got older there was a gradual decline in the willingness to accept unpaid opportunities, indicating a need for tailored approaches to address the preferences and perceptions regarding unpaid traineeships among different age groups.

**Table 6.8** reveals distinct patterns in attitudes toward unpaid traineeships based on educational levels. Respondents with no formal education showed a high willingness to accept unpaid traineeships, with 76.8% expressing a preference for such opportunities, while 23.2% were not interested. As educational levels increased, the willingness for unpaid traineeships remained high but decreased slightly. For primary-educated individuals, 85.2% were willing, and for secondary-educated respondents the willingness was 90.3%. Higher education respondents also showed a positive attitude, with 82.7% expressing willingness to take on unpaid traineeships. The data suggested that individuals with lower educational levels were generally more open to unpaid traineeships, while those with higher education levels maintained a positive but slightly reduced willingness. This information is valuable for designing targeted initiatives and policies to encourage skills development through unpaid traineeships across diverse educational backgrounds.

The data suggested that individuals with lower educational levels were generally more open to unpaid traineeships, while those with higher education levels maintained a positive but slightly reduced willingness

## CHAPTER 7

# SALARY EXPECTATIONS



**Figure 7.1** reveals distinct patterns in respondents' acceptable salary ranges. A noteworthy 25.8% of participants considered a salary of \$500 or more per month as acceptable, indicating aspirations for competitive compensation within the surveyed population. Furthermore, 24.5% found a salary starting from \$300 to be acceptable, suggesting a significant portion were open to mid-range income. In the mid to lower salary brackets, 18.9% were content with \$400+, while 16.9% and 13.8% found \$200+ and \$100+ acceptable, respectively.

This underscored that respondents expected more substantial compensation. Employers and policymakers should take note of these preferences, tailoring their compensation structures to align with the expectations of the youth demographic. It is crucial to design employment opportunities that not only attract but also retain talent, ensuring the alignment of financial incentives with the aspirations of the surveyed population. While this data provided a snapshot of acceptable salary ranges, further exploration into factors influencing these expectations, such as education levels and industry specifics, could offer deeper insights into the nuanced dynamics at play.

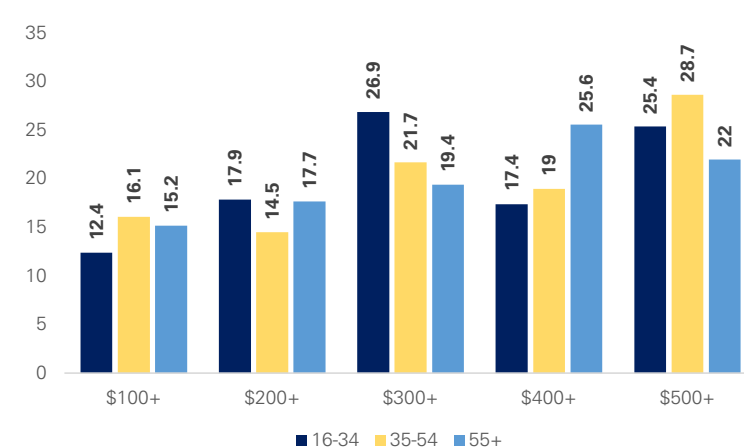
The in-depth examination of acceptable salary ranges shown in **Table 7.1** reveals intriguing patterns and distinct differences across genders. In the lower salary brackets, 17.8% of females found the \$100+ range acceptable compared to 9.4% of males. Similarly, in the \$200+ range, 18.8% of females found that salary acceptable compared to 14.8% of males. The gender gap widened in the \$300+ range, at 28.5% of females and 20.1% of males. In the \$400+ range, acceptance levels are comparable between genders, indicating a more balanced perspective. The most significant gender disparity emerges in the \$500+ range, which 36.5% of males found acceptable compared to only 16.0% of females. This underscored the complexity of gender-based differences in salary expectations, emphasizing variations across different income brackets. The findings highlighted the importance of tailored strategies to address gender-specific considerations within compensation practices, particularly in higher income brackets.

The analysis of acceptable salary ranges by age, as outlined in **Table 7.2**, shows interesting patterns and disparities among different age groups. In the younger age group, 17.8% found a 100+ salary to be acceptable compared to 9.4% in the 25-34 age group. Similarly, 18.8% of respondents aged 18-24 accepted a salary in the \$200+ range compared to 14.8% in the 25-34 age group. Notably, a salary in the \$300+ range was acceptable to 28.5% of the

**Figure 7.1** Percentage Distribution of Acceptable Salary



**Figure 7.2** Percentage Distribution Of Acceptable Salary By Age



**Table 7.1** Percentage Distribution Of Acceptable Salary By Gender

Acceptable Salary	Female	Male
\$100+	17.8	9.4
\$200+	18.8	14.8
\$300+	28.5	20.1
\$400+	18.8	19.1
\$500+	16	36.5

**Table 7.2** Percentage Distribution of Acceptable Salary By Education Level

Acceptable Salary	None	Primary	Secondary	Higher Education
\$100+	15.3	13.4	6.4	7.6
\$200+	18.7	15.9	9.5	7.7
\$300+	24.0	25.9	28.3	16.9
\$400+	18.6	17.9	24.0	18.3
\$500+	23.4	26.9	31.7	49.6

# 25.8%

of participants considered a salary of \$500 or more per month as acceptable, indicating aspirations for competitive compensation within the surveyed population

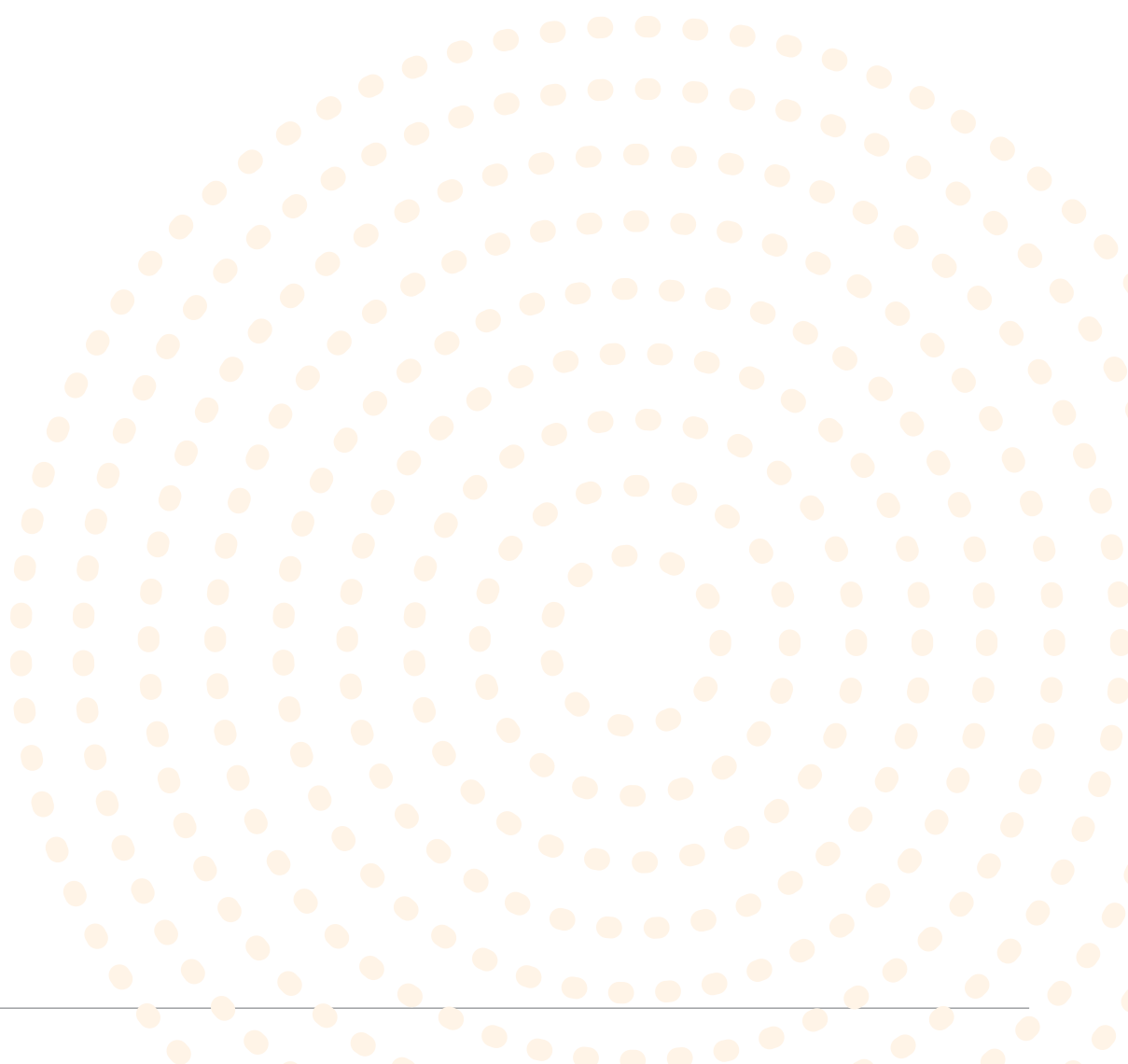
It's important to note that individuals with no formal education consistently demonstrated higher acceptance of low salaries compared to those with primary, secondary, or higher education across all pay brackets

younger age group (28.5%) compared with 20.1% of the 25-34 age group. Acceptance levels in the \$400+ range were relatively similar between the two age groups. However, the most significant age-based difference emerged in the \$500+ range, where 36.5% of respondents aged 25-34 found that salary acceptable compared to 16% of those aged 18-24.

Table 7.2 shows acceptable salary ranges across different education levels and presents interesting insights into respondents' salary expectations. In the \$100+ and \$200+ brackets, a consistent trend emerged where individuals with higher education levels were unwilling to accept lower salaries. This suggested a potential inverse relationship between formal education and willingness to accept of lower salaries. However, the dynamics shifted in the \$300+ and \$400+ ranges, revealing higher acceptance levels among respondents with secondary education. The \$500+ bracket unveiled a notable positive correlation between higher education levels and higher salary ranges. This unexpected surge may signify a strong desire for elevated incomes among those with advanced educational backgrounds.

It's important to note that individuals with no formal education consistently demonstrated higher acceptance of low salaries compared to those with primary, secondary, or higher education across all pay brackets. This suggested that individuals without formal education. Overall, the findings highlighted the complexity of the relationship between education and salary expectations, showcasing diverse acceptance patterns across varying income brackets, including those with no formal education.





## CHAPTER 8

# FAMILY, COMMUNITY AND GOVERNMENT PERSPECTIVES



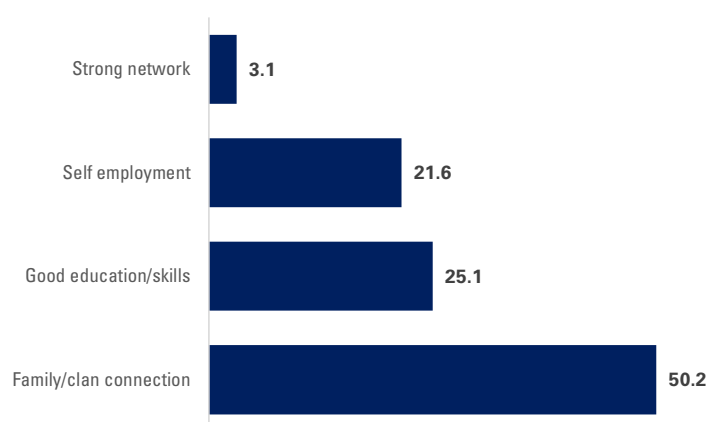
Chapter 8 provides insights into employment strategies, challenges and perceptions within a community. It highlights the significance of the familial connections in job search, the obstacles faced, and scepticism regarding government efforts. The chapter emphasizes the need for comprehensive federal policies to address youth unemployment effectively.

**Figure 8.1** shows the strategies employed by respondents to find jobs. The most prominent was through family/ clan connection at 50.2% of respondents. This underscored the cultural and social significance of familial and clan networks in the community's employment dynamics. Good education/skills were considered essential by 25.1% of respondents. Self-employment emerged as a notable strategy, with 21.6% expressing a preference for entrepreneurial pursuits. A smaller percentage, 3.1%, emphasized the significance of a strong network in navigating the community's employment landscape. This analysis showcased a blend of traditional familial connections and a recognition of the importance of education and entrepreneurship in finding a job.

**Table 8.1** presents a detailed breakdown of the optimal employment strategies in the community across various education levels. Notably, the reliance on family/clan connection stood out as a consistent trend, with percentages ranging from 46.2% to 58.1%, irrespective of educational background. The data suggested that familial and clan networks play a crucial role in employment strategies within the community. Conversely, the importance of good education/skills showed a subtle increase among those with higher education (26.6%), highlighting the perceived value of education and skills in securing employment opportunities. In contrast, the preference for self-employment decreased with higher education levels, suggesting a potential shift in career preferences or available opportunities. The reliance on a strong network was relatively low across all education levels, with percentages ranging from 2% to 3.6%.

The data in **Figure 8.2** reveals the factors contributing to difficulties in securing employment and provides valuable insights into the multifaceted nature of employment challenges faced by respondents, highlighting areas that require attention and intervention for effective employment solutions. The most prominent challenge cited was the lack of jobs (42.5%). Other factors included: nepotism (24.9%); lack of education/skills (16.1%); security (8.6%); hard labor (6.1%); and lack of transportation (0.9%).

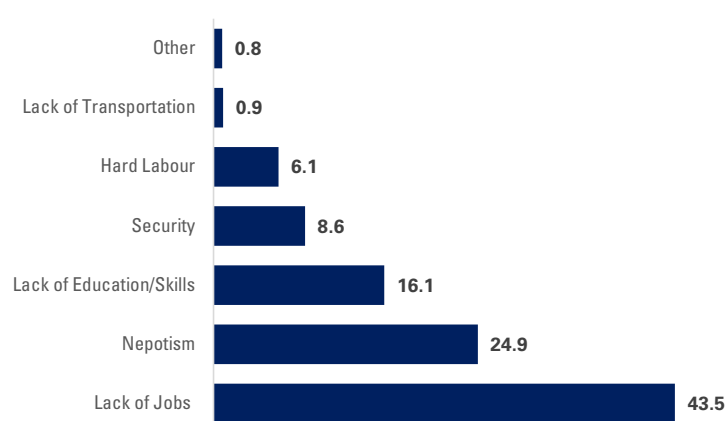
**Figure 8.1** Optimal Employment Strategies In the Community

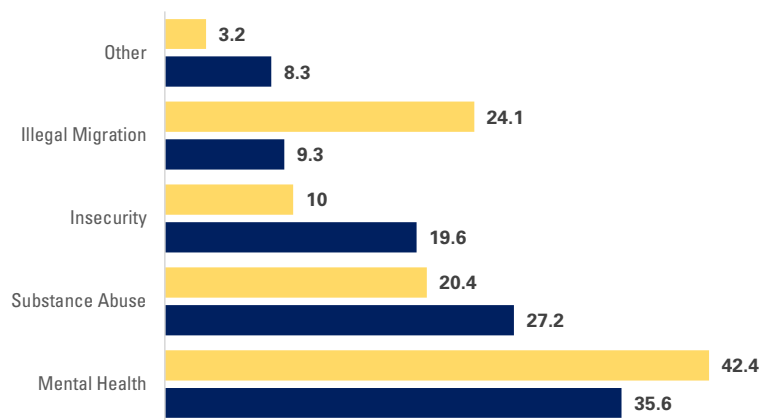
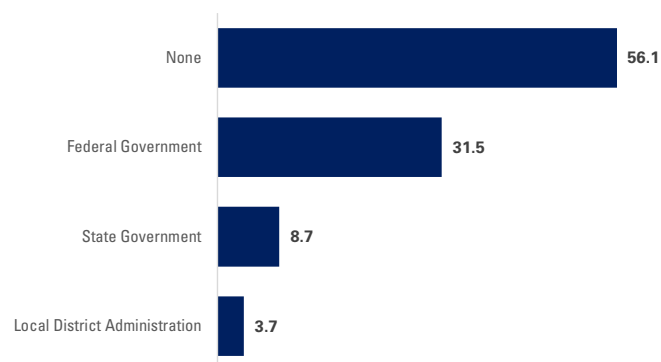
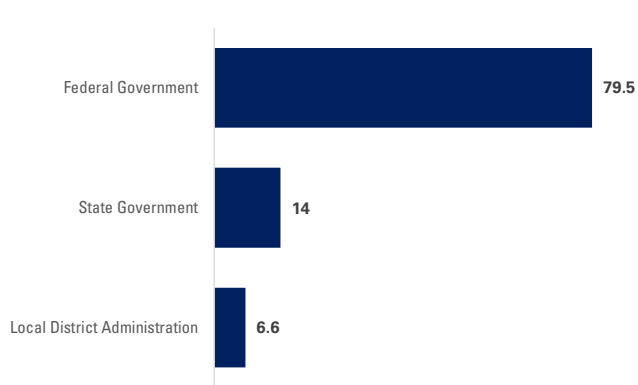


**Table 8.1** Optimal Employment Strategies by Education Level

	None	Primary	Secondary	Higher Education
Family/clan connection	46.2	58.3	58.1	58.1
Good education/skills	25.9	23.5	22	26.6
Self-employment	24.8	14.6	17.4	13.3
Strong network	3.1	3.6	2.5	2

**Figure 8.2** Employment Challenges In Families and Communities



**Figure 8.3** Perceived Effects of Unemployment**Figure 8.4** Government Efforts To Address Youth Unemployment**Figure 8.5** Preferred Government Level for Youth Job Creation

**Figure 8.3** presents an in-depth analysis of the perceived effects of unemployment on diverse social factors, with a focus on distinctions between the household and community levels. The data indicated a prevalent concern regarding the impact of unemployment on mental health, with 35.6% of respondents at the household level and 42.4% at the community level associating unemployment

with mental health challenges. Substance abuse was another significant consideration, showing a higher percentage (27.2%) at the household level compared to the community (20.4%). In terms of insecurity, both levels expressed relatively low percentages (9.3% and 10%, respectively), suggesting a moderate association between unemployment and feelings of insecurity. Notably, illegal migration was perceived as strongly influenced by unemployment, particularly at the community level (24.1%) compared to the household (8.3%). An intriguing finding was the category "other," where 19.6% of households expressed concerns compared to a notably lower 3.2% at the community level. This discrepancy suggested a diverse range of individualized perspectives within households about the unspecified social consequences of unemployment. Overall, the data underscored the complexity of perceptions surrounding the social ramifications of unemployment, with variations at both the individual and collective levels.

**Figure 8.4** analyzes respondents' perceptions of government efforts to address youth unemployment. Notably, a marginal 3.7% acknowledged the involvement of the local district administration, indicating limited perceived local initiatives. A slightly higher percentage of 8.7% recognized the state government's role, suggesting a modest acknowledgment of regional efforts. The federal government stood out as the most prominently acknowledged actor, with 31.5% of respondents recognizing its initiatives in tackling youth unemployment. However, a substantial 56.1% expressed the belief that no level of government is actively addressing the issue, emphasizing the need for increased visibility, efficacy, and more robust collaborative efforts across different levels of government.

**Figure 8.5** shows respondents' perspectives on which level of government should develop and implement youth job creation policies. A substantial 79.5% of respondents said that the federal government is best suited for this role. While a notable 14% acknowledged the potential role of state governments, a relatively modest 6.6% expressed confidence in the capacity of the local district administration to create jobs for young people. This suggested a prevailing belief in the ability of the federal government to formulate and implement comprehensive policies addressing youth unemployment on a broader scale and underscored the need for coordinated efforts and strategic planning at the national level to effectively tackle youth employment.





## CHAPTER 9

# CONCLUSION AND RECOMMENDATIONS



## CONCLUSION

The findings of this survey make clear that addressing the multifaceted nature of unemployment requires targeted and strategic interventions. The complexities of gender, age, education, and cultural dynamics underscored the importance of tailored approaches to foster economic inclusion.

The high unemployment rate among women, younger people and those with limited formal education signals an urgent need for focused efforts on education reform and skills development. Tailored workforce development programs aligned with the identified skill preferences would serve as catalysts for empowerment and increased employability.

The desire for job opportunities coupled with a preference for higher compensation among our respondents emphasizes the need for collaborative efforts from both the public and private sectors in creating diverse and well-compensated employment options. Their willingness to engage in unpaid traineeships presents an opportunity for cultivating practical skills, requiring supportive policies to ensure fair treatment.

This survey serves as a roadmap for informed action. By heeding the results and implementing the recommended strategies, we can collectively work towards fostering a more inclusive and dynamic workforce. The pursuit of economic empowerment is not merely a goal but a shared responsibility — one that requires ongoing collaboration, adaptability, and a commitment to nurturing the potential of every individual. Through these concerted efforts, we have the opportunity to empower futures and build a more resilient and equitable society.

## RECOMMENDATIONS FOR THE FEDERAL GOVERNMENT

**Tailored Workforce Development Programs:** Design and implement targeted workforce development programs that cater to the specific skills and vocational training preferences identified in the survey. Consider gender and age dynamics to ensure inclusivity and effectiveness.

**Job Creation Initiatives:** Collaborate with public and private sectors to create employment opportunities, especially for the age groups facing higher unemployment rates.

**Education Reform:** Address the correlation between education and employment outcomes by investing in educational systems. Enhance access to formal education and vocational training, particularly for those with no formal education, to empower individuals with the necessary skills for the workforce.

**Support for Unpaid Traineeships:** Develop policies and initiatives to support individuals willing to engage in unpaid

traineeships. This could be a valuable avenue for skills development and practical experience, contributing to enhanced employability.

**Salary Structure Review:** Consider reviewing salary structures to align with the expectations and demographics of the surveyed population. Recognize the preference for higher compensation and ensure fair and competitive remuneration, especially for those with higher education levels.

**Cultural Network Integration:** Acknowledge the significance of family and cultural networks in the community's employment preferences. Explore ways to integrate these networks into job placement initiatives, fostering a sense of community support.

**Addressing Mental Health Concerns:** Implement mental health support programs at both the household and community levels to address the identified concerns related to unemployment. Collaborate with healthcare professionals and community organizations to provide accessible resources.

**Government Policy Alignment:** Align national policies with the identified preferences and expectations of the surveyed population. Consider the strong inclination towards federal government involvement in job creation, emphasizing the need for comprehensive and well-coordinated strategies.

**Promotion of Entrepreneurship:** Encourage entrepreneurship by providing support and resources for self-employment ventures. Foster an environment that nurtures innovation and small business development, thereby diversifying the employment landscape.

**Continuous Monitoring and Feedback:** Establish a system for continuous monitoring and feedback to track the impact of implemented initiatives. Regularly engage with the community to understand evolving needs and make data-driven adjustments to strategies and policies.





