

The Impact of Youth Unemployment Due To Work Experience Required by Business Houses, Lusaka Zambia

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Abstract

Research papers looking deep into the causes of youth unemployment focus not only on the causes but solutions of the unemployment rate in Lusaka Zambia. The government of Zambia recognizes these challenges and has pledged to increase employment in general, and employment for youth in particular. So far, however, his initiative has not made the needed difference. Often in business life young people are not given the opportunity or opportunity to express their abilities in relation to the skills they have acquired while in college. This study uses quantitative method. Result The Government of the Republic of Zambia has in many cases talked about reducing the unemployment rate but the question is what has been done about it? More local flexibility in the design and implementation of policies to address youth unemployment could solve this problem. Participation in work operations results in gains in employment as income in the post-program period and decreases in welfare and unemployment receipts and payments. This positive effect persists at a relatively stable level for up to four years after youth leave the program.

Keywords: Jobs, Unemployment, Young People, Youth.

Abstrak

Makalah penelitian melihat jauh ke dalam penyebab pengangguran kaum muda tidak hanya fokus pada penyebab tetapi solusi dari tingkat pengangguran di Lusaka Zambia. Pemerintah Zambia menyadari tantangan tersebut dan telah berjanji untuk meningkatkan lapangan kerja secara umum, dan lapangan kerja bagi kaum muda pada khususnya. Sejauh ini, bagaimanapun, inisiatifnya belum membuat perbedaan yang dibutuhkan. Sering kali dalam kehidupan bisnis kaum muda tidak diberi kesempatan atau kesempatan untuk mengekspresikan kemampuan mereka sehubungan dengan keterampilan yang mereka peroleh selama di bangku kuliah. Penelitian ini menggunakan metode kuantitatif. Menghasilkan Pemerintah Republik Zambia dalam banyak kasus telah berbicara tentang pengurangan tingkat pengangguran tetapi pertanyaannya adalah apa yang telah dilakukan untuk itu? Lebih banyak fleksibilitas lokal dalam desain dan implementasi kebijakan untuk mengatasi pengangguran muda dapat memecahkan masalah ini. Partisipasi operasi kerja menghasilkan keuntungan dalam pekerjaan sebagai pendapatan pada periode pasca program dan penurunan penerimaan dan pembayaran kesejahteraan dan pengangguran. Efek positif ini bertahan pada tingkat yang relatif stabil hingga empat tahun setelah pemuda meninggalkan program.

Kata Kunci: Pekerjaan, Pengangguran, Pemuda, Pemuda.

INTRODUCTION

According to the Bhorat *et al* (2015), defines youth as a person between the ages of 15 and 29; the United Nations (UN) defines youth as people between the ages of 14 and 25, while the National Youth Development Council (NYDC) defines youth as all young people between the ages of 12 and 35. Youth unemployment is defined by the International Labour Organization (ILO) as the unemployed youth labor force. All persons over a certain age who were unemployed, currently available for employment, and

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actively seeking work at the time of the reference point are considered unemployed. As a result, the labor force is equal to the total number of working and jobless people. In 2007, UN Secretary-General Kofi Annan estimated that there were around 66 million unemployed youngsters in the globe today, up nearly 10 million since 1965 (Lim, 2013).

Dr. Rupiah Bwezani Banda, Zambia's former president, recommended in October 2011 that the country's normal retirement age be raised from 55 to 65 years. This has sparked policy debate among the country's many stakeholders. This proposal could have come from the idea that most people reach the conventional retirement age at a point in their life when they are still ready and able to work actively (Kabelenga, 2017; Sanches, 2016). This can be seen in the rising number of retired people returning to contract work that they held prior to retirement. The increased life expectancy has undoubtedly further motivated this argument as one of the most encouraging developments for least developed countries in the recent few decades.

Youth unemployment is one of the most serious issues confronting Zambian youth today (Ajufo, 2013; Chigunta & Mwanza, 2016). There are a large number of young people with strong qualifications who are unemployed. They simply cannot find work. It hurts them every time they are in charge of a family or caring for their brothers and sisters (Mungule, 2016). Youths struggle to find employment as a result of those that have attained the retirement age continue to hold position in most of these government institutions and the business houses making it almost impossible for youths to have employment opportunities. For some time now, the youths all over Zambia have been facing challenges of finding employment in companies soon after they graduate without hand-on experience. This will be a challenge in carrying out their duties as they only have the knowledge in theory and not practical. The Zambian former minister of information, broadcasting and labour, Jackson Shamenda, concurred, "There is a lack of co-ordination in our efforts to address the issue of youth unemployment. We need to find appropriate mechanism to better co-ordinate our programs if we are to achieve our goals." These words were powerful but nothing much was done about it over job creation.

Guarcello *et al* (2008) examined various aspects of unemployment in torpor, as well as the impact of a few key variables on employment growth. He ascribed the unemployment problem to reasons such as selectivity among school graduates, who expect/aspire to work in the modern economy despite the sector's limited chances.. Chigunta and Mwanza (2016) focused on the characteristics of juvenile labor markets and young people as a whole, as well as the behavioral and personal traits of individuals that influence their ability to find job. Micklewright (1999) Because training is expensive, most employees prefer ready-made resources, such as those tutored in work ethics. Gough, Chigunta and Langevang (2016) claim that young people who are unable to find work wind up in slums and on the streets, where they indulge in unproductive activities such as prostitution, drug usage, and substance abuse. During this moment of transition, many young people face considerable hardships. Chigunta (2017) According to the author, the consequences of teenage unemployment include poverty, homelessness, and housing issues, increased crime rates in some places, a lack of youth participation in society, and low morale among young people. different from other studies, this study looks further into the problem of unemployment from the zambia government's policy on increasing the retirement age which is a deficiency in research on unemployment in Zambia. The overall goal of this study was to look into the impact on youth who are consistently denied employment opportunities by the business world due to a lack of experience in a particular field after successfully completing several years of study, as well as the impact of Zambian youth adjusting to a retirement age of 55-65 years.

Youth if given the opportunity in most businesses, they will play an important role in decision making and the growth and development of Zambia's economy (Lindsey & Grattan, 2012). Youth will continue to be essential to any economic growth. Youth is the package of any state. Therefore, it is necessary to determine work experience and also look at the effect of retirement age. Therefore, this research was conducted in Lusaka District which is the main business center due to limited resources and time and due to the issues circulating around covid-19.

RESEARCH METHOD

General Objective

The study investigates the impact of youth unemployment and its force to the Zambian economy.

Specific Objectives

These are the following objectives that the researcher would like to achieve

1. To analyse the impact of retirement age and work experience required by business houses to youth employment.
2. To find out the specific system to be employed by both government and the business houses to ensure that qualified youths are given an equal opportunity.
3. To establish the role on offering retired personnel contractual jobs.
4. To source for the reasons as to why the required experience by business houses.
5. To understand the basic requirement of entry in any business house

Method

In a systematic approach, research design refers to the precise nature of research effort. It includes details regarding the research project, including the study's framework, data availability, observations, analysis, and sampling. The research method used in this project was descriptive and quantitative in character. Descriptive research is simply fact-finding that is primarily concerned with the present, abstracting generations through a cross-sectional examination of the current situation (Ma, 2006). Simple Random Sample was used as the sampling approach for the study. A simple random sampling is a group of subjects picked from a bigger group in statistics. Each subject from the population is chosen at random and purely by chance, with the same chance of being chosen at any point during the sampling procedure. The study's demographic is confined to youths who are interested in gathering information for the unemployed. The research was carried out in Lusaka, with a few companies and individuals in the city being targeted. Correlation and Chi-square were two of the statistical tests performed in the study. The data was computed and analyzed using SPSS version 16.0 (Statistical Package for Social Sciences).

The sample size was 70 people, including 40 teenagers, 15 government officials, 5 parents, 10 directors, and other well-known people in society. The study was to include youths because they were the main perpetrators. Chairpersons were considered and chosen because they were at the vanguard of addressing the effects of adolescent unemployment, as well as solving robbery, substance abuse, and burglary crimes, among other things. Parents were included since they are aware of the majority of the bad activities that their kids and daughters engage in as a result of unemployment. Civil servants were also included since they are interested in and concerned about community concerns.

A questionnaire was used to obtain primary data. A pre-test was completed before the questionnaire was given to the people, and twenty young people were picked for the purpose. The survey was based on the fact that many young people are unemployed. A self-administered, non-disguised five-point scale questionnaire with 41 statements was utilized for primary data collection. The measure was a five-point Likert scale, with respondents having to select one option from strongly agree to strongly disagree. The data was to be collected over a three-month period from 50 persons, including youths and working people. Secondary data was gathered from a variety of sources, including the Internet, books, newspapers, journals, and business publications.

RELIABILITY TEST

Reliability means the ability of a measuring instrument to give accurate and consistent results (Mohajan, 2017). Only the questions used to test perception that cannot be adequately measured raise the issue of dependability. In this study, statements are utilized to examine the impact of adolescent unemployment as a result of corporate houses' demand for job experience. A five-point scale is utilized for all of the statements.

A modest pilot research is conducted before the full-fledged data collecting begins to ensure that the constructs contained in the questionnaire are reliable. This will ensure that the constructs included in the questionnaire capture all of the data required for the study. The questionnaire was further updated based on the results of the pilot study to ensure that it would best serve the purpose of obtaining the needed information about the Impact of Youth Unemployment Due to Work Experience Required by Business Houses. The full-scale survey will be conducted using this final questionnaire.

The Cronbach alpha is determined using SPSS 16 to determine the instrument's reliability. If the alpha value is more than 0.5, the instrument is considered dependable. Initially, the data was used to determine the alpha value. This survey was done not only to assess the instrument's reliability, but also to make necessary changes to the questionnaire in order to extract the information needed from respondents. Table 1 shows the measured dependability levels at various phases.

Table 1. Cronbach's Alpha Test for Reliability

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items
.841	.840	40

The Cronbach's alpha value is clearly shown in table 1. Cronbach's alpha values must be greater than 0.05 to meet the standard criterion. Cronbach's alpha values for data obtained from 70 respondents with 40 statements after making changes are more than 0.841 average Cronbach's alpha value, which means the items or statements used to assess the dimensions or reliable variables are more than 0.841 average Cronbach's alpha value. This means that no changes to the study instrument are required, and there is no early response bias. The statements used to quantify the impact of adolescent unemployment due to work experience requirements by businesses are shown in this reliability test. As a result, it may be deduced that each statement is useful in gauging public opinion in the studied area. These statements can be used to calculate the variation of individual traits. The research tool is now completely ready for a large-scale survey.

RESULT AND DISCUSSION

Result

Factor Analysis of Impact of Youth Unemployment Due to Work Experience Required By Business Houses

The following tables discuss the results relating to measure of impact of youth unemployment due to work experience required by business houses on the basis of factor analysis. The basic objectives of factor analysis are to reduce the data related to the variables under the study to a manageable form with retaining as much information as possible. Principal Component Analysis (PCA) method was used in factor analysis has been described table 2.

Table 2. Kaiser-Meyer-Olkin Measure of Sample Adequacy

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.672
Bartlett's Test of Sphericity	Approx. Chi-Square	2206.784
	Df	780
	Sig.	0.000

Source: Processed by researchers 2020

Table 2 shows the suitability of data for factor analysis. The value of Kaiser- Meyer-Olkin (KMO) Measure of Sample Adequacy is **0.672** which is considered "superb" (Hutcheson & Sofroniou, 1999), showing that sample size is adequate for our study. Based on significance value, Bartlett's Test of Sphericity also shows the suitability of data for factor analysis (Pallant, 2001). Impact of youth unemployment due to work experience required by business houses variables is consisting of 40 statements. It is very difficult to analyze the interpretation of those statements due to large number of statements. In order to reduce those statements, we have been used factor analysis. It will separate those statements into similar or same group statements.

The Kaiser-Meyer-Olkin measure of sampling adequacy and Bartlett's test sphericity is used to test the sample adequacy for applying factor analysis. Kaiser recommends values greater than 0.5 as acceptable. Since the value is 0.672, it is a good value and hence we are confident that factor analysis could be appropriate for these data. The Bartlett's test of sphericity is significant, hence the R – matrix is not an identity matrix. It reveals that there is some relationship between variables and therefore the factor analysis is appropriate for these data.

Before going for factor analysis, suitability of data for the purpose of factor analysis has to be tested KMO test and Bartlett's test is two such tests. The value of KMO of 0.672 indicates that a factor analysis is useful for the present data. Bartlett's test of Sphericity indicates whether the correlation matrix is an identity matrix, which would indicate that the variables are unrelated. The significance level gives the result of the test. Here, the significant value is 0.000 which indicates that there exists significant relationship among the variables. The resultant value of KMO test and Bartlett's test indicate that the present data is useful for factor analysis.

Table 3. Extracted Factor of Effectiveness of Impact of Youth Unemployment Due to Work Experience Required by Business Houses Reliabilities

Component	Total Variance Explained					
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.819	19.547	19.547	7.819	19.547	19.547
2	3.722	9.306	28.852	3.722	9.306	28.852
3	3.022	7.555	36.408	3.022	7.555	36.408
4	2.748	6.869	43.277	2.748	6.869	43.277
5	2.343	5.856	49.133	2.343	5.856	49.133
6	2.079	5.198	54.331	2.079	5.198	54.331
7	1.892	4.730	59.062	1.892	4.730	59.062
8	1.669	4.173	63.235	1.669	4.173	63.235
9	1.518	3.795	67.030	1.518	3.795	67.030
10	1.397	3.491	70.521	1.397	3.491	70.521
11	1.317	3.291	73.812	1.317	3.291	73.812
12	1.077	2.692	76.504	1.077	2.692	76.504
13	1.042	2.605	79.109	1.042	2.605	79.109
14	.919	2.298	81.407			
15	.876	2.191	83.599			
16	.747	1.869	85.467			
17	.697	1.743	87.210			
18	.642	1.606	88.816			
19	.548	1.369	90.185			
20	.527	1.316	91.502			
21	.477	1.192	92.694			
22	.394	.984	93.678			
23	.376	.941	94.619			
24	.336	.840	95.459			
25	.312	.779	96.238			
26	.283	.708	96.946			
27	.232	.581	97.527			
28	.207	.518	98.045			
29	.172	.431	98.475			
30	.153	.382	98.858			
31	.122	.304	99.162			
32	.088	.220	99.382			
33	.075	.187	99.569			
34	.042	.105	99.673			
35	.042	.104	99.777			
36	.033	.082	99.859			
37	.023	.058	99.917			
38	.013	.032	99.949			
39	.011	.029	99.978			
40	.009	.022	100.000			

Extraction Method: Principal Component Analysis.

Source: Processed by researchers 2020

From the 40 statements only 13 statements have Eigen Values more than 1. This means that these statements can be used to explain maximum variance in the characteristics of people. The total variance accounted by all the cumulative factors scored is 79.107 percent. This means that significant amount of variance is explained by the reduced number of factors in the table 3.

From the understanding of Figure, the Scree Plot of factor analysis as shown slot with excellent root. Since each of every factor slot are properly divided and denoted. The figure which is classified from the first factor to the last factor. From the rotated component matrix is clearly denoted that each number of factors are allocated the number of statements. These numbers of allocations of statements are automatically allocated 13 statements of each factor by the SPSS software.

Table 3 reveals that 40 statements are divided into 13 factors. Each factor has Initial Eigenvalues. The first factor of initial eigenvalues are scored 7.819 percent, the 2nd factor of initial eigenvalues are scored 3.722, the 3rd factor of initial eigenvalues are scored 3.022, the 4th factor of initial eigenvalues are scored 2.748, the 5th factor of initial eigenvalues are scored 2.343, the 6th factor of initial eigenvalues are scored 2.079, the 7th factor of initial eigenvalues are scored 1.892, the 8th factor of initial eigenvalues are scored 1.669, the 9th factor of initial eigenvalues are scored 1.518, the 10th factor of initial eigenvalues are scored 1.397, the 11th factor of initial eigenvalues are scored 1.317, the 12th factor of initial eigenvalues are scored 1.077, the 13th factor of initial eigenvalues are scored 1.042.

The factor analysis consisted of 13 statements which had the first statement called unemployment, second statement called retirement age, third statement called effects of unemployment, fourth statement called problems of unemployment, fifth statement called government cares, sixth statement called unemployment can be reduced, seventh statement called non job opening, eightieth statement called internship should be given, ninth statement called lack of skills causes youth unemployment, tenth statement called government have jobs for youths, eleventh statement called retirement age is too high, twelfth statement called employees still consider contract basis and thirteenth statement called government should reduce youth unemployment.

Analysis of Inter Correlation Matrix between different Variables

In order to find out the level of positive or negative correlation between the variables with the help of inter correlation matrix. The variables such as Unemployment exists in Zambia, Unemployment affects you as a person, Unemployment have an effect on society, Re-recruitment of retired people on contract basis help in fighting unemployment problem, Problems caused by unemployment can be reduced. And also, to understand the level of significant on through the table 4.

Table 4. Inter-Correlation Matrix And Descriptive Statistics With Year Of Position Held And Other Variables

		Correlations				
		Unemployment exists in Zambia	Unemployment affects you as a person	Unemployment have an effect on society	Re-recruitment of retired people on contract basis help in fighting unemployment problem	Problems caused by unemployment can be reduced
Unemployment exists in Zambia	Pearson Correlation	1	.603**	.542**	-.110	.378**
	Sig. (2-tailed)		.000	.000	.367	.001
	N	70	70	70	70	70
Unemployment affects you as a person	Pearson Correlation	.603**	1	.409**	-.015	.275*
	Sig. (2-tailed)	.000		.000	.901	.021
	N	70	70	70	70	70
Unemployment have an effect on society	Pearson Correlation	.542**	.409**	1	.122	.437**
	Sig. (2-tailed)	.000	.000		.313	.000
	N	70	70	70	70	70
Re-recruitment of retired people on contract basis help in fighting unemployment problem	Pearson Correlation	-.110	-.015	.122	1	-.152
	Sig. (2-tailed)	.367	.901	.313		.210
	N	70	70	70	70	70
Problems caused by unemployment can be reduced	Pearson Correlation	.378**	.275*	.437**	-.152	1
	Sig. (2-tailed)	.001	.021	.000	.210	
	N	70	70	70	70	70

Source: Processed by researchers 2020

The table 4 reveals that to under the perception through level of positive or negative correlation on through the different variables with the help analysis of inter correlation matrix. Here with five variables are includes such as Unemployment exists in Zambia, Unemployment affects you as a person, Unemployment have an effect on society, Re-recruitment of retired people on contract basis help in fighting unemployment problem, Problems caused by unemployment can be reduced. The table which shows that most positive correlation scored (+.603) Unemployment exists in Zambia and Unemployment affects you as a person. The second most positive correlation scored (+.542) between Unemployment exists in Zambia and Unemployment have an effect on society.

The most negative correlation scored (-.152) between Re-recruitment of retired people on contract basis help in fighting unemployment problem and Problems caused by unemployment can be reduced. The second most negative scored (-.110) between Unemployment exists in Zambia and Re-recruitment of retired people on contract basis help in fighting unemployment problem.

Analysis of Inter Correlation Matrix between different Variables

In order to find out the level of positive or negative correlation between the variables with the help of inter correlation matrix. The variables such as Is reducing unemployment a responsibility of the youth themselves, is reducing unemployment among the youth a responsibility of the state, the church and family play a role in youth unemployment, Government have jobs to offer youths and Can you blame unemployment for the years required by business houses.

Table 5. Inter-Correlation Matrix And Descriptive Statistics With Year Of Position Held And Other Variables

		Correlations				
		Is reducing unemployment a responsibility of the youth themselves	Is reducing unemployment among the youth a responsibility of the state	The church and family play a role in youth unemployment	Government have jobs to offer youths	Can you blame unemployment for the years required by business houses
Is reducing unemployment a responsibility of the youth themselves	Pearson Correlation	1	-.006	.375**	-.202	-.213
	Sig. (2-tailed)		.958	.001	.093	.076
	N	70	70	70	70	70
Is reducing unemployment among the youth a responsibility of the state	Pearson Correlation	-.006	1	.153	.279*	-.015
	Sig. (2-tailed)	.958		.207	.019	.899
	N	70	70	70	70	70
The church and family play a role in youth unemployment	Pearson Correlation	.375**	.153	1	.349**	-.173
	Sig. (2-tailed)	.001	.207		.003	.153
	N	70	70	70	70	70
Government have jobs to offer youths	Pearson Correlation	-.202	.279*	.349**	1	.051
	Sig. (2-tailed)	.093	.019	.003		.672
	N	70	70	70	70	70
Can you blame unemployment for the years required by business houses	Pearson Correlation	-.213	-.015	-.173	.051	1
	Sig. (2-tailed)	.076	.899	.153	.672	
	N	70	70	70	70	70

Source: Processed by researchers 2020

The table 5 reveals that to understand the perception through level of positive or negative correlation on through the different variables with the help analysis of inter correlation matrix. Here with five variables are includes such as Is reducing unemployment a responsibility of the youth themselves, is

reducing unemployment among the youth a responsibility of the state, the church and family play a role in youth unemployment, Government have jobs to offer youths and Can you blame unemployment for the years required by business houses. The table which shows that most positive correlation scored (+.375) between and the church and family play a role in youth unemployment Is reducing unemployment a responsibility of the youth themselves. The second most positive correlation scored (+.349) between the church and family play a role in youth unemployment and Government have jobs to offer youths.

The most negative correlation scored (-.213) between Is reducing unemployment a responsibility of the youth themselves and Can you blame unemployment for the years required by business houses. The second most negative scored (-.202) between Is reducing unemployment a responsibility of the youth themselves and Government have jobs to offer youths.

Analysis of Inter Correlation Matrix between different Variables

In order to find out the level of positive or negative correlation between the variables with the help of inter correlation matrix. The variables such as the companies employ retired personals Unemployment in Zambia affect the educated and uneducated in the same way, is it correct to say that most of the youths in Zambia are unemployed, Government cares over youth unemployment, The society cares over youth unemployment.

Table 6. Inter-Correlation Matrix And Descriptive Statistics With Year Of Position Held And Other Variables

		Correlations				
		The companies employ retired personals	Unemployment in Zambia affect the educated and uneducated in the same way	Is it correct to say that most of the youths in Zambia are unemployed	Government cares over youth unemployment	The society cares over youth unemployment
The companies employ retired personals	Pearson Correlation	1	-.026	.074	.181	.208
	Sig. (2-tailed)		.829	.542	.133	.085
	N	70	70	70	70	70
Unemployment in Zambia affect the educated and uneducated in the same way	Pearson Correlation	-.026	1	.286*	-.091	.200
	Sig. (2-tailed)	.829		.016	.452	.097
	N	70	70	70	70	70
Is it correct to say that most of the youths in Zambia are unemployed	Pearson Correlation	.074	.286*	1	-.412**	.231
	Sig. (2-tailed)	.542	.016		.000	.054
	N	70	70	70	70	70
Government cares over youth unemployment	Pearson Correlation	.181	-.091	-.412**	1	-.469**
	Sig. (2-tailed)	.133	.452	.000		.000
	N	70	70	70	70	70
The society cares over youth unemployment	Pearson Correlation	.208	.200	.231	-.469**	1
	Sig. (2-tailed)	.085	.097	.054	.000	
	N	70	70	70	70	70

Source: Processed by researchers 2020

The table 6 reveals that to under the perception through level of positive or negative correlation on through the different variables with the help analysis of inter correlation matrix. Here with five variables are includes such as the companies employ retired personals Unemployment in Zambia affect the

educated and uneducated in the same way, is it correct to say that most of the youths in Zambia are unemployed, Government cares over youth unemployment, The society cares over youth unemployment. The table which shows that most positive correlation scored (+.286) between Is it correct to say that most of the youths in Zambia are unemployed and Unemployment in Zambia affect the educated and uneducated in the same way. The second most positive correlation scored (+.208) between the society cares over youth unemployment and the companies employ retired personals

The most negative correlation scored (-.469) between the society cares over youth unemployment and Government cares over youth unemployment. The second most negative scored (-.412) between Government cares over youth unemployment and Is it correct to say that most of the youths in Zambia are unemployed.

Discussion

Many are the times in the life of business that youths are not given the chance or opportunity to express their abilities as regards to the skills they attain while in university (Locke & Te Lintelo, 2012). They are so inquisitive to showcase what they have learnt and such this experience required is just not favourable for them. Business houses have published articles that have helped to this account to understand the ways and methods to be employed so as to curb this time bomb of youth unemployment in Lusaka and Zambia as a whole. The Government of the republic of Zambia has in many cases talked about reducing the levels of unemployment but the question is what has been done about it.

Unemployment is a serious problem for any growing nation economically more especially Zambian labour market (Chigunta, 2017; Matandare, 2018). It has created a negative effect that affects unemployment as they are jobless and suffering from worse prospects to find new jobs and whose who are employment feel less secured to keep their jobs in future. However, for overall development of economy, government and individual has to take initiative steps increasing the productivity and improving the standard of living. The government and private houses need structural employment for long term for the youths so that eventually it can swallow the youth unemployment; e.g. the need for infrastructures for schools, primary, secondary and tertiary education (Gough et al., 2016). Furthermore, government requires more infrastructures for health facilities such as clinics in every community, hospitals in every heavily populated area. Security – where government infrastructures are erected hence the need for government secured infrastructures. Human labour will be mobilized also to secured human life. The government is the only entity that has authority, powers to adjust the retirement for any employee in the nation, with the constriction of the economy, there must be a law for an adjustable age package for every employee to sustain them when retired also the new recruit replacing the retired would be comfortable.

young people are in a position of needing support, especially from the environment, both from the church environment and the role of parents besides that the level of job vacancies continues to emphasize reducing unemployment. But, the main role is the youth themselves who choose what kind of life they will lead later. several other factors such as society and government also play an important role in reducing unemployment in Zambia. Research shows a positive correlation about public and government concern for youth unemployment. For this reason, the behavior and will of the youth must also be followed so that the government's plans can be implemented properly.

CONCLUSION

The teacher concluded that important is needed to the youths to deliberate national reconsideration of graduates' education so that the open policy question, the current information gaps and the contemporary stresses are systematically addressed by suitable blend of university industry, profession society and government. More locally flexibility in the design and implementation of policy to address youth unemployed can solve these problems. Job operation participation resulted in gains in employment as earnings in the post program period and in declines in receipt and welfare and unemployment payments. These positive effects persisted at a relatively stable rate for up to four years after youths left the program. More local flexibility in the design and implementation of policy to address youth unemployed can deliver greater efficiencies and better outcomes for young people. Different cities will require different policy to effectively address the core issues they face. Many are also more likely to have a good grasp of the barriers young people face in cities, how to target the most disengaged, what training and employment opportunities are available and which organisation are best placed to deal with.

Unless a person fulfils the entire requirement, he or she will not even be considered for the position at hand. Since job description have become so very specific and particular, people are finding it is very tough to even get an interview. At such appoint in time there is little which can do, because companies will not be willing to take on board those who are not exactly perfect for the job. A structural unemployment happens when there is a long-term decline in demand in an industry leading to fewer jobs or demand for labour falls ways e.g. jobs on a production line being replaced by robot: Motor manufacturing, online banking and online retailing. The government is the only entity that has authority, powers to adjust the retirement for any employee in the nation, with the constriction of the economy, there must be a law for an adjustable age package for every employee to sustain them when retired also the new recruit replacing the retired would be comfortable.

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