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Labour Market Assessments for the Market driven skills requirement in Omoro, Nwoya and Amuru Districts including deliberate inclusion of skills required for the WASH Market in Northern Uganda

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Authors

Daniel Bukenya Yiga, Godwin Othieno ,Brian Jjemba , Opio Derrick, John Vianney Lwegaba and Kasozi Ben.

Goldstone Enterprise Consulting & Training Ltd
Plot 511 Central Rise, Naalya, Kira Municipality, Uganda
www.goldstone-ect.org

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Save the Children International, Uganda Country Office
Plot 2163 Dadari Close, Muyenga, Kampala

Cover Photo

Female youth Focus Group Discussion in Odek – source (Goldstone Consulting)

Acronyms

AY	Adolescent Youth
AYD	Adolescent Youth with Disability
BMO	Business Membership Organization
BTVET	Business, Technical, and Vocational Education and Training
CSO	Civil Society Organizations
DIT	Directorate of Industrial Training
DLG	District Local Government
EOI	Expression of Interest
GDP	Gross Domestic Product
IGA	Income Generating Activities
ILO	International Labour Organization
M&E	Monitoring & Evaluation
MoES	Ministry of Education & Sports
MoGLSD	Ministry of Gender Labour and Social Development
NDP	National Development Plan
NGOs	Non-Governmental Organization
OPD	Opportunities to Persons with Disability
POWER 4	Pathways to Well-being, empowerment and resilience for adolescents and youth
SC	Save the Children International
SDGs	Sustainable Development Goals
SMEs	Small & Medium Enterprises
SPSS	Statistical package for Social Science
ToR	Terms of Reference
TVET	Technical, Vocational Education and Training
WASH	Water Sanitation and Hygiene

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1. Executive Summary

The overarching objective of the Labour Market Assessment (LMA) founded on informing the choice of the labour market(s), skills requirement, and potentials opportunities that exist for marginalized and deprived youths in the Districts of Omoro, Nwoya and Amuru. The specific objectives of the assessment are; Identifying sectors with high potential for providing employment prospects for target adolescent youth (AY) including Adolescent Youth with disability (AYD)[1]. It presents information gathered on job opportunities and associated skills requirements in various sectors and profiles demand driven skills needed in those sectors.

The study is based on an exhaustive review of literature, Policies, situation reports, studies, and assessments on economics, population, labour market, business development, and professional and technical training in Uganda and the Northern Uganda region in particular. The literature review was coupled with field data collection from the assessed districts to strengthen findings in the review as well as drawing location specific information that will inform decisions to improve skilling and labour market prospects for Adolescent Youth (AY) in the age bracket of 15 - 24 years, including persons with disabilities (PWDs) in the same age range. Green Jobs were a key focus area in the study, with care taken to include the Water Sanitation and hygiene sector (WASH), Climate smart agriculture, with the intention of skilling youth to respond to or create demand for Green Jobs in the three districts.

Five themes were identified and used to guide the assessment. The themes included a) employment b) education c) wage and income, c) skilling and d) linkages. The assessment questions informed the methodology of deriving the required information. The same were funneled through these themes to derive the findings and recommendations. The study findings identified issues like; a loose labour market economy, mismatch between skills and jobs, socio- economic disruptions caused by COVID 19, the majority of AY with disability being illiterate and unskilled, that menstrual hygiene is a key intervention area as an enterprise, but needs being funneled through impact driven social business/ social enterprise principles, and the absence agri-business courses in the existing Technical Vocational Education and Trainings (TVETs) situated in Omoro Amuru and Nwoya.

The study found that there are initiatives towards promoting smart agriculture in Nwoya District, the ***Nwoya Go Green initiative*** aims at sensitizing the community about the dangers of cutting down of trees, and encouraging them to use smart stoves instead of locally made stoves; and in Omoro District, the initiative is promoting micro scaling irrigation in farmer groups in response to climate change and for better yields. Overall, it was found that AY need support through vocational and business training to engage in agri-business or WASH related income generating activities (IGAs). This will yield more job creators than job seekers, which the current situation in the districts reflects.

From the study findings, recommendations have been made of demand driven trades for AY, with many being sector specific. SC is in a better position to build synergies with other actors who share similar aspirations of improving the livelihood of AY, including those with disability. Drawing from the findings, the assessment recommends that SC develops and implements business Start-up and accelerator programmes for AY as part of the labour market interventions. It is recommended too that

[1] Term used interchangeably with PWD (Persons with Disability)

SC adopts innovative labour market interventions across the three Districts using appropriate social business / Social Enterprise models that are acceptable and practical for AY.

The main conclusion of the LMA is that Agriculture presents the best market opportunity for employment and livelihood in medium to the long-term. There is need though, to popularize and catalyze involvement of youth in Agriculture as a business. This will present a shift away from prevalent subsistence agriculture, both in mindset and practice.

The assessment found that youth engage in Agriculture in the mornings and by early afternoon, they have a lot of time on their hands. It is important that they are skilled, and empowered to engage in other trades to supplement income got out of agriculture. These skills include but are not limited to; Brick laying, Hair dressing, baking, cookery, tailoring, repair mechanics, carpentry, Wielding, brick making and pottery, art and crafts, etc. This will give the youth more rounded sources of income and better use of the time at their disposal in their localities.

The assessment established that other important marketable trades among AY include tailoring, Repair mechanics, catering, bricklaying, construction and welding. On the other hand, the marketable trades among PWDs were tailoring and hair dressing. These do not require a lot of mobility and fit the description of *"tic cing"* as the respondents called it.

Daniel Bukenya Yiga
Managing Director
Goldstone Enterprise Consulting and Training.

2 Introduction

2.1 Background

In Uganda, unemployment among young people, and particularly Adolescent Youth remains one of the challenges affecting national development. This results partly from the disparity between demanded skills and available opportunities in the labour market. To a large extent, the current skilling environment in Uganda does not produce a demand driven workforce that is responsive to the needs of local communities. As such, increase in opportunities, employment and income is generally elusive, both in the urban, rural, and refugee host community settings. It is estimated that 64% of the youth are unemployed, with females suffering more unemployment than their male counter parts due to gender roles and strong patriarchal attitudes to work and wealth. More than half of working females are not considered as employed, those in vulnerable employment accounting for 71%, while the most affected sub-regions are West Nile, Acholi, Teso, Busoga and Lango. It is estimated that 1.2 million youth are idle and neither engaged in employment nor education or vocational and life skills training[2].

Youth unemployment and under-employment rates are higher for youth with disabilities, this is in part linked to lack of education and training, but also to stigma and discrimination. 42% of young men and 51% of young women with disabilities have never been employed, statistics show that over 80 per cent of persons with disabilities live on less than UGX 8,000 per day[3]. The link between poverty and disability is precipitated by discrimination, stigma, and the absence of strong affirmative interventions to mainstream PWDs in the employment and wealth creation discourse.

The northern part of Uganda presents enormous socio-economic challenges for young people in comparison to other regions, largely due to inadequate education and skills and lack of employment opportunities occasioned by the two-decade civil war. In Omoro, Nwoya and Amuru Districts where this assessment was conducted, statistics show that 69% of the population live in multidimensional poverty, and as such have very low levels of skills and competences required for competitive engagement in employment and livelihood activities[4].

The skilling Uganda strategy proposes a shift towards a more comprehensive skills development regime geared at employment, enhanced productivity, growth, and competencies for the market instead of educational certificates[5]. The aforementioned realities are set in the context of Uganda's National Development Plan III (NDP III) which prioritizes investment in youth through skilling as a critical pathway to developing the human capital required to realize Uganda's Vision 2040. Emphasis is placed by The NDP III on economic empowerment of young people through skills development and job creation[6]. The NDP III, works in tandem with the Business Technical and Vocational Education and Training (BTVET) policy which aims to increase access, quality and demand for vocational and business training programmes,[7] these programmes are designed to link those outside the formal education system to employment opportunities by equipping them with appropriate skills for the job market.[8]

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[2] *The State of Uganda Population Report, 2018*
[3] *MoGLSD (2020), Situation Analysis of Persons with Disability (PWDs)*
[4] *MoGLSD (2020), Situation Analysis of Persons with Disability (PWDs)*
[5] *The Skilling Uganda Strategy (2011 – 2020)*
[6] *MoFPED, NDP III*
[7] *MoES (2019), BTVET Policy*
[8] *ANCHOR (2019), Enhancing employability of youth, women and girls in West Nile refugee settings using inclusive vocational, education and training*

Practical and effective engagement of the aforementioned policies in places where they are needed to have a transformative effect remains inadequate. This is seen in the prevalent youth unemployment in peri-urban, Urban poor and rural areas of Uganda.[9]

The NDP III and BTVET policy are aligned to global agenda embodied in SDG 8; to promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all. This is underscored by the United Nations Youth Strategy 2030, that aims at facilitating increased impact and expanded global, regional and country level actions to address the needs, build the urgency and advance the rights of young people to achieve their full potential. Key among the priorities of the youth strategy is to enhance economic empowerment through decent work and support of young people's greater access to productive employment[10].

Over the last 2 years, the unemployment situation for young people has been further aggravated by the Covid -19 pandemic which has caused disruptions to job creation and sustenance, education, and training. There is a significant drop in employment rates among young people across all sectors (trade, education, tourism, construction etc.)[11]

In line with national and global frameworks, Save the Children International, Uganda Country Office is implementing the *Pathways to Wellbeing, Empowerment, and Resilience for Adolescents and Youth (POWER 4 AY)* project to Improve wellbeing of 4500 (2250 Male & 2250 Female) adolescent and youth (aged 12-24) most impacted by inequality and discrimination in Omoro (Lalogi and Odek Sub counties), Amuru (Pabbo and Atiak Sub counties) and Nwoya (Kochgoma and Anaka Sub Counties) by the year 2026. As such, SC commissioned the assessment titled "Labour Market Assessment for Market Driven Skills in Omoro, Nwoya and Amuru Districts, including deliberate inclusion of skills required for the WASH market, and inclusion of PWDs in Northern Uganda".

Whereas, there are some labour market studies done nationally and across different regions in Uganda, there is no evidence of any such studies done in the geographical context of Acholi-sub region and particularly in Omoro, Nwoya and Amuru Districts. The assessment was therefore location specific and skewed towards inclusion of opportunities in the WASH and Green sectors, as well as those that include PWDs.

2.2 Objectives

The assessment is deliberate in its objective of informing the choice of the labour market(s), skills requirement, potentials, and opportunities that exist for marginalized and deprived youths in Omoro, Nwoya and Amuru. The specific objectives of the assessment are:[12]

1) Identifying action sectors with high potential for providing employment prospects for target adolescent youth (AY) including AY with disability (AYD)

2) Gathering information on job opportunities and associated skills requirements in the action sectors.

3) Profiling training services that provide skills backed by demand in the sectors of interest

[9] *UNICEF (2021) National Feasibility Study on Skilling youth for Early Childhood care and Education (SY4ECCE)*
[10] *UN Youth Strategy, 2018*
[11] *EPRC (2020), Dr. Sarah Ssewanyana & Madina Guloba Uganda's Way: Youth Employment and Participation Post-COVID*
[12] *ToR Labour Market Assessment, Save the Children, 2021*

4) Identifying platforms and mechanisms which will most effectively facilitate linkages between employers and skilled youth.

The specific objectives of the assessment are aimed at achieving two (2) overarching outcomes:

1) AYs **successfully transition to decent work** and resilient green livelihoods.

2) AYs are **trained in technical, financial and entrepreneurship skills**, using gender transformative and inclusive approaches aligned to market needs**.**

The assessment was anchored on the following research questions:

The study shall hinge on the following key research questions:-

1) Which sectors, industries or services (with high potential employment opportunities) are available for the target AY including those with disabilities?
2) What job opportunities available in the identified sectors?
3) What is the employment capacity and how much is being met?
4) What challenges do employers face in getting the kind of employees they need?
5) What are the criteria for AY to access sustainable and dignified employment in the sectors of interest? (Skills, age, education level, etc)
6) Who are the skills training providers for identified job employment opportunities in the target project areas?
7) What resources or incentives are required by the above skills training providers to deliver the above skills required?
8) What platforms are available to facilitate linkages between AY and employers of the identified sectors?

The above research questions were founded on the International Labour Organization (ILO) global key labour indicators, the said indicators provide for quantifiable evidence in assessing the functionality and needs of labour markets.[13]

2.3 Scope of the Assessment

The assessment was conducted in Omoro (Lalogi and Odek Sub counties), Amuru (Pabbo and Atiak Sub counties) and Nwoya (Kochgoma and Anaka Sub Counties) Districts. However, Key informants who were considered relevant to the assessment were drawn from Gulu City. The assessment was conducted between the months of May and June, 2022.

Content Scope

The assessment was built around key thematic broad areas that include:-

1) Labour characteristics among AY (employment and unemployment rates)
2) Education levels and employability of AY (level of soft skills among AY including skills requirements in the labour market)
3) Employment and livelihood opportunities. This sought to identify sectors, industries or services with high potential employment opportunities for the target AY, including those with disabilities.

[13] *ILO (2016), Key Indicators of the Labour Market, Ninth Edition*

4) Care was taken to purposively seek out presence of WASH opportunities, as well as those for green jobs. All this is geared to access the presence of demand for certain trades that may provide sustainable and dignified employment for AY in the aforementioned sectors of interest.
5) Profile of skills training service providers for identified employment opportunities in the target sectors, including resources or incentives required by the identified training service providers to deliver training to the AY.
6) Platforms and or mechanisms that are available to facilitate linkages between AY and employers of the identified sectors.

The above themes were anchored to the following cross cutting issues that informed the assessment :

1) Vulnerable and marginalized groups, the assessment was intended to address the plight of AY persons with disability.

2) Gender lens, the assessment was largely skewed towards young women and girls.

3). Age, the assessment was categorical on adolescent youth, particularly younger adolescents between 15-17 years and older adolescents between 18 – 24 years. The age was stratified in order to draw a deeper understanding of the two age brackets

4) Child safeguarding, the assessment was cognizant of child safeguarding in respect to observance against child abuse, child exploitation and child harassment.

2.4 Methodology

The design of the assessment was derived from the POWER 4AY objectives and was guided by a mixed method approach. It covered the three Districts of interest, focusing mainly on employment and livelihood opportunities for adolescent youth including those with disability, and particularly women and girls. Stratified random sampling was used to identify AY respondents from the districts of interest. The AYs formed the bulk of respondents in the assessment , and were engaged using semi-structured questionnaires either through face-to-face interviews or focus group discussions, the AY's were engaged in two groups, those between 15-17 years and those between 18-24 years.

Purposive sampling was used in consultation with SC to target relevant key informants drawn from idented stakeholders in the public, private and development sectors in the labour market space in the districts of interest. Several stakeholders were engaged that involved District and Sub County Officials, NGOs, private sector associations and businesses. Data from these stakeholders was gathered through key informant interviews which ensured reception of more incisive information regarding skills and labour market demand. A list of key informants is attached in the appendix.

Desk research was conducted with information collected from relevant literature drawn from POWER 4AY project documents, Government policies, sector reports, Situation Reports, and similar labour market studies done in the greater northern region of Uganda . A full list of references is available in the appendix of this report.

The survey tools (questionnaires and interview guides) were encoded onto KOBO collect and used to transmit and warehouse data for analysis. Quantitative data was analyzed using SPSS and MS EXCEL to ease while qualitative

data was first transcribed and analyzed using N-Vivo 12. Regarding data security and confidentiality, consent was sought from the respondents, with information being coded to protect respondents' identity where they expressly requested so.

Here below is a tabulation of the Assessment questions, the themes, rationale and tools used in the study to bring out the topical labour market issues in the districts assessed.

Table 1 Selected Themes for the Assessment

Evaluation Questions	hemes	Sub Themes	Rationale	Target Groups	Tools Applied
-Which sectors, industries or services (with high potential employment opportunities) are available for the target AY including those with disabilities? - What is the employment capacity and how much is being met? - What challenges do employers face in getting the kind of employees they need?	Employment	Sectors of employment Labor force participation rate, Working population rates , Sectors with high potential Youth employment/unemployment informal/formal sector, unemployment rates) Opportunities in WASH and Green sectors	Measure level of employment in the Districts among AY, analyze productivity trends and opportunities across different sectors, identify marketable trades	Youth	Questionnaire / FGD
				Government	KII
				NGO	KII
				Private Sector	KII
				TVET	Questionnaire
				CBOs	KII/FGD
-What are the criteria for AY to access sustainable and dignified employment in the sectors of interest? (Skills, age, education level, etc) -Who are the skills training providers for identified job employment opportunities in the target project areas?	Education	Education attainment levels	Measure the literacy levels among AY	Youth	Questionnaire / FGD
				Government	KII
				NGO	KII
				Private Sector	KII
				TVET	Questionnaire
				CBOs	KII/FGD
-What job opportunities available in the identified sectors? -What challenges do employers face in getting the kind of employees they need?	Wage and Income	Level of compensation for work	Track the income of AY and assess their standard of living	Government	Questionnaire / FGD
				NGO	KII
				Private Sector	KII
				CBOs	KII
-What job opportunities available	Skilling	Skill level of workforce Employability (soft	Measure the mismatch of skills	Youth	Questionnaire / FGD

in the identified sectors? -Who are the skills training providers for identified job employment opportunities in the target project areas?		skills among AY) Available TVET training service providers	and demand, gaps required for marketable trades, opportunities to partners with TVET service provider	Government	KII
				NGO	KII
				Private Sector	KII
				TVET	Questionnaire
				CBOs	KII/FGD
-What platforms are available to facilitate linkages between AY and employers of the identified sectors? -What resources or incentives are required by skills training providers to deliver the above skills required?	Linkages	Platforms and Mechanisms linking trained youths with employers Partnerships	Opportunities for synergy	Youth	Questionnaire / FGD
				Government	KII
				NGO	KII
				Private Sector	KII
				TVET	Questionnaire
				CBOs	KII/FGD

3 Literature Review

Desk research was conducted to identify and analyze relevant literature, drawn from project documents, research reports, policy papers, and publications on labour markets. The literature review considered available data related to employment, economy, population, businesses, and technical and vocational training.

3.1 Economy

According to the World Bank, Uganda's economy is dominated by agriculture, industry and service. The economy has slowed in recent years, reducing its impact on improving household income and poverty reduction. Compared to its strong performance in the 2000s, recent economic growth has slowed considerably, in the five years prior to the COVID-19 pandemic, per capita real GDP growth halved to 1.1 percent on average per year [14].

Whereas in the previous financial years 2014/15 – 2016/17, Uganda experienced rapid economic growth, the number of jobs arising from this growth was very low[15]. In the recent past GoU has moved to stimulate the economy and support micro small & medium enterprises (MSME), to absorb the abundant youth population into enterprising. However, an analysis of the long-term economic performance of Uganda's economy indicates that Government is not meeting its intended goals, in the last five years (2015-2020), the economy grew at an average rate of 4.7 percent, which was lower than the target annual growth rate of 6.3 percent as projected[16]. This has presented implications on wealth creation, employment and inclusive growth that are critical pillars of Uganda's vision towards achieving a middle-income status.

3.1.1 Labour market

Uganda is among the countries with the fastest-growing population, data from Uganda Bureau of Statistics indicates that Uganda's current population (2020) is estimated at 40.3 million and is projected to reach 60 million by 2030 [17]. This increased population coupled with the gloomy economic outlook has aggravated the unemployment and livelihood situation, especially for young people (18-30 years) who constitute almost 21% of the overall population, as such Uganda is not likely to meet the target of creating 600,000 jobs per year, as envisaged between 2014 to 2030, and 1,000,000 jobs after 2030[18]. According to Action Aid, youth unemployment in Uganda is estimated at 62%[19], the causes of unemployment are multifaceted varying from inadequate supply of jobs, insufficient employable skills and high rates of labour force growth[20]. The unemployment situation is worse among youth with disability, it is estimated that 42% of young men and 51% young women with disability have never been employed, due to lack of education, skills and associated stigma and discrimination[21].

[14] *https://www.worldbank.org/en/country/uganda/overview#1*
[15] *PWC (2019), Uganda Economic Outlook*
[16] *The economist (2019), Issue April, Uganda tries to dodge the resource curse*
[17] *UBOS (2018) Statistical Abstract*
[18] *World Bank (2019), Uganda Jobs Strategy for Inclusive Growth*
[19] *Action Aid (2018), Lost Opportunity! Gaps in Youth Policy and Programming in Uganda*
[20] *https://www.brookings.edu/blog/africa-in-focus/2014/08/26/youth-unemployment-challenge-in-uganda-and-the-role-of-employment-policies-in-jobs-creation/*
[21] *MoGLSD (2020), Situation Analysis of Persons Disability*

Statistics further show that the working population (14-64 years) has increased exponentially from 18.8 million in 2017 to 20.2 million in 2019[22], majority of whom (73%) are resident in rural areas. This demographic structure is contributing to growing mismatches between labour supply and labour demand, with over half of the labour force being under 30 years, and over half of the population still under 15 years, the number of labour market entrants is increasing rapidly[23].

Over the last three years, the labour force has grown at an average rate of 4.8% per year, majority of whom (66%) are working in agriculture, forestry, fisheries and trade, other forms of work include volunteer work, unpaid trainee work, and casual labour[24]. This growth is significantly faster than the growth of paid jobs over the same period, making the youth's transition into working life increasingly difficult. In addition, due to low levels of education among the youth, there are large numbers of low- skilled laborers entering the market place every year[25], owing to this severe skills gap, approximately 95% of youth are employed in the informal sector[26], majority of whom are engaged in low value services, such as hawking, vending, "boda-boda", eating kiosks, bicycle/motor cycle repairs, mobile money kiosks etc.[27]

This assessment was keen on examining high potential sectors for youth employment and livelihood in the districts of interest, among the sectors for consideration are WASH and Green sectors, it is evident that agriculture is the dominate economic activity in the assessment districts, as such, agriculture qualifies as a critical sector for youth engagement, however, there is limited literature on other green sectors, particularly in renewable energy (making cook stoves
and brickets) and waste management (recycling plastics and manure generation), there is also limited literature on the prospects of WASH. Accordingly, SC has prioritized agriculture, tailoring and renewable energy as key sectors to apply green skills for AY, SC defines green skills for AY as the knowledge, abilities, attitudes and behaviors needed for AY to access and perform green Jobs, realizing their rights, as well as to make sustainable consumption and lifestyle choices every day, contributing to sustainable development and a low-carbon economy[28].

3.1.2 Youth Unemployment and Underemployment

The UN Youth Strategy 2030 which was launched in September 2018 aims at facilitating increased impact and expanded global, regional, and country level actions to address the needs, build the urgency, and advance the rights of young people to achieve their full potential. Key among the priorities of the youth strategy is to enhance economic empowerment through decent work and support of young people's greater access to productive employment.

The youth unemployment situation in Uganda is at a dangerous precipice with about 13.3% of the adult (18-30 years) youth being unemployed.[29] Most of them are faced with high incidences of drug abuse and indulge in gambling born out of frustration from prolonged unemployment. The girls are disproportionately affected since they bear a worse brunt of the early onset of sexual activity through early pregnancy, high maternal mortality and exposure to venereal diseases, including HIV/AIDS. 95% of youth lack capital for setting up businesses[30]. They typically depend on their

[22] *UBOS (2019) Annual Labour Survey*
[23] *Ibid*
[24] *MoFPED (2014), Economy Performance Report*
[25] *Labour market transition of young people in Uganda: Highlights of the School-to-Work Transition Survey 2015*
[26] *https://www.fao.org/rural-employment/work-areas/youth-employment/ica-programme/uganda/ru/*
[27] *Madina M. Goloba etal (2021), employment creation potential, labour skills requirements and gaps for young people. A Uganda case study*
[28] *SC, definition of green skills and jobs for adolescent and youth*
[29] UBOS(2016) Labour market transition of young people in Uganda, https://ubos.org/wp-content/uploads/publications/03_2018Labour_Market_Transition_of_Young_People_in_Uganda_SWTS_2015.pdf
[30] NRC. (2018). *Labour market Assessment 2018*. Norwegian Refugee Council. Kampala

own hard-earned resources to set up businesses. The greater northern Uganda, including the refugee and host communities holds a very youthful average age of 18.5 years for females and 15 years for males[31]. All these gaps offer an opportunity for demand driven skilling, and targeted programme delivery, to prepare the youth for productive and dignified lives in adulthood. This aligns to the Skilling Uganda Strategy 2016-2021 for "Ugandans and enterprises to acquire skills they need to raise their productivity and incomes[32]".

Before the shocks caused by COVID-19, the Ugandan economy was on a path of sustained growth with a reported average of 4.5% year-on-year between FY15/16 and FY17/18. Although the economy grew, the number of people living in poverty increased in the same period from 19.7% in FY15/16 to 21.4% in FY17/18. Among households headed by subsistence farmers, the percentage of the poor increased from 20.3% to 38.2% between 2012/13 and 2016/17. Furthermore, Poverty increased from 23% to 36% among those reporting crop and subsistence farming as their main source of income. [33] With this information, it is safe to deduce that the number of new jobs arising from Uganda's economic growth has been low and hardly inclusive. This information also underscores the high levels of poverty and youth unemployment which need to be addressed urgently.

The proposed SC project gains more relevance in such circumstances as these, when the gains achieved against youth unemployment and poverty, however small, have been shaken by the effects of the Corona Virus pandemic.

3.1.3 A Youthful Population

The youthful population of Uganda is reflective of the national population structure, bloated at the bottom with close to 80% being under 30 years, and 32% of children being below nine years. (See Figure 1 below) The proportion of females in paid employment is 33% and 51% in self-employment. Men outnumber women in most sectors, with the youth labour force participation rate standing at 57.3% (UBOS 2019).[34] This implies that 43% of the youth were not in the labour force thus idle and jobless with many moving to urban places. The male youth were more active in the labour market with a higher Labour Force Participation Rate of 66% compared to females at 50%.[35] Steep population growth is expected along with demand for jobs housing, health, and Pre-Primary Education in the mid-term. Hence the need to empower youth to access, or create dignified and sustainable employment to cater the demand for goods and services.

[31] UNHCR. (2019). *CRRF Uganda 2019-2020*. Kampala
[32] MoES. (2016). *Skilling Uganda Strategy 2016-2020*. Ministry of Education and Sports. Kampala
[33] PwC. (2019). *Uganda Economic Outlook*. PricewaterhouseCoopers. Kampala
[34] UBOS (2019). *UBOS Abstract Report 2018*. Uganda Bureau of Statistics. Kampala. P35
[35] ibid

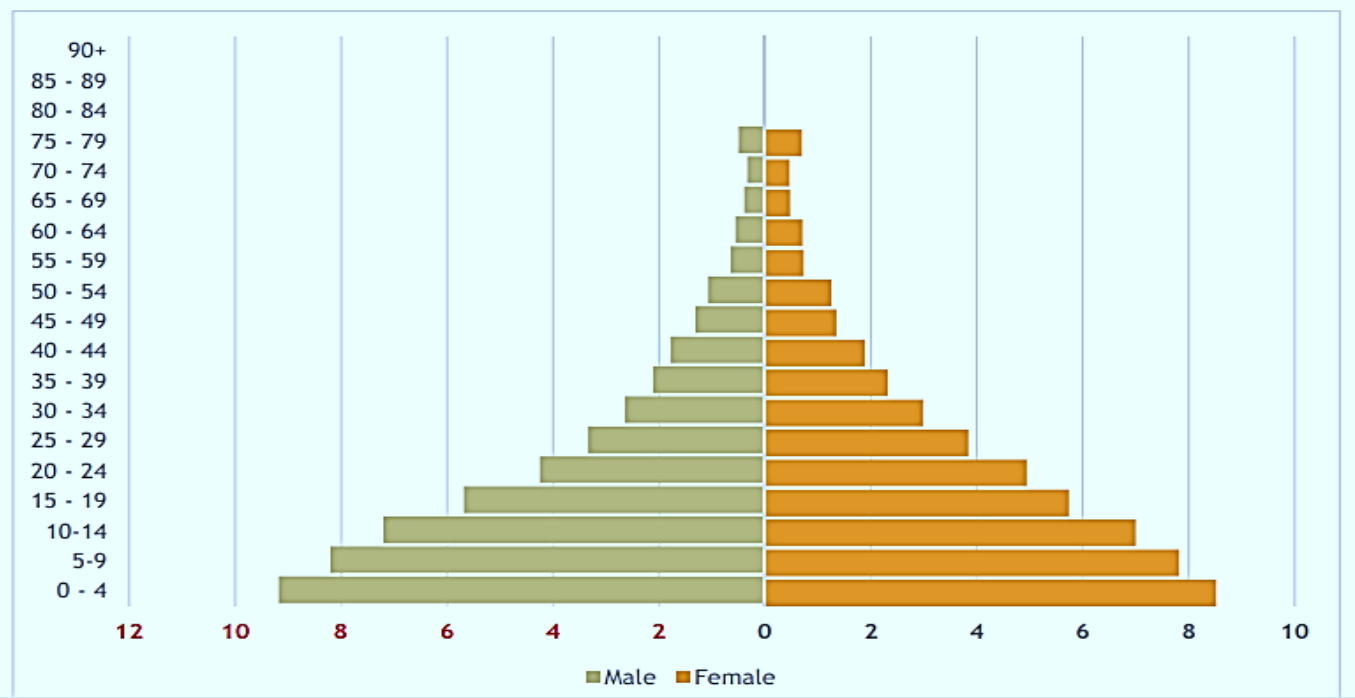

Figure 1 Uganda's Population Pyramid (Population and Housing Census - UBOS, 2014)

3.1.4 Vocational and business training

To address the unemployment situation and bridge the skills gaps, the skilling Uganda strategy was conceived to equip young people with appropriate skills for the job market, Uganda's Business Technical and Vocational Education and Training (BTVET) policy aims to increase access, quality and demand for vocational training programs designed to link those outside the formal education system to employment opportunities by equipping them with appropriate skills for the labour market[36].

As such, several national skilling programmes targeting young people are being implemented across Uganda; these include, the presidential initiative on skilling the girl child, the Uganda skills development project (by World Bank), and the Skills for a better life (by Enabel) among others. The GoU under the MoES has since revived TVET skills training in vocational and business colleges across the country. Affirmative action for inclusive training and employment opportunities for persons with disability has been taken into consideration through policy and legislative frameworks for easy access to TVET training centers for persons with disability. However, implementation of this affirmative action remains a challenge[37].

Further to note, the impact of various skills programmes across the country is in doubt, only 40% of large and medium firms regard courses offered by BTVET institutions as relevant[38]. In addition, there is no systematic approach to skills development for people already in or seeking the informal sector[39], and yet the informal sector constitutes the majority of the youth labour force. At present the BTVET system still does not produce the appropriately skilled workforce that Uganda needs to increase incomes, employment, and remain competitive in

[36] *ANCHOR (2019), Enhancing employability of youth, women and girls in West Nile refugee settings using inclusive vocational, education and training*
[37] *ODS (2020), Inclusion works, Uganda Situation Analysis*
[38] *ILO (2018), Skills for green jobs in Uganda*
[39] *Ibid*

the labour market[40]. Notwithstanding, vocational and skills training is being viewed by several stakeholders as a fundamental means for young people to make a transition from school to employment.

3.1.4 Regional Outlook (Acholi Sub region)

The Acholi sub region in which Omoro, Amuru and Nwoya Districts is located is regarded as one of the least developed regions in Uganda, this is attributed to the two-decade war and conflict that ravaged the entire Northern region resulting in profound socio-economic challenges. The region is associated with high prevalence of poverty, inadequate education and skills, inadequate work and employment opportunities. Statistics indicate that 69% of the population in Northern Uganda live in multidimensional poverty[41], the poverty rate in the region is twice the national average, at approximately 43% compared to national average of 19.7%, statistics indicate that almost 3 million people in the region are living below the poverty line[42].

The economic outlook of the region is gloomy but promising since peace returned to the region a few years ago, however, the private sector in Omoro, Amuru and Nwoya Districts is still weak. There are no factories in the districts and only a few small-scale grinding mills and rice hullers exist. Service industries have not developed significantly, and only a few service industries such as lodges, barber shops, motorcycle taxis (boda-boda) and motor transport exist[43]. Some studies indicate that within northern Uganda, opportunities for formal wage labour are hard to come by, there are not many viable alternatives either and the agricultural sector appears incapable of absorbing the region's massive supply of youth labour[44].

Agriculture is the backbone of the rural economy in Amuru, Omoro and Nwoya Districts, approximately 64% of the working population in the said Districts is engaged in Agriculture[45]. The major source of household incomes is sale of crops. In Amuru and Nwoya Districts, about 85% of income is from sale of crops, about 7% is from wages for casual labour and 5% is from sale of forest products[46]. Specific data on unemployment rates among the youth in the districts of interest is not easily available, neither is there literature on type of trades that AYs are engaged in, however the youth unemployment situation is believed to be escalating due to inadequate vocational, numeracy, literacy and entrepreneurial skills among youth on the supply side, and the lack of job opportunities on the demand side of the labour market.

Important to note is that the literacy levels in northern Uganda are very low (52.3% compared to 73% on national average)[47], this shows that there are low levels of education and skills among the young population in the region. As such, skills development is paramount in enhancing the employment and livelihood situation of youth in the area, it has been observed that the northern region is the biggest beneficiary of several national skilling programmes, including grass roots interventions, such as efforts by Paicho community vocational school in Nwoya District that aims at promoting life skills among young people in the region[48].

There is no specific secondary information on the priority sectors for youth in Amuru, Nwoya and Omoro. However, a labour market survey in Northern Uganda done by Enabel revealed that the priority marketable trades among young people is hair dressing, tailoring, and garment cutting, catering and hotel management. Other non-traditional training needs are solar mechanics, bicycle repair, electrical and phone repair, knitting, weaving and leather works[49].

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[40] *Ibid*
[41] *SC, Project Document for POWER 4AY*
[42] *UOMA (2019), Insights and strategies to increase access in Northern Uganda*
[43] *JICA – Regional Development for Amuru and Nwoya Districts*
[44] *Rich Mallett, Teddy Atim and Jimmy Opio (2017), Briefing paper: 'Bad work' and the challenges of creating decent work for youth in Northern Uganda.*
[45] *UBOS (2019), Statistical Abstract*
[46] *Palladium (2017), Increasing Youth Engagement in Agriculture in Northern Uganda*
[47] *SC, Project Document for POWER 4AY*
[48] *https://ugfacts.net/paicho-community-vocational-school-uganda/*
[49] *Enabel (2018), secondary labour market study in Northern Uganda*

Figure 2 Map showing the location of Omoro, Nwoya and Amuru Districts

Source: [50]

3.2 Districts under Assessment

3.2.1 Omoro District

Omoro District is one of the new districts in Uganda. Created in 2016 out of Gulu District, it comprises of two counties and they are Omoro County and Tochi County. The district has three town councils of Opit, Palenga and Acet of which only Opit TC is operational. There are six old operational sub counties and six newly created sub counties that

[50] *National Population and Housing Census 2014*

are not yet functional. The old ones are Koro, Odek, Lalogi, Ongako, Lakwana and Bobi. The newly created ones include Lakwaya, Labora, Orapwoyo, Abuga, Aremo, Akidi[51].

The district is located in the Northern part of Uganda and it is bordered by Gulu to the north, Pader to the east, Oyam to the south, Nwoya to the west and Lira southeast. The district headquarters lies along Gulu- Moroto highway. During the 2014 national population census Omoro was nonexistent by was since projected to have a population of 196,400 people in 2020 by UBOS.

The district is well known for the growing of Soya Beans, Cassava and Beans and other pulses. Residents also grow Maize and Sun Flower. People are also involved in semi-intensive agriculture, trade and commerce, and lumbering

3.2.2 Amuru District

Amuru District is a district in Northern Uganda. Amuru District was established by the Ugandan Parliament in 2006. Prior to that, the district was part of Gulu District.

Amuru District is bordered by Adjumani District to the north, South Sudan and Lamwo District to the northeast, Gulu District to the east, Nwoya District to the south, Nebbi District to the southwest and Arua District to the west. The administrative headquarters of the district at Amuru, are located approximately 60 kilometers by road, northwest of Gulu, the largest city in the sub-region. Amuru District, together with Agago District, Gulu District, Kitgum District, Lamwo District, Nwoya District and Pader District, is part of the larger Acholi sub-region.

According the 2014 national population census report, the district had a total population of 186,696 52 and was estimated at 216,800 by 2020 by UBOS
Economic Activities: Subsistence agriculture is the backbone of the district economy, employing 98% of the population. The arable land which makes up about 90% of the total land area in the district is very fertile.[53] Crops raised include; Cotton, Maize, Millet, Sorghum, Sweet potatoes, Cassava, Simsim, Beans, Peas, Sunflower, and Upland Rice among others.

3.2.3 Nwoya District

Nwoya district, previously one of the counties in Amuru district was created in 2010. It is located in Northern Uganda, bordered by Omoro and Oyam Districts to the East, Kiryandongo and Bullisa Districts to the South, Pakwach District to the West and Amuru District to the North. The District Headquarters at Anaka Town Council is about 372km away from Kampala by road. It hosts the northern and larger wing of the Murchison falls National Game Park. The Karuma-Pakwach-Nebbi-Paidha-DRC Road and the Karuma-Pakwach-Nebbi-Arua-DRC Road, which pass through the district, give access to the Democratic Republic of Congo, and opens the district to cross border trade. According the 2014 National Population Census report (2017), the district had a total population of 133,506 and was estimated at 236,000 by 2020 by UBOS.
Like many newly created Ugandan districts, and municipalities, Amuru, Omoro and Nwoya face many challenges, including lack of adequate funding, a small and inadequate tax base, lack of sufficient numbers of qualified professional and administrative staff, poor or absent infrastructure to drive economic growth and development.

[51] *https://omoro.go.ug/*
[52] *National Population and Housing Census 2014*
[53] *https://amuru.go.ug/*

4 Findings

This section of the report presents the analysis of findings in respect to the objectives and thematic areas of the study. Information was collectively gathered from respondents with a breakdown shown in the table below.

Table 2 Distribution of Respondents

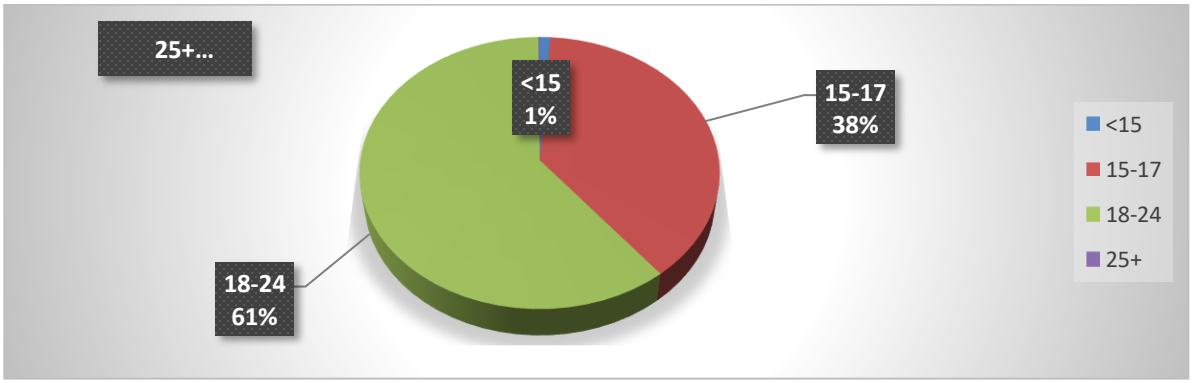
	Contacts	Respondents
1	Adolescent Youth through Kobo	773
2	Adolescent Youth through FDGs	96
3	PWDs through FDGs	24
4	TVET through Kobo	9
5	Key informants through interviews including Government officials; NGOs and CBO actors, Private Businesses and Numeracy and literacy educators	32
	Total	934

4.1 Demographic characteristics

Distribution by Age, Gender and District

It is estimated that Northern Uganda constitutes 22% of the national population, regarded as the fastest growing region[54], an indication that the young population is ever increasing. The majority of AY who participated in the assessment were in the 18-24 age range constituting 61%, while 15-17 age band accounted for 38%. 53% of the respondents were male and 47% were female. Further analysis showed that 78% of AY who participated in the study were single, 17% were married and almost 95% of respondents were rural based. A small number constituting about 5% were based in urban areas. *See figures 3 and 6 below*:

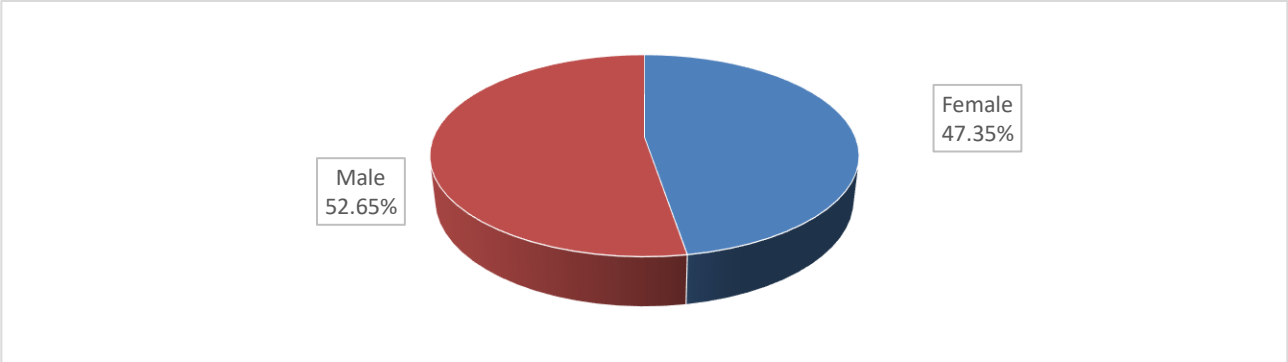
Figure 3 Distribution by Age



There were more male respondents in the assessments standing at 52.65%, with females coming in satisfactorily at 47.35%. The assessment team engaged well in pre-assessment mobilization of respondents, effort was made to have the female gender participate in big numbers since they are twice disadvantaged by poverty and patriarchy which keeps them away from education and active participation on economic activity.

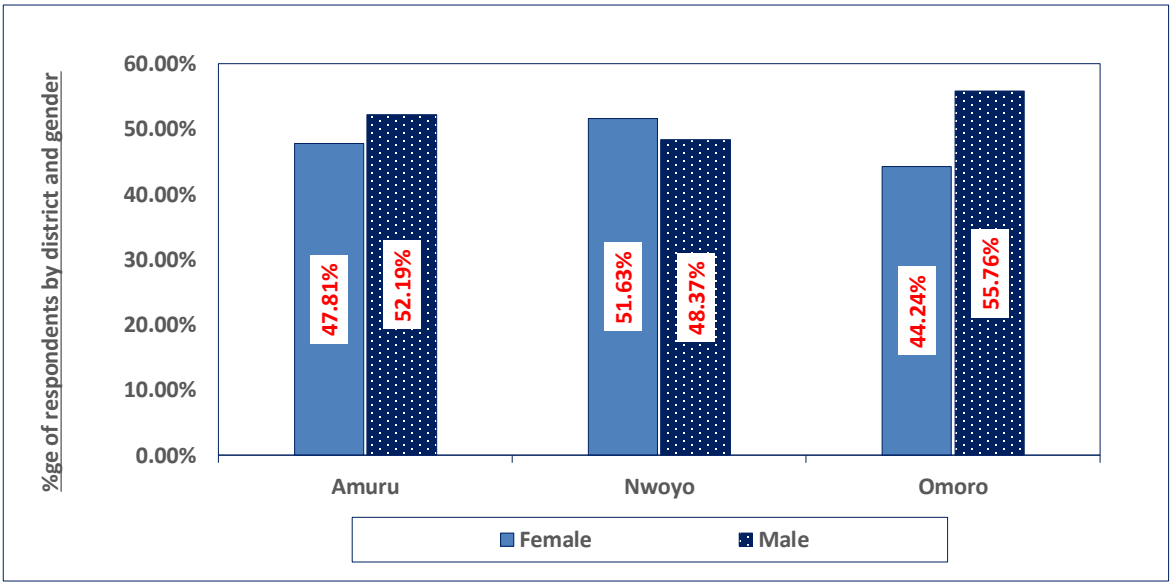
[54] *https://www.newvision.co.ug/news/1047405/northern-uganda-fastest-population-growth*

Figure 4 Distribution by Gender



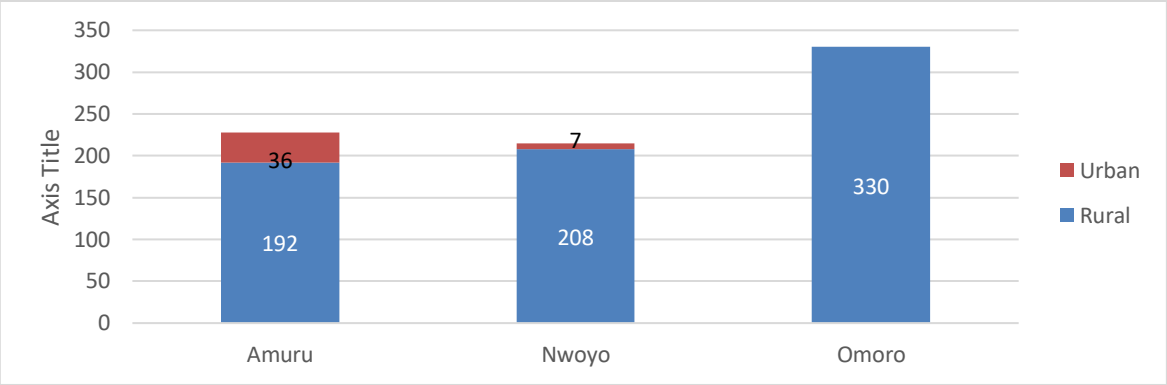
Participation of the female gender was stronger in Nwoya because of the better economic involvement of the female gender in comparison to the other two districts. The female participation in both Amuru and Omoro came in behind Nwoya at 47.81% and 44.24% respectively. See figure 5 showing distribution of respondents by gender, disaggregated by districts below.

Figure 5 Gender Participation Distributed per District



The study had only 43 of the respondents identifying as urban dwellers out of a total 773 respondents . This confirmed that the respondents targeted and solutions recommended from the assessment will be fitting for the rural youth in the trades and sectors of focus for the assessment. Omoro presented with 100% of respondents stating that they are rural. As such, interventions targeted at rural youth will have most impact on this district compared to Nwoya and Amuru.

Figure 6 Distribution by District, Disaggregated by urban and rural respondents

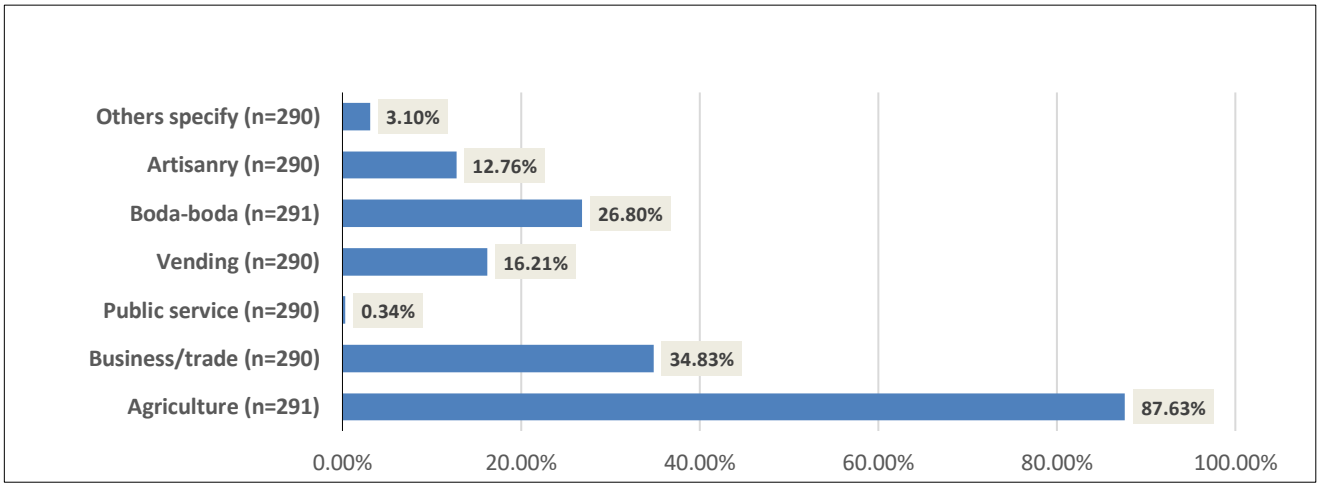


4.2 Employment Characteristics

4.2.1 Trades/sectors that dominate AY employment and livelihood

The study established that agriculture is the dominant economic activity for employment at 87.63% and livelihood in the three Districts. However, most of the youth are engaged in agriculture at a subsistence level, while at a sub- commercial level, some AY are engaged in value chains at the level of buying and selling produce. Other dominant trades among the AY is business/ trade at 34.83%, boda-boda at 26.8%, vending in markets and along streets at 16.21%, Artisan trades at 12.76%, others include operating saloons for haircuts, hair dressing, driving among others.

Figure 7 Dominant trades among AY

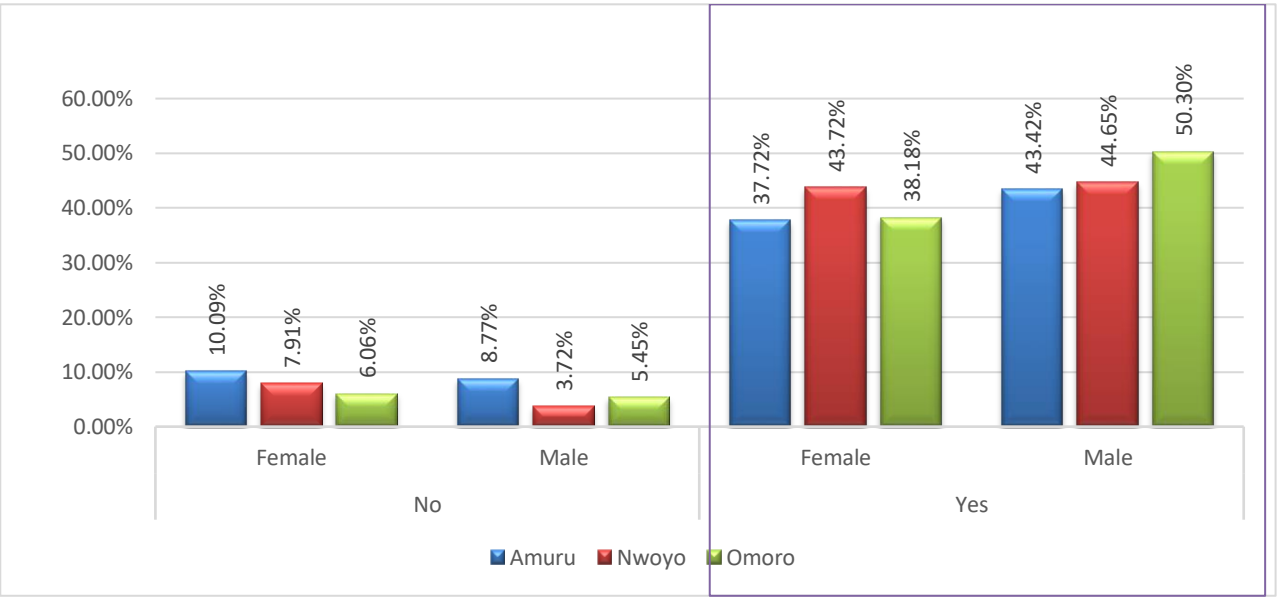


4.2.2 AY Involvement in Agriculture

The study findings reveal that the male AY are more active in agriculture compared to their female counterparts across all the three districts of Amuru, Omoro and Nwoya. This points to the need for intentional engagement of female AY in commercial agriculture in order to have them increase their participation in this most dominating

sector. This has deep implications on ownership and holding of land in the assessed districts. Communal land ownership is prevalent, though rights to the same land is skewed to the male gender.[55] See Figure 8 below

Figure 8 Proportion of respondents Engaged in Agricultural Activity



4.2.3 AY Engaged in Agriculture and its value chain

The study revealed that AY mainly engage in primary production attributing to 87.56% of the respondents. 29.54% also said that are involved in trade of agriculture products, 15.44% are involved in other aspects of agriculture that include bee keeping, animal husbandry and poultry. 7.35% of the AY also said that they are involved in value addition like milling, packing, sorting, drying, grinding and roasting among others. 4.05% of the respondent also said they are engaged in transporting agricultural produce by various means of transport. See Table 3 below

Table 3 AY Engaging in Agriculture Value chains

	Value addition		Production		Transportation		Trade		Others	
	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
Amuru	92.97%	7.03%	16.22%	83.78%	94.05%	5.95%	70.81%	29.19%	81.62%	18.38%
Nwoya	91.05%	8.95%	9.47%	90.53%	99.47%	0.53%	77.89%	22.11%	87.37%	12.63%
Omoro	93.49%	6.51%	11.99%	88.01%	94.86%	5.14%	65.41%	34.59%	84.59%	15.41%
Grand Total	**92.65%**	**7.35%**	**12.44%**	**87.56%**	**95.95%**	**4.05%**	**70.46%**	**29.54%**	**84.56%**	**15.44 %**

The study also gave details of those involved in agriculture value addition with drying attributing 43.8%, sorting and packaging at 35.1%, grinding at 10.2% , others at 10.6% (include extracting, milling, processing and cooling), salting at 0.3%. See figure 9 below

[55] Key informant interview in Omoro, Odek

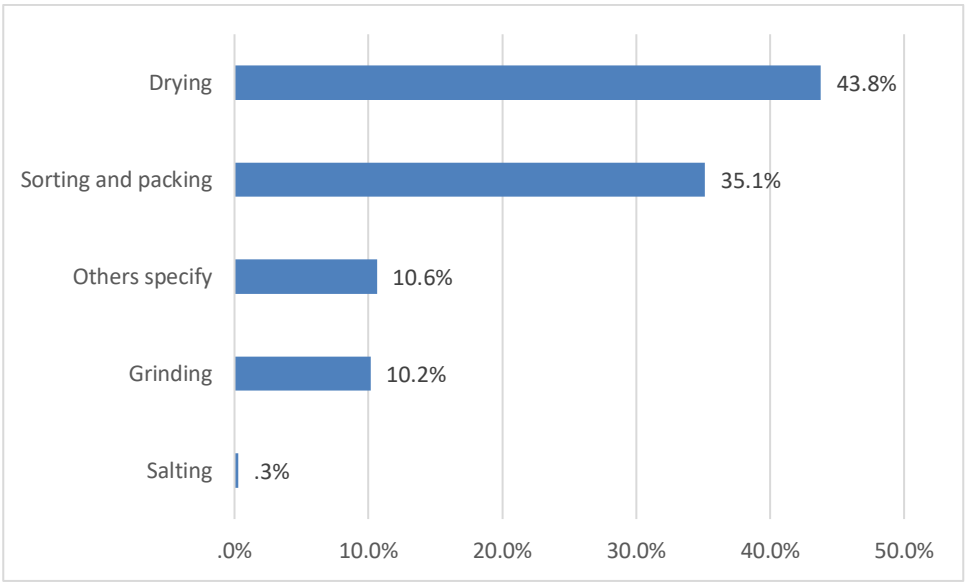


Figure 9 Type of value addition the AY are Involved in.

With the foregoing information, it is imperative to stimulate involvement of more youth in commercial primary agriculture, as a shift from subsistence agriculture. There is also need to involve more youth in to the value addition and transportation segments of agriculture where returns are better. For this to be successful, SC will need to leverage the labour market ecosystem and find points through which to engage youth in the labour market. The players in the ecosystem will play a pivotal role in initiating them and / or sustaining them in sustainable and dignified employment and self-employment.

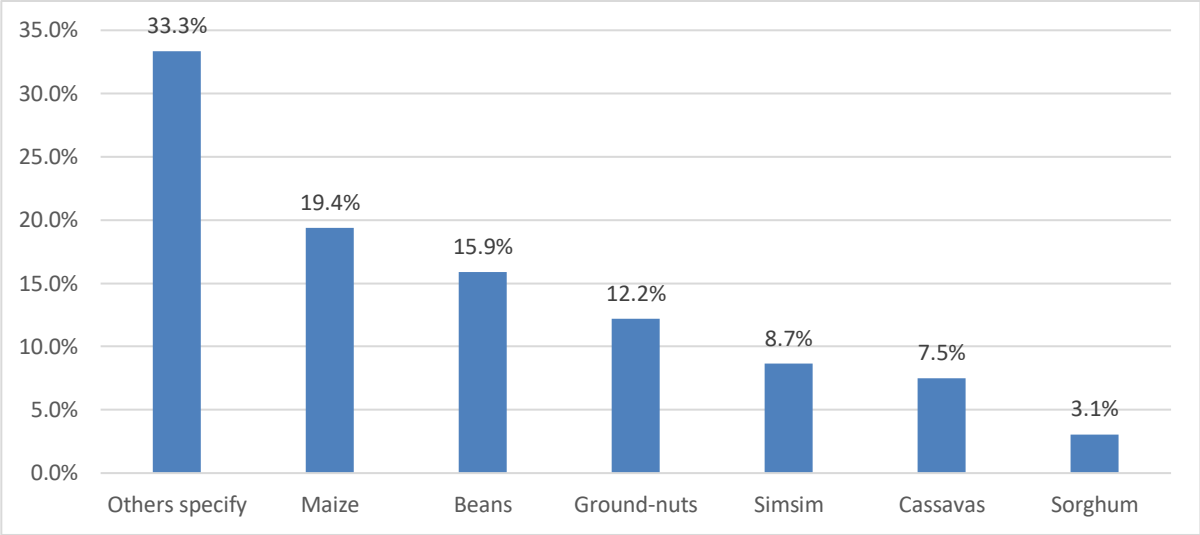
4.2.4 Agricultural crops that AY are involved

According to the findings, AY across the 3 districts grow a variety of crops but in varying priorities. In Amuru district, Maize ranked highest at 49.12%, followed by Cassava at 45.18%, Beans at 40.79%, Rice at 38.16% and Simsim at 36.34% among others. In Nwoya district, again Maize ranked highest at 73.95%, followed by G-Nuts at 69.30%, Beans at 52.56%, Soya Beans at 51.16% and Rice at 36.28% among others. In Omoro district, Soya beans ranked highest at 94.55%, followed by Beans at 48.79%, Maize at 48.48% , Sunflower at 29.39% among others. 20.44% attributing to others revealed crops including millet, sweet potatoes, vegetables, sugarcane, peas, okra, cotton, onions, sesame (Simsim) and yams. See table 4 below.

Table 4 Crops currently grown by the AY

	Maize	Sorghum	Cassava	Simsim	G-nuts	Beans	Rice	Soya beans	Sunflower	Others
Amuru	49.12%	26.32%	45.18%	36.84%	17.11%	40.79%	38.16%	30.26%	2.19%	23.25%
Nwoya	73.95%	4.19%	27.91%	14.88%	69.30%	52.56%	36.28%	51.16%	1.40%	19.07%
Omoro	48.48%	3.64%	17.88%	7.58%	14.24%	48.79%	4.55%	94.55%	29.39%	19.39%
Grand Total	**55.76%**	**10.48%**	**28.72%**	**18.24%**	**30.40%**	**47.48%**	**23.29%**	**63.52%**	**13.58%**	**20.44%**

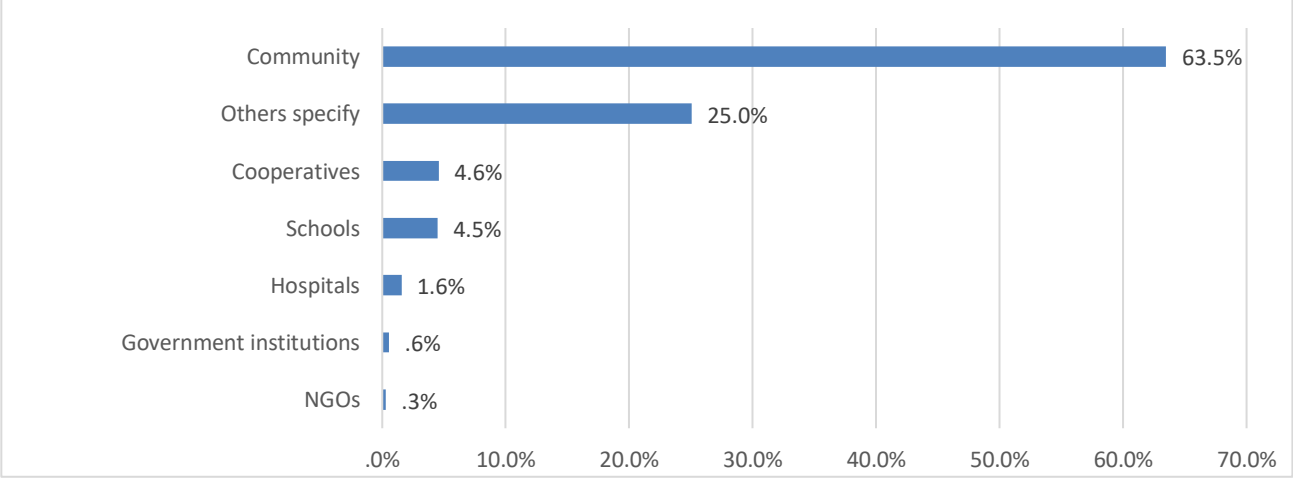
Figure 10 Most marketable Crops



On average, tale 4 above shows Soya beans ranked highest grown crop among all the three districts at 63.52%, followed by Maize at 55.76%, Beans at 47.48% and G-Nuts at 30.40% among others. This points to high demand for Soya beans, maize and beans in the three districts. Considering this situation, there is need to engage youth to produce the same crops commercially, but also consider other sectors like demand driven and climate sensitive horticulture. Nwoya district is best placed among the three districts with well fallowed land in Anaka, and the mild climate in Koc-goma that is favorable for horticulture. Mangoes are the major fruit grown and avocados, and there is substantial investment in trees especially eucalyptus trees and several other medicinal trees. Vegetables include okra/ lady fingers, Malakwany, red pepper, egg plans among others. Note that horticulture features among "others " in figure 9 above

The findings also indicate that 63.5% of the crops grown are sold within the community, 25% to others buyers which majorly include middlemen, 4.6% to cooperatives, 4.5% to schools, 1.6% to hospitals, 0.6% government institutions, and 0.3% to NGOs. See figure 9 below. As mentioned in section 4.2.3, there is need to involve enterprise ecosystem actors to drive the agricultural green jobs agenda among AY. The same ecosystem players feature in figure 11 as market players for agricultural products.

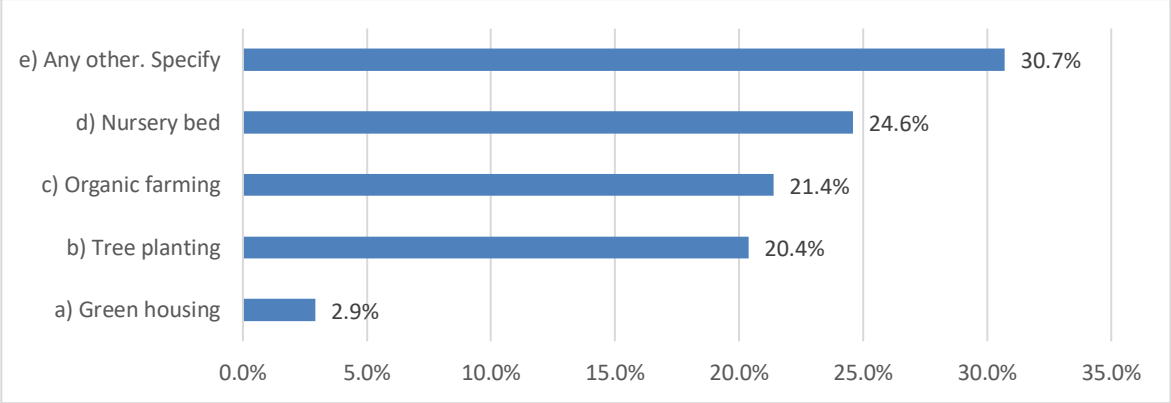
Figure 11 Existing Markets for the agricultural products



4.2.5 Green Jobs in Agriculture

Considering the challenges that come with climate change, a compelling evidence bases argument has been made for smart agricultural services. The study showed that youth are engaged in climate mitigating agriculture which attributes 24.6% to involvement nursery beds, 21.4% in organic farming, 20.4% in tree planting and 2.9% in horticulture using green housing technology. 30.7% mentioned any other including involvement in fisheries, apiary, better livestock monitoring and smart Irrigation. It important to have more youth skilled in this agriculture sector which is responsive to climate change and aligned to demand. Green housing came least among the smart agricultural activities because it is cost driven which creates a big barrier of entry for new AY to engage. Access to appropriate finance, and skilling will help to empower youth to invest in smart agricultural activities and in turn create climate change responsive green jobs for them. See figure 12 below.

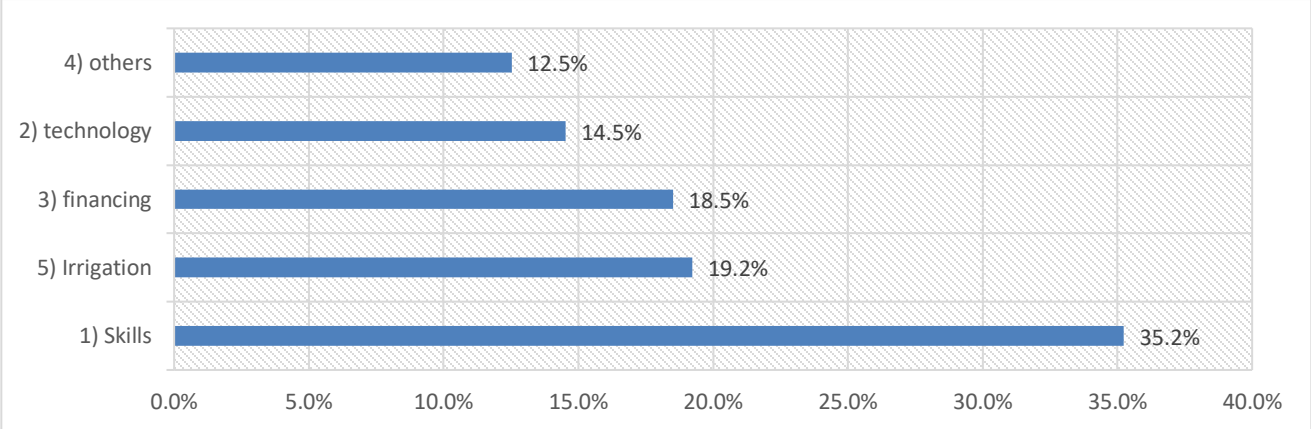
Figure 12 Smart agricultural activities undertaken by AY



4.2.6 Drivers of smart agriculture

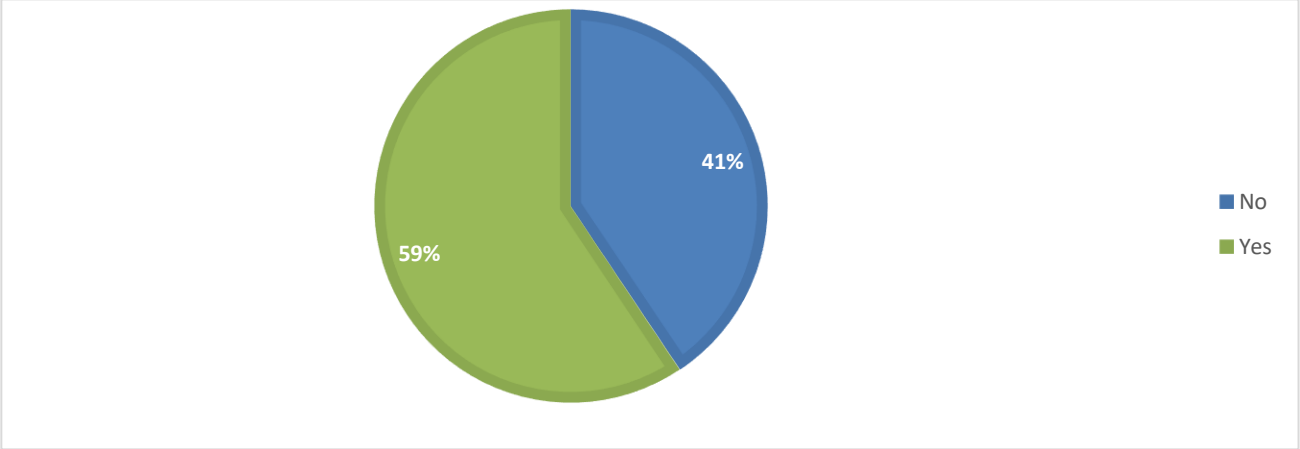
The study revealed that there is a shortage of skills needed to drive the smart agriculture sector in the three districts. 35.2 % of the respondents pointed to the need for skills to provide a foundation for AY youth to engage profitably in the smart agriculture sector. Close to skills is the need for irrigation for crops, at 19.2 % and financing attributes to 18.5 % of respondents pointing to key factors that will support in promoting smart agriculture. Technology and transfer of the same to the areas of interest came in 4th with 14.5%. see figure 13.

Figure 13 Showing how to promote smart agriculture



The study showed that 59% of the respondents agreed that smart agriculture is a formidable sector for job creation and income generation with 41% saying that it is not. It is important that the 59% of AY who couch for this sector as a strong income generation activity are supported with skilling and appropriate finance to engage in the sector. Focused programming targeted at sensitization and mindset change will be able to bring in more youth who are part of the "no" block making 41% of the respondents. See figure 14 below.

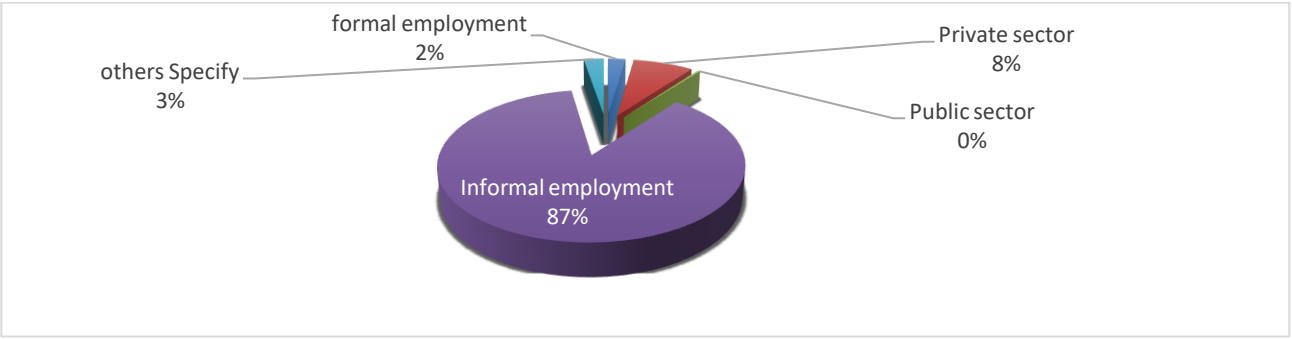
Figure 14 Can Smart Agriculture Be an Income Generating Activity For AY



4.2.7 Employment rates in the formal and informal sector

The study showed that only 2% of youth in the three Districts are employed in the formal sector, working in NGOs and other established organizations or businesses. The majority, constituting 87% are working in the informal sector, engaged in agriculture at 87% (Speaks to the school dropout rate and lack of ready skills to engage in more formal employment opportunities) and other sectors such as trade and commerce at 34%, vending at 16%, boda-boda riding at 26% and other artisan jobs at 12%. See fig.7 above. This underscores the need for interventions that will lift AY sustainably out of the informal **sector** in to the formal sector. The overwhelming number of youths in the informal sector (87% of respondents) affirms the need to provide them with appropriate and demand driven skills for them to thrive. See figure 15

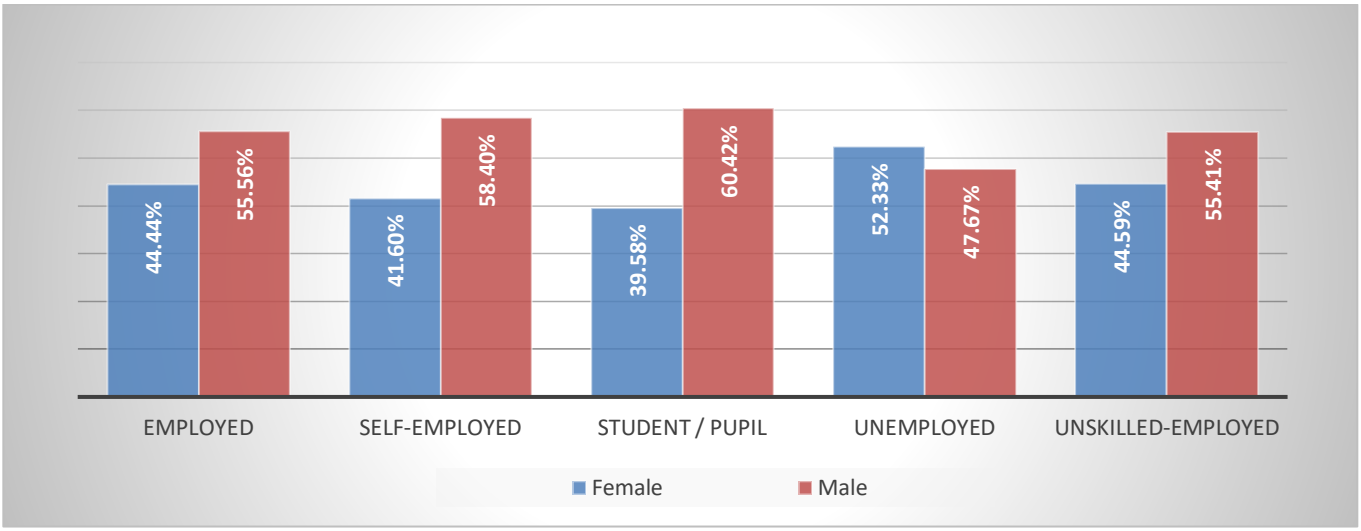
Figure 15 Distribution in the formal & informal sector



4.2.8 Employment ratio and trades between boys and girls

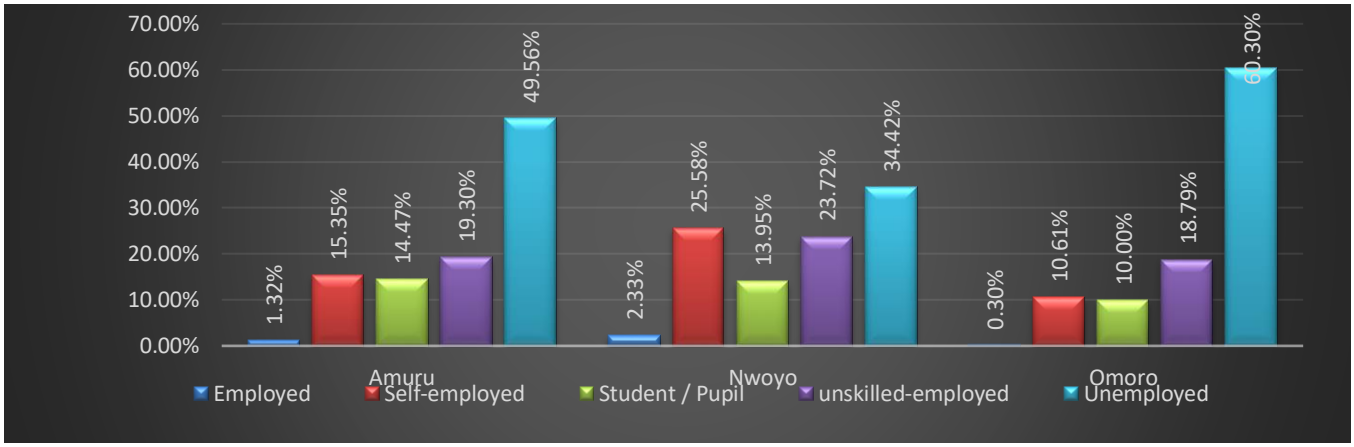
The employment ratio is 44.4% female to 55.6% male (mainly informal and private, and majorly in agriculture), unemployment is highest among female at 52.3% and male at 47.7%. Nevertheless, alongside agriculture, boys are also engaged in other labor-intensive work such as brick making, concrete laying, welding, carpentry and mechanics (for motorcycles), and boda-boda riding while girls are engaged in hair dressing, tailoring, catering and supporting with house work among others. There are a few girls involved in trades that are perceived to be for boys, such as painting and decoration, wiring, construction and driving. The study distribution of respondents reflected AY that were employed with skills, employed with no skills, self - employed, unemployed and students. Figure 16 below renders these findings in a graph.

Figure 16 Employment ratio between boys and girls



The study also showed that the numbers of AY that are unemployed was higher in the district of Omoro at 60%, followed by Amuru at 49.5% and Nwoya at 34%. The study further showed that the numbers of employed AY were very minimal with Nwoya district taking the lead at 2.3%, followed by Amuru at 1.3% and lastly Omoro having only 0.3% of the AY employed. See figure 17 below. This confirms the findings in disaggregating the respondents between rural and urban segments. It is apparent that the most rural district; Omoro, has the highest number of unemployed AY.

Figure 17 Employment Status by District



4.2.9 Causes of unemployment

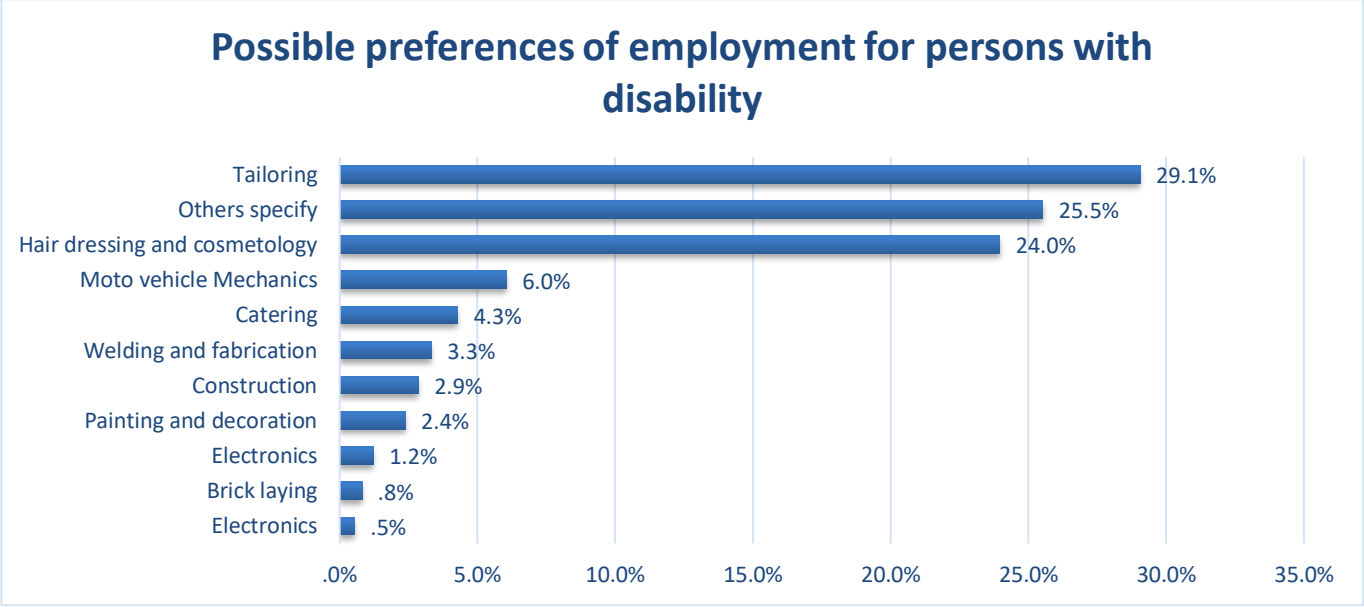
Through key informant interviews, several factors were established as contributory to the high unemployment rates among AY. These include

I. lack of job opportunities (no factories or service agencies)
II. low economic development in the assessed districts.
III. due to low purchasing power among members of the community.
IV. limited effective demand for services that would prompt AY to engage in viable business activities.
V. lack of adequate education and skills among the AY that renders them unresponsive to opportunities and thus unemployable.
VI. low moral values among the youth, many of whom engage in reckless lifestyles that involve drunkenness, violence, and drug abuse; a situation which is linked to their frustration at the state of the labour market, coupled with the insurgency that northern Uganda suffered.
VII. lack of capital. In their quest to be gainfully employed, rural AY typically sell their assets and inheritance (land) to move to urban centers in Lira, Gulu and Kampala, shunning agriculture and taking on jobs like boda-boda, taxi touting, low wage industrial labour and domestic labour. Many end up unsuccessful and unemployed causing a vicious cycle later in life

4.3 The Case for Persons with Disability

The assessment established that the preference of employment of AY with disability is highest with tailoring at 29.1%, Hair dressing and cosmetology with 24.0%, Others specify at 25.5% (representing mainly academic careers like secretariate, accounts and finance, teaching, politics and governance), Motor vehicle mechanics at 6.00%, Catering at 4.3%, Welding and fabrication at 3.3%, Construction at 2.9%, Painting and decoration at 2.4% and Electronics being the lowest at 0.5% . See figure 18 below. It is important to note that the most favored trades for PWDs are those that do need less mobility to be executed. It is also noteworthy that PWDs are open to other trades.

Figure 18 Preferences of employment by AY with disability



4.4 Trades/sectors with high potential for AY with disability

Except for AY with physical disability, who may be disenfranchised from the trades illustrated in table 7 below AY with other forms of disability (hearing, blindness or dumbness) can be engaged in almost all the trades, albeit with consideration to the nature of disability. Twenty nine percent (29%) of AY with disability indicated that they are comfortable with trades such as tailoring, whereas, some key informants indicated that handcraft skills (for making hand bags, sandals, wall hangings), knitting (sweaters, blankets, rags) and computer services such as (typing, printing and other secretarial services.) Being suitable for them. *See table 7* on below recommended marketable trades.

4.4.1 Trades with high employment potential for AY

Based on the findings, there was a mis-match between demand driven skills and preferences of the respondents in the three districts based on opportunities available to them. Agro-based trades were aligned with the opportunities obtaining in study areas with agriculture (general) and agro trading ranking high, and geoprocessing and green agriculture having a medium score. The other skills based on preference are good to engage in contingent on market size, employment absorption capacity, training, start-up costs and availability of training opportunities in the study districts.

Table 5 Employability potential by sector

	Trade	Ranking	Remarks
1	Agriculture – general	High	Based on market opportunity
2	Agriculture – trading	High	
3	Agro-processing (value addition)	Medium	
4	Green agriculture (nursery beds)	Medium	
5	Green agriculture (tree planting)	Low	
6	Trade in Agro inputs	Medium	High cost of entry remains a barrier for youth in this sub sector
7	Liquid soap making	Medium	Based on preference
8	Sanitary pad making	Low	
9	Water filtering/bottling / Water Kiosks	Medium	
10	Hair dressing	High	
11	Tailoring	High	
12	Catering	High	
13	Bakery & confectionery	Medium	
14	Brick laying	High	
15	Carpentry	High	
16	Electrical	Medium	
17	Plumbing	High	
18	Wielding & fabrication	Medium	
19	Bicycle repair	Medium	
20	Motorcycle repair	High	
21	Manure making	Low	
22	Painting & decorations	Low	
23	Handcrafting	Medium	
24	Knitting	Medium	
25	Computer services	Medium	

26	Waste Management and recycling	Medium	Picking up, especially dealing in scrap metals

With the foregoing information was deduced that economies in Omoro, Nwoya and Amuru Districts are largely reliant on subsistence agriculture, needless to note, agriculture presents the greatest potential for economic growth across the Acholi sub region. From the literature review, findings showed that there are other potential sectors like construction, manufacturing and hotel industry whose opportunities are in the high growth urban centers of Gulu, Lira, and Arua.[56]This majorly points to the fact that labour is mobile and therefore those with the required skills can connect to the where they are demanded. Further conclusions, indicate that the preferred trades by majority of AY, such as tailoring, hair dressing, mechanics, and carpentry can be considered as additional opportunities to complement the available attendant agricultural opportunities and improve income generation and livelihood among AY. The ranking of trades that emerged in the assessment are detailed in table 7 above.

4.5 WASH opportunities with AY

The study indicated that 60.28% of the respondent AY thought that WASH is an attractive business sector with more responses coming from the Omoro district at 65.45%, followed by Amuru at 60.53% and Nwoya at 52.09%. See summary table 8 below

Table 6 Attractiveness of WASH Business sector to AY

	Is Wash an attractive Business Sector for AY	
District	No	Yes
Amuru	39.47%	60.53%
Nwoya	47.91%	52.09%
Omoro	34.55%	65.45%
Grand Total	**39.72%**	**60.28%**

The study further showed that there are several income generating opportunities available to by the AY in the WASH sector. Selling healthy packed drinking water was highlighted as very critical and attributed 35.32%, making liquid soap at 24.97%, making rumps at 10.61% . 51.88% felt there are other opportunities (running a washing bay, water vending, making hand washing materials, cleaning services, cleaning and maintaining water wells and water harvesting areas, operating a public toilet, construction of bathing shelters in the community,
making face cloth masks, garbage collection and waste disposal, laundry services/ washing of clothes) with in WASH that may be income generating. See table 9 below

Table 7 Income generating opportunities in WASH

District	Making liquid soap	Selling packed drinking water	Making RUMPs	Others
Amuru	27.63%	31.58%	10.53%	50.44%
Nwoya	22.79%	38.14%	13.95%	53.02%
Omoro	24.55%	36.06%	8.48%	52.12%
Grand Total	24.97%	35.32%	10.61%	51.88%

[56] Drawn from key informant Interview with CREED.

4.6 Income/wages of AY

The study revealed that income/wages earned by AY in the market place varied depending on the nature and consistency of work/employment or livelihood activity that they are involved in. On average, AY in the formal sector earns approximately 100,000 UGX per month, AY in the informal sector did not earn more than 50,000 UGX per month, however, in exceptional cases, especially those dealing in produce may earn up to 1,000,000 UGX in a transaction, further analysis showed that AY with disability earn irregularly and in insignificant amounts. It is therefore evident that AY's in both the formal and informal sector have inadequate earnings for them to live dignified lives in the three districts. This was evident the low living standards registered by observation.

4.7 Education and employability among AY

4.7.1 Educational level among AY

The assessment revealed that majority of AY are school drop outs, most of whom have dropped out of school before reaching primary seven (7). This attributed to 81.5% of the total respondents which implies that their level of numeracy and literacy is very low, as such, they are not competitive at all in the labour market especially the formal employment where education scores high as a determinant for acquiring and sustaining employment. This situation was further aggravated by the COVID pandemic that saw increased school drop outs among youth. The dropout rate was found to be higher among girls where only 47.35% were in school compared to the boys at 52.65%. The major reason for school dropout among the girls was highlighted to be early marriage and pregnancies that interfered with their education journey. See table 8 and table 9 below:

Table 8 Education Levels of Respondents

Education Level	Frequency
A' level	1.55%
College	0.39%
Did not go to school	1.42%
O' level	14.62%
Primary	**81.50%**
Vocational	0.52%
Grand Total	**100.00%**

Table 9 Education level by Gender

Education Level	Female	Male
A' level	25.00%	75.00%
College	33.33%	66.67%
Did not go to school	54.55%	45.45%
O' level	41.59%	58.41%
Primary	48.73%	51.27%
Vocational	50.00%	50.00%
Grand Total	**47.35%**	**52.65%**

4.7.2 Education of AY with disability

Whereas the fraction of population of AY with disability is small (less than 5% across the three study Districts), the study established that majority of AY with disability are illiterate, and cannot read or write, as such they are often despised and discriminated against in the labour market. Even those found to be engaged in trades such as tailoring or hair dressing are not adequately skilled or equipped to run the enterprises in a viable way.

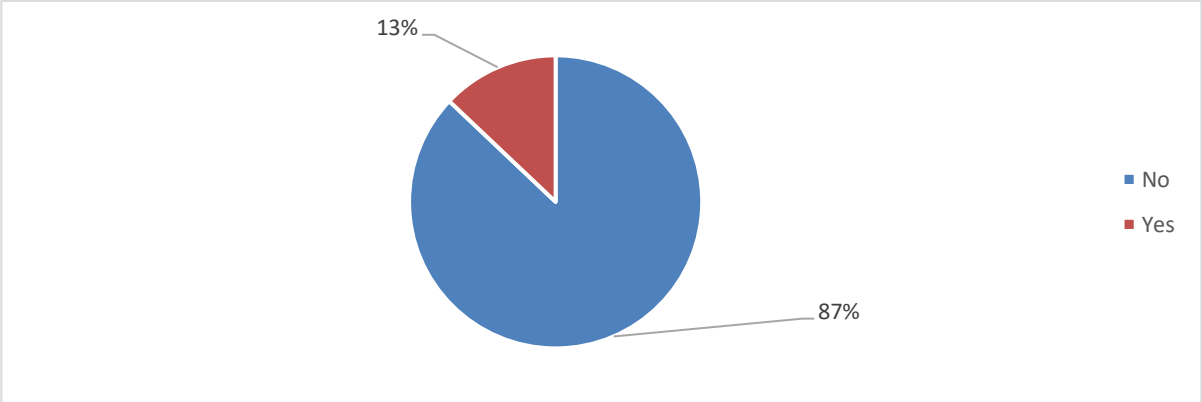
It is therefore important that interventions targeted at PWDs among AY such as skilling, mindset change and psychosocial support for them to be able to engage in the labour market in a more dignified and sustainable manner.

4.8 Skilling among AY

4.8.1 Vocational skilling , the current situation

The assessment could not quantify the level of soft skills (critical thinking, team building and communication) among the AY in the study Districts. However, from engagement with several key informants, it was found that whereas most of the youth are enthusiastic, there are considerable inadequacies in soft skills for then to engage labour market. The study also revealed in figure 19 below, that the level of vocational and business skills among AY was very low, with only 13% of those engaged in the study having qualifications from a TVET school (mainly in tailoring, metal fabrication, mechanics, carpentry and joinery). It was found that AY with disability are being supported through SC learning centers to acquire basic elementary education as a bridge leading to vocational or business studies. The low enrollment of AY in TVET schools is attributed to failure by majority of AY to afford both the tuition fees and materials required in the TVET programmes. However, majority (88%) of AY who participated in the study agreed that education and skilling is important in opening opportunities for sustainable employment and better livelihood, which is attributed to better income and socio-economic well-being.

Figure 19 Percentage of AY with Vocational Training

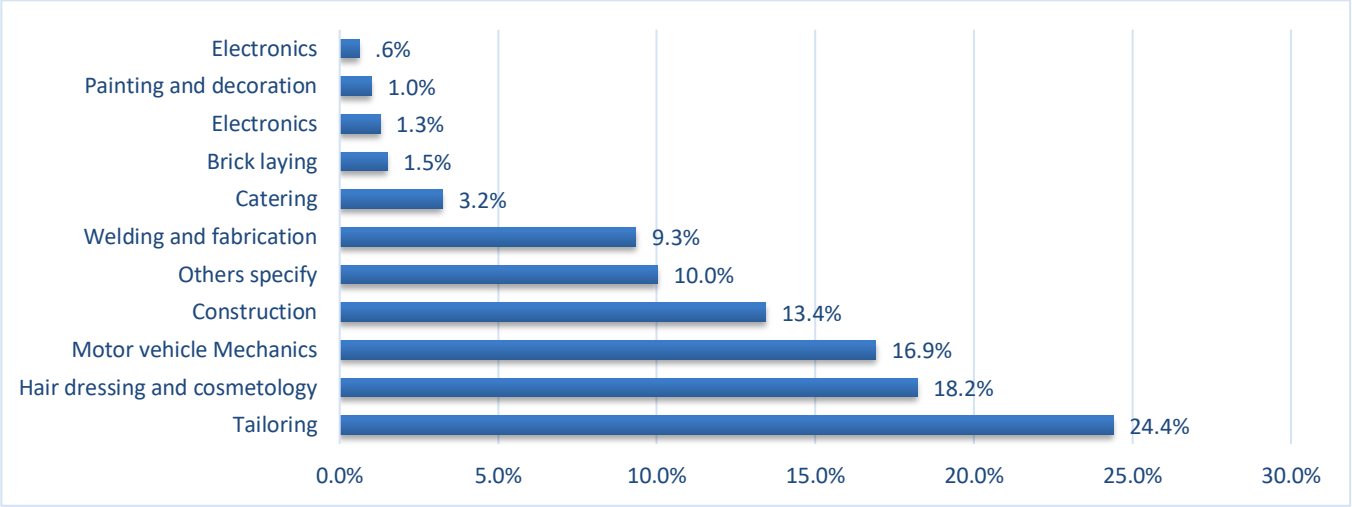


4.8.2 Preferred skills among AY

The study established that majority of AY, 24.4% prefer acquiring skills in tailoring, 18.2% in hair dressing, 16 (% in motor vehicle repairs and 13.4 % in construction etc, as shown in figure 19 below ,because they think these skills are marketable. While on the other hand, AY with disability prefer being skilled in hair dressing and tailoring, since these skills are accommodative to their impairment, and are skills that same have been exposed to by external actors.

Analysis of the preferred skills and market opportunity revealed that there is a demand to increase the income generating activities to complement the existing agriculture opportunities by acquiring the artisanry skills and also increase AY resilience against climate change shock by equipping them with the required and preferred skills in greening and smart agriculture to harness the available market opportunities.

Figure 20 Preferred skills among AY



The figure below gives further disaggregation of trades of preference by gender for **each** trade for those who said yes and those who said No for each trade. This gives SC a gender perspective for the preferences of trades for adolescent youth. The figure below gives information on where to engage male and female AY based on preferred trades.

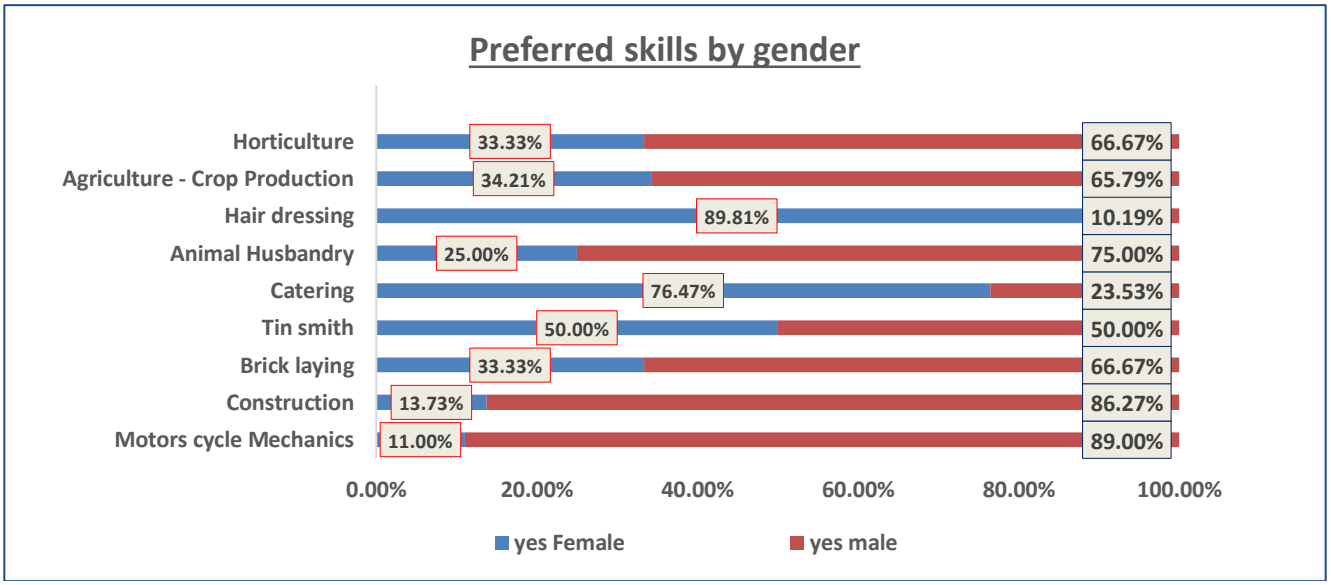


Figure 21 Preferred skills by gender

Below is figure 22 showing perception of AY of the trades with yes being positive and No being negative. Note that this too has been analyzed per trade. This figure indicates the need for investment in mindset change for a

trade to be better appreciated by youth, and to have may more of them getting involved in those trades where their perception is negative.

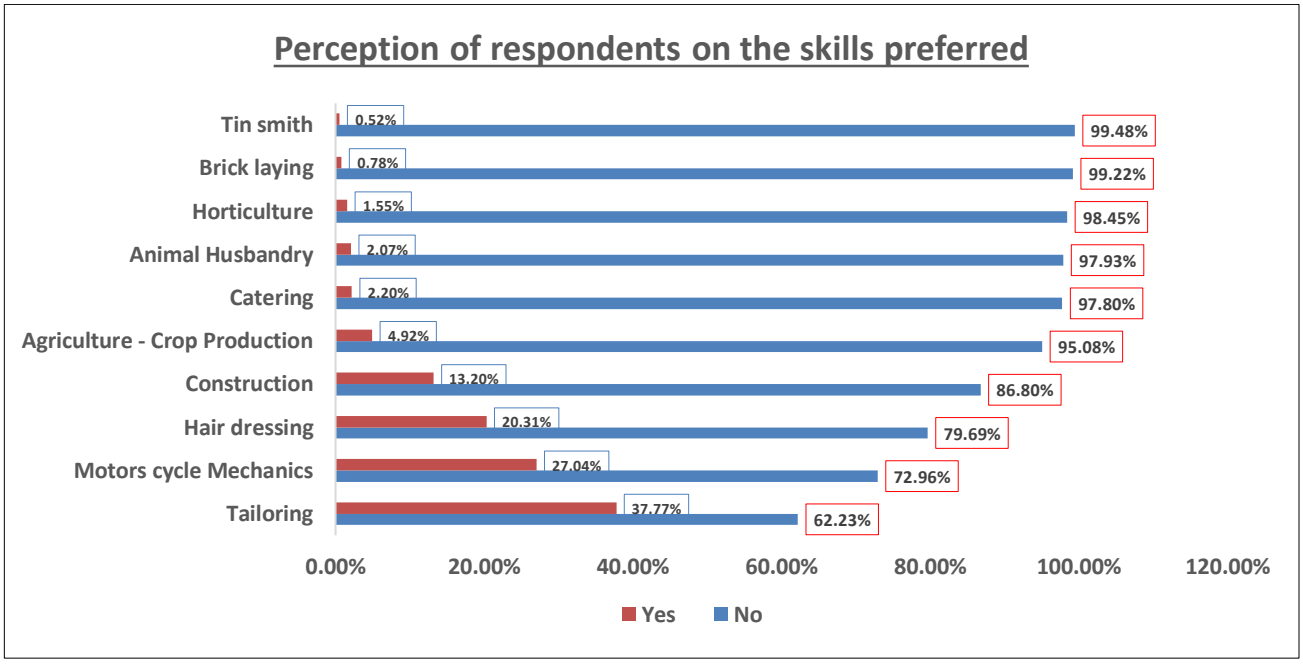


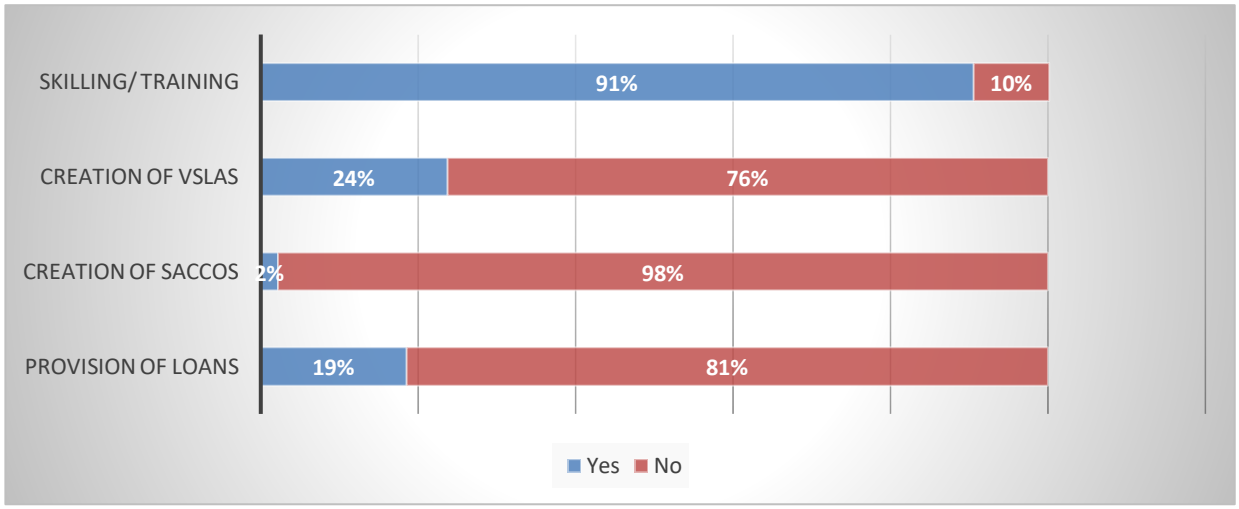
Figure 22 Perception of AY to Skills preferred. this information will aid targeted mindset change efforts for certain trades.

4.8.3 Skilling as a stimulator for employment among AY

The study revealed that 91% of the AY respondents believed that skilling can support them to harness the available employment opportunities in the market. 24% thought that creation of VSLAs would be a better vehicle in achieving employment, 19% preferred being empowered through accessing loans and only 2% believed in the creation of SACCOs. See figure 22 below.

Skills requirement for identified marketable trades; An analysis of available skills among AY, indicated that they do not have the sufficient skills for either the market opportunity trades or for trades based on their own preference. In addition, those with some vocational skills, lack the required entrepreneurship, soft skills and financial literacy needed to startup and sustain enterprises profitably.

Figure 23 Perception of respondents of how AY can be Supported



4.8.4 TVET service providers and on-job training workshops

The assessment established that there are TVET training service providers, operating as public entities (funded buy GoU) or operating as private entities, run by individuals or NGOs in partnership with the community. Table 10 below presents TVET service providers in Omoro, Nwoya and Amuru districts that interfaced with the assessment team.

Table 10 TVET training service providers across the three Districts

District	Name of TVET service providers	Training Programmes Offered	Status
Nwoya	Nwoya community vocational training	Tailoring, hair dressing and mechanics	Private/community funded by UNDP
	Anaka Vocational Institute	Wielding, carpentry, elementary plumbing	
	Alaka Vocational school	Driving, tailoring, hair dressing	
	Yet (swing with me)	Training women in tractor driving	Private
Amuru	Atiak Technical school	Tailoring, Catering, Mechanics, Construction, Brick laying	Public (GoU funded)
	Sacred heart little sisters vocational training school	Only for girls in knitting, tailoring and catering	Private
	Hope vocational training school	Tailoring	Private
	Pabbo new life skill training center	Mechanical, Building, plumbing, electrical	Private

Analysis of the courses/programmes offered showed that majority of TVET service providers were offering Tailoring (24.2%), Mechanics (20.7%), catering and Brick laying similarly (10.3%) and Construction and Welding (6.9%). See figure 23 below.

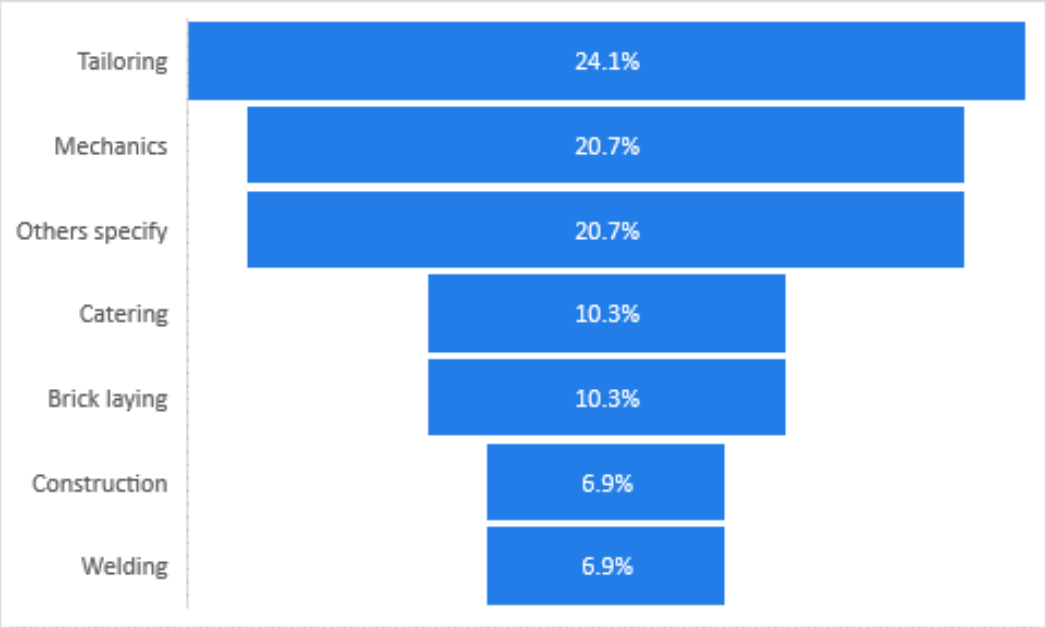


Figure 24 Distribution of courses offered by TVET service providers

4.8.5 Affirmative action for AY with disability in accessing TVET services

In our interrogation with TVET service providers, the study revealed that 78% of TVET service providers have special programs for PWDs. There are also TVET project-oriented training programmes that target PWDs, such as the ZOA skilling project in Omoro and Sight savers project in Nwoya. Additionally, there were also some specific affirmative interventions that they could point out. The detail for this is rendered in table 11 below.

Table 11 Considerations for PWDs in TVET training institutions

District	Highlighted Considerations for PWDs from TVETs involved in the assessment
Amuru	The classrooms have ramps and thus can accommodate the PWDs Class doors are wide enough making it very accessible for persons with Wheelchairs.
	Sitting arrangements in class are made in consideration of PWDs needs The PWDs are mixed with the rest of the learners for inclusivity Less strenuous courses are prioritized for PWDs Children of persons with disability are taken for learning under full bursaries
Nwoya	One student with mental disability has excelled in making beads and now has capacity to pass on the same skill to others.
	Sufficient time is given to all PWDs to participate in learning.
	The teachers take some time while teaching them and don't rush.
	A sign language teacher is available for those who are partially deaf, completely deaf and those who cannot talk as well.

4.8.6 Alignment of TVET with job market

All TVET service providers indicated, that the programmes they offer are aligned to the job market and are aimed at empowering their graduates. As such, they are enabled to tap into the labour market across the entire Acholi sub region in the construction, transport, education and hotel sector, implying that there is high demand for fabricators, brick layers and plumbers in the construction sector, mechanics services for bicycle and motorcycle repair for the growing transport sector in the urban centers. The TVETs further indicated that the education sector has growing demand for uniforms and other school wear, which implies demand for tailors and fashion designers to respond to the growing need. The hotel and entertainment industry across the region has high demand for skills in catering, hair dressing and decoration.

4.9 Factors hindering market driven skills

The TVET providers engaged in the assessment fell short in providing agri-business and associated value chain training programmes. In addition, the existing TVETs fell short in providing business development services and financial literacy skills to youth already engaged in their informal businesses. It was also noted that majority of the TVET service providers are not fully equipped to offer comprehensive training programmes in contrast to TVET service providers located in neighboring Districts such as; Gulu, Lira and Oyam.

Two (2) critical factors were identified to be working against access to TVET services across the three Districts:-

I. Affordability of TVET training programmes; majority of youth cannot afford these programmes on their own due to low incomes at family level.
II. Mindset, the majority of youth are impatient with the available opportunities and have preferred opportunities which they feel are more dignified and yield higher returns. This underscores the presence of the 'get rich quick mindset' which influences the way in which AY search for work opportunities. As such, some youth engage in illicit and delinquent activities such as gambling, theft, and substance abuse in their quest for quick gains.
III. The perennial unemployment situation; youth who have attained training have had a typical challenge of finding opportunities in the environs of the assessed districts and beyond. This has made some youth apprehensive about TVET training programmes, thinking of them as a waste of time.

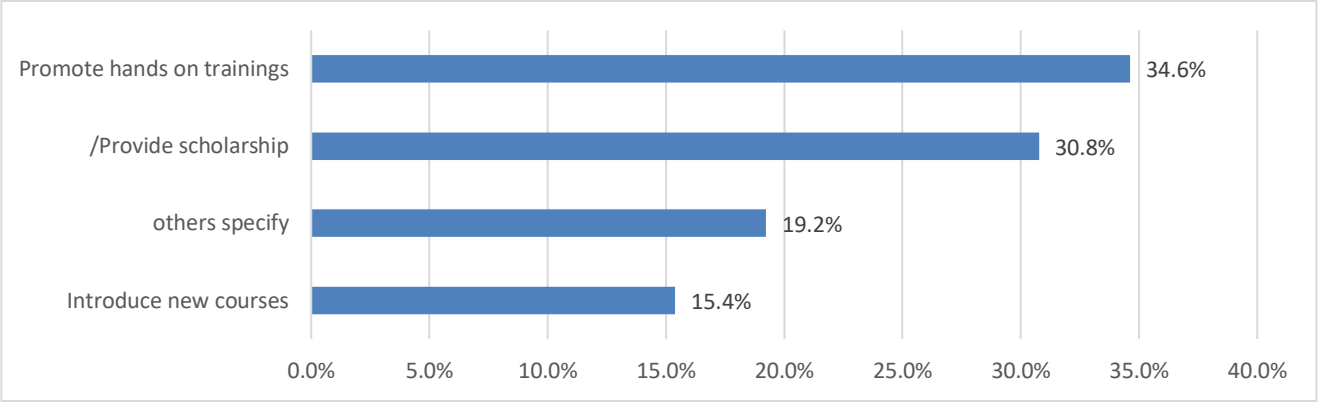
4.9.1 Incentives to strengthen the TVET training service providers

Based on the profiling and analysis of TVET service providers in the assessed districts, the following incentives or resource were identified to be given priority so as to strengthen their services to the AY

I. Promote hands on trainings (34%); do more advocacy for skilling
II. Provide scholarships (30.8%); through partnerships and linkages by both development organizations and government
III. Introduce new demand driven courses (15.4%); invest in research and development

See Figure 25 below.

Figure 25 Resources/incentives to strengthen TVET services



Besides the foregoing, there was expressed need by the youth to Introduce soft skilling as part of the TVET curricula, as well as entrepreneurial training with the intention of creating more job makers other than job seekers who compete for few local opportunities after the trainings. Based on the foregoing, the assessment deduced a need for the following:-

a) Curriculum development and improvement which will yield be supported by
   I. Strengthening existing programmes
   II. Introducing new marketable programmes, especially in agri-business and value addition,
   III. Designing bespoke training programmes for youth and especially AY with disability,
   IV. Integrating business development and financial literacy in all programmes, including specific entrepreneurship programmes for youth already engaged in the informal sector.
   V. Introduction of soft skills to counter psycho-social and cultural challenges faced by youth in resource constrained locations.
   VI. Providing for start kits for graduating youth to kickstart them in their trades.
b) TVET institutional capacity building:
   I. staff enhancement
   II. re-tooling with teaching materials and equipment.
   III. Accreditation with the Directorate of Industry Training.

c) Increase enrolment of AY by addressing the financial and social-cultural barriers. This may be done through
   I. Provision of bursaries,
   II. Partnership with Like-minded stakeholders like Government, NGOs, and faith-based institutions which have interest in the wellbeing of Adolescent youth in the assessed districts.

4.10 Linkages (Trained AY to Employers)

4.10.1 Existing platforms/mechanisms

There were no known platforms/mechanisms across the three Districts that link trained youth to employers, it was found that the most common means of information flow regarding opportunities for youth is through the local government structures, that are often used to rely information about jobs or opportunities or programmes across the districts assessed. However, the study found that the most common platform that

congregates youth on business or development matters is the **village savings and loans association (**VSLA). The youth indicated that the VSLA can be used to anchor several other interventions like those targeted at reducing domestic violence, financial literacy trainings, etc. and as such, it is a platform that can be explored by SC in any subsequent labour market intervention targeting AY.

On the other hand, it was established that most of the needs of PWDs across the northern region are being fronted through the Northern Uganda Disabilities Union, which is the regional apex body representing PWDs. Other stakeholders supporting PWDs to be linked to the labour market are BRAC and CEFORD in Nwoya District. The study indicated some existing linkages and platforms as seen from verbatim submissions from select TVET service providers in Table 12 below.

Table 12 Existing Platforms and mechanisms to facilitate linkage between employers and trained youth

District	What linkages and platforms - Opportunities for TVET students
Amuru	We do that in two ways, when they are finishing training, we pick one according to the course and assign them the possible intern places where you can learn and may be retained when they do well We also book various work places where they can get full training on their courses after finishing and if they do not do or practice well, we talk to their parents to enroll them for 1 more recess term
	We have two programs, the formal programs we prepare them for further studies to the universities for courses like Architecture and all engineering courses, and the non-formal they take either 4, 6 or 9months depending on the choice of the youths. we train them and thereafter some of the NGOs we collaborate with give them start up tools in order for them to earn a living. we supervise these youths so as to find their success stories and where they might have failed to achieve their targets
Nwoya	Referrals are made by the training center to the relevant employers. Also a data base of trained youth is available at the center for employers to pick candidates from
	we have organizations that come and pick students who have finished school right from our campus. Our director has also created a connection with different motor vehicle companies that request for our students to join for internship. Adding on our director being a journalist at Mega FM helps in bridging the gap between our graduates and the job market in the wider north.
Omoro	We keep a data base of our best students for referrals. E.g., 2 drivers were picked from the institute for employment from the last intake. We also follow up on those that have completed training to see where they are and what they are doing.

5 Opportunities in WASH and Green Sectors

5.1 Climate Smart Agriculture

Climate change has affected agriculture in the region, the unpredictable weather patterns has caused long periods of draught including excessive rains leading to flooding, this has resulted in destruction of crops, poor yields, low production etc. In addition, the practice of tree burning for charcoal that is rampant in the region has affected

the climatic patterns. As a mitigation measure, some youths are engaged in smart agriculture through planting trees near water catchment areas. The assessment established that a minor fraction of youth is engaged in smart agricultural activities like nursery beds to grow vegetables, and greens. Majority of AY practicing smart agriculture are women/girls, there was no evidence that AY with disability are involved in smart agriculture, however, it was established that this could be a suitable trade some of them depending on the disability affecting them

The assessment found that an initiative towards promoting smart agriculture exists in Nwoya District, the ***Nwoya Go Green*** initiative that aims to sensitize the community about the dangers of cutting down of trees, and encouraging them to use smart stoves instead of locally made stoves. The campaign involves sensitizing farmers on water conservation, energy conservation and resilient tree planning. In Omoro District, the smart agricultural initiative being implemented is promoting micro irrigation among farmers groups.

Skills requirement for Green and WASH sectors; analysis of the skills requirement in the green sectors showed that majority of youth who engage in agriculture think it does not require knowledge and skills to do good farming, this explains the poor agricultural practices among AY and thus the low yields from their farming activities. It is clear that the youth do not have skills to engage in modern agricultural practice.

5.2 Potential for WASH (focus on sanitary hygiene)

The study established that 7/10 girls across the three Districts cannot afford UGX 2,500/= to purchase a pack of sanitary towels and therefore resort to using unsafe materials which negatively impacts their sanitary hygiene. It was also found that the sanitary towels are not easily accessible in the local shops, except on market days, which happen once a week. Given these circumstances; of scarcity and lack of affordability, majority of girls make their own alternatives using available cloth materials.

The assessment further sought to establish the viability of sanitary making as an enterprise for girls/women as an income generating activity (IGA), however, whereas, there is a clear social need to meet the menstrual hygiene demand among girls/women, the majority of key informants who were asked the question whether sanitary making could be income generating were not sure whether, sanitary making could make business sense since most youth/especially girls cannot afford the ones on the market. The assessment found that efforts are underway by actors such as CARITAS, a non-governmental organization in Omoro District to provide vocational skills training to girls/women on making re-usable menstrual pads (RUMPs). Whether this can be engaged as a business or income generating activity should be interrogated further since there is expressed demand for the rumps.

It was also discovered, that the AY in their current state do not have requisite skills to invest in WASH related income generating activities (either sanitary towel, water bottling, soap making, etc.). This was corroborated by majority of youth who indicated that they need support through vocational and business training to engage in agri-business or WASH related IGAs.

The assessment further interrogated the potential for income generating activities (IGAs) in the WASH sector, several key informants revealed that purification and bottling of water is a potential business that could be pursued by AY, since there is demand for clean drinking water especially in the trading centers rather than the current use of water packed in "kaveera". Other considerations of IGAs were manure making, liquid soap making and running a drug shop(s) to cater for the day-to-day medical needs of the population among others.

Other areas of WASH identified through the focus group discussions were plastic recycling and waste disposal which once well managed can be a support of greening and pollution management which affects climate change

and makes human settlements inclusive, safe, resilient and sustainable. This was however considered as not a good business idea or venture by the AY since many viewed it as representation of failure in life and with no opportunity of making money. This is an area that can be considered as a social business venture with more emphasis placed on impact and sourcing for partners that are willing and ready to invest in this direction.

Opportunities within renewable energy and more specifically with use of solar and improved cooking stoves were also sighted as potential businesses and a means of safeguarding the environment. Most of the homes were using fire wood for cooking and several AYs found under smoke in their process of cooking. Whereas this area was looked at as a business opportunity, many AYs felt that it required both skills and a lot of capital to start them. SCI could consider training AY with skills in making cooking stoves and also provide financial support for starting these businesses. The social business model is still recommended if this area is to pick up but also turnout to be a viable business.

6 Overarching issues identified in the assessment

6.1 Loose labour market economy

There are far less employment/livelihood opportunities for the entire working population across the three (3) Districts, due to the narrow economic base, this is compounded by the high poverty levels that dampens the viability of enterprise development. The districts are essentially rural, with limited or dotted urban areas, as such, the prospects of several marketable trades that are attractive to youth are constricted.

6.2 Mismatch between skills and jobs

From the study, it is clear that the available education and training for AY is largely misaligned to the skills demanded in the labour market. The local economy does not create jobs that correspond to the skills available of individuals. Majority of AY who participated in the assessment are of low education level (P.7 graduates and below), another 87% of them lack any vocational or business skills to support themselves in livelihood and business activities. As such, they lack the entrepreneurship spirit, which is critical for any successful labour market. It is evident from the findings that the preferred trades among AY is not commensurate with the available market opportunities.

6.3 Socio- economic disruptions caused by COVID 19

The COVID pandemic caused a lot of socio-economic disruptions across the districts like it happened to other regions of Uganda, unemployment and economic activity declined across all productive sectors leading to social ills, many girls/women in the three Districts suffered early pregnancy resulting in child mothers. However, it was noted that one of the positive outcomes of COVID was the return of most youth into farming, though the subsequent challenge was then market for their produce.

There is need to have the AY plugged in with value chain actors who offer fair prices for produce and support on other aspects of Good agricultural practices. The local SACCOs, VSLAs, Cooperatives, and faith-based institutions are a good portal through which AY can be organized and supported.

6.4 Paradox of AY with disability in the labour market

One of the outcomes of the POWER 4 AY project is to improve the livelihood of AY with disability, however, the reality is that majority of AY with disability are illiterate. Almost all of them, who participated in the study are highly stigmatized, and not confident enough to engage in enterprise development. Efforts by SC to support them with numeracy and literacy skills needs to be coupled with purposive interventions that will support them and sustainably place them in the labour market with demand driven skills and trades. It is then that the Numeracy and literacy

programme afforded to them by SC will be truly impactful. There is need for a bespoke training for AY with disability that blends vocational, entrepreneurship, lifestyle, and empowerment skills as well as psycho-social support.

6.5 Gender lens

Whereas, boys and men are traditionally and customarily regarded as the heads of households and as such providers for their families in Luo culture, the emerging trend is that girls and women getting more in the labour market, most of them endeavor to participate or engage in different forms of business and entrepreneurial activities to improve family well-being. As such, the need for POWER 4AY focus on girls and women is critical in driving transformative socio-economic development in the study Districts and by extension, the entire Acholi sub region.

6.6 Limited TVET training services

It was found that 24.1% of TVET training service providers offer training courses in tailoring and other traditional vocational programmes such as Mechanics and Hair Dressing, there was no evidence of agri-business courses, in addition, the available courses are not integrated with business development and or financial literacy, elements which are critical for success in the labour market. The TVET training entities have inadequacies in terms of the required staff compliment, equipment, and training materials to effectively deliver their trainings to AY.

It is therefore important for SC and other concerned stakeholders to work hand-in-glove with these institutions, to support them so that their offerings are more attuned to the needs of the AY which will enable seamless engagement in the local labour markets. Such an undertaking needs to be well thought out and included in the project activities in order to achieve the intended outcomes.

6.7 Viability of Sanitary pad making as an enterprise

WASH is a major component of the POWER 4 AY project. The menstrual hygiene component is a key enterprise development area. the viability of sanitary pad making as an enterprise is in doubt. It Is important that the principles of impact driven Social Business / Enterprise are engaged. As such, SC will need to work with such enterprises to be able to provide training and job opportunities for AY in their locations, and also support the general improvement of Menstrual hygiene among AY in the three districts. This will counter the sentiment among Majority of AY who had reservations on whether rump making could make business sense, due to very low purchasing power among AY across the three Districts.

7 Recommendations to SC

7.1 Top marketable trades for AY

Based on the findings and analysis of labour market trends in the assessed Districts, table 18 below presents the recommended top marketable trades for younger AY15 – 17 years, older 18-24 years, including those with disability:

Table 13 Top recommended Marketable Trades

Sector/Trades	Specifics	Remarks
Agriculture - general	Smart agriculture and greening Training and supporting AY to adopt good agriculture practices (GAP) to boost production in	-Suitable for both younger and older AY, including those with disability to understand and practice the foundational principles of modern agriculture, and achieve better yields.

	whatever crops they are involved in. Investment opportunities in smart agriculture	-This needs to be purposively coupled with linkages to fair markets for the youth involved.
Agriculture / value addition	Agri- business and Agro-processing of most profitable crops such as soya beans, maize and rice	Suitable for older AY since value addition is more sophisticated and capital intensive. Access to Entrepreneurial skilling and access to finance, as well as linkage to markets needs to be integrated to this intervention
Smart agriculture/Horticulture	Vegetable growing using nursery beds or home-made solutions with emphasis on varieties such as Boo, Malakwany, Tomatoes, and Cabbages that are marketable within and outside the community, and have a short farm cycle.	Suitable for girls/women in both age categories (younger & older AY) since this trade can be combined with domestic chores. In cases where land and water are readily available, this can be done at scale with the involvement of more youth per farm.
Agriculture / trading	Buying and selling of assorted produce in bulk and seeking large markets within the region and beyond	Suitable for older and more exposed AY, since it is more capital intensive and highly commercial. The youth involved in this need to be supported with dis-intermediating the value chains so as to gain more for their produce. Cooperatives and VSLA structures can be used to boost participation of you in this sector to support collective marketing of produce.
Agriculture / services	Training and supporting AY to provide various agricultural related services such as oxen hire for ploughing, agro-input implements, and micro – irrigation.	Suitable for older AY, since it is more technical in nature, younger AY and those with disability who may not have physical impairment can be engaged in oxen hire. It will be effective for SC to work with the private sector and social enterprise space to supply pico irrigation kits, ploughs, and other implements that AY can acquire to engage in this sub-sector well.
Agriculture / poultry	Training and supporting AY in good poultry farming practices, with a focus on rearing local chicken, which is marketable in the region.	Suitable for all categories of AY, including those with disability.
Traditional vocational trades	Carpentry Brick laying Electrical, radio and phone repairs Catering Tailoring Plumbing	Whereas, the economies in the study Districts are narrow. The potential for these trades is viewed in the wider context of the Acholi sub region that is burgeoning in key sectors such as Construction, Hotel, Manufacturing and Trade Services. These trades are suitable for all categories of AY, consideration should be made to identify those

	Wielding & fabrication	suitable for AY with disability depending on the nature of impairment. It is recommended that AY should be supported with skills and startup funding to establish related enterprises with an eye on the market across the entire Northern region.
	Mechanical (motor vehicle, motorcycle and bicycle repair)	
	Computer skills	
	Handcrafting	Suitable for girls/women and AY with disability
	Knitting	Suitable for girls/women and AY with disability
WASH	Water bottling and distilling	Suitable for girls/women and AY with disability This area will need support with product development and packaging for effective product differentiation with what is available on the market.
	Sanitary pad making	SC will need to engage social enterprises active in this space to work with youth. Product development and market testing of reusable sanitary towels will be a key component in order to get it right with this trade / Product. This can also be pursued as a not for profit social/community project since menstrual hygiene is of critical concern.
	Soap Making	This can also be pursued as a for profit social/community project Covid 19 has heightened the need for washing hands and increased demand for soap
Entrepreneurship Skills	Soft skills in; Business Development Financial Literacy Leadership and governance Financial Management Marketing and Distribution ICT and business digitization	Entrepreneurship training and technical assistance in business start-up needs to be designed and implemented to direct more AY towards self-employment This is also aimed at safeguarding jobs that could be created through this project.
Green Jobs	Manufacture of Improved Cookstoves out of Clay Making of Organic Fertilizer Marking of Biochar and Wood briquettes	This is very prominent in Anaka where there are some youths involved on all the listed activities. The swamps existing in the study districts can be used as sources of clay for making improved cookstoves. Organic agriculture making and sales serves to reinforce the idea of organic certification of crops in order to fetch better prices from private sector actors that may benefit from such a sericitization. The making, marketing and adaptation of bio-char briquets is key in protecting forest cover in the districts of interest where biomass is they key source of fuel for cooking among families.

7.2 Building synergy

SC is encouraged to build synergy with other actors who share similar aspirations in improving the livelihood of AY, including those with disability:

- Working with NGOs and Community based organisations such as World Vision, Action Aid, BRAC and CEFORD that are supporting related services to AY in the same communities with SC. Aligning interventions with them will reduce on cost, and improve impact of the interventions.
- Collaborate with TVET service providers as articulated in table 12 to provide training services in the selected top marketable trades, including supporting them to improve on delivery of their training programmes, such as curriculum development for bespoke training courses, staff capacity enhancement, and retooling.
- Scoping Cooperatives and Village Savings and Loans Associations (VSLA) network with a view of integrating labour market interventions in their operations. VSLAs and Cooperatives are good portals for mobilisation, supporting, monitoring, intended AY beneficiaries that SC is targeting in the three districts.
- Working with the identified value chain actors, as indicated in table 17 to strengthen the involvement of AY in the agricultural value chain. A strong market linkage drive may be needed by SC for AY to be able to gain meaningful livelihoods from the proposed trades. Currently, strong intermediation of value chains and trades works to disadvantage the Bottom of Pyramid AY in the assessed districts.

Leveraging the work of all actors along the continuum will support rounded development of youth and support them to join the labour market in a more seamless manner. Below is a lay out of these actors ranging from immediate family to Main private sector and Development partners, whose programmes hinge on ground work done by other actors.

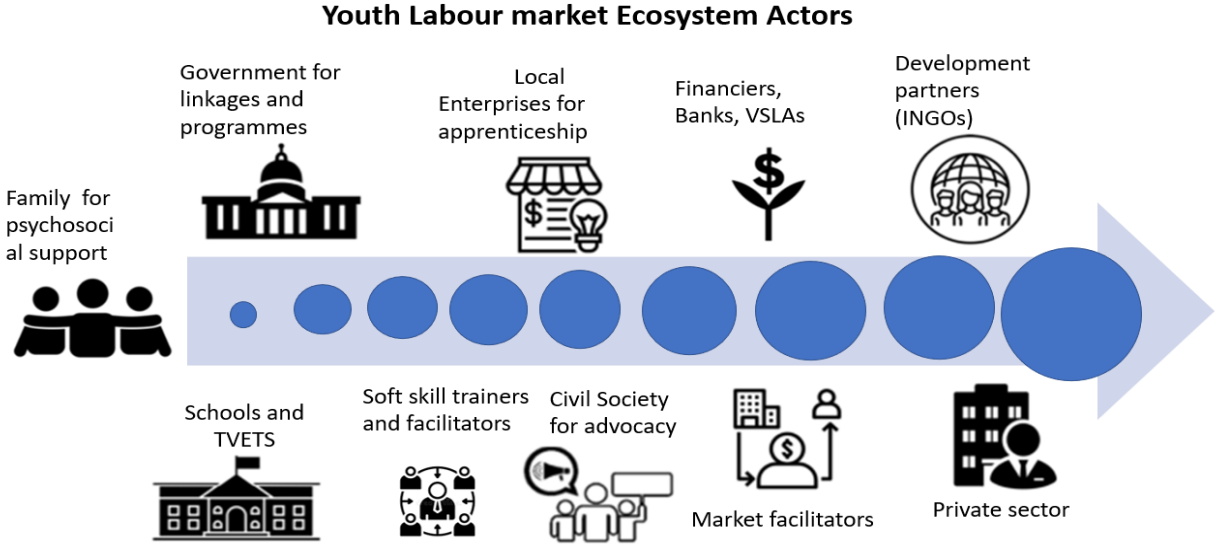


Figure 26 Iillustration of actors who can be leveraged to aid development of AY in to the labour market.

7.3 Enterprise Development and Business accelerator programming

There is a certain need for Enterprise development, or mobile business accelerator programmes for AY to be put in place to prepare skilled AY for entrepreneurship. This should vary based on level of sophistication, need, market

opportunities and trades they are pursuing. The accelerator programmes should furnish AYs with business development skills, including financial literacy for them to make business sense of whatever trades they are pursuing. It will help SC provide them with entrepreneurial perspective to their chosen paths. While doing this, SC will certainly be in position to identify the most entrepreneurial among the youth. Those that can effectively create ran and lead a business. It will be helpful to intentionally empower such youth, and using them as mentors for those who need a relevant example to follow. This is important because job creation by AY will play a key role in improving the fortunes of AY who are in an environment where available opportunities are few and far in-between.

7.4 A case for Social Business / Social Enterprise

SC is encouraged to adopt innovative programming in its labour market interventions across the three Districts through using a Social Business / Social Enterprise approach that may be appropriate for the trades and skills available. This approach ensures collective engagement, ownership, and sustainability of enterprises created out of the trades targeted at AY. It provides a long-term perspective of the interventions proposed in these assessments, making a strong case for the sustained benefit for AY long after the project's closure, and thus giving each charity dollar greater impact and a longer life. Social enterprise models can be used in the manufacture sales and distribution of improved cookstoves, re-usable sanitary towels / rumps, planting of wood lots in cases where land is available and there is an off taker to pay for social and or environmental impact. Examples of social enterprise in Uganda include; spouts of water[57], Impact Water[58] AFRI pads[59] and Green Bio Energy[60]

7.5 A case for Organic farming and fair-trade certifications

We note that a number of crops produced locally and at the disposal of the Adolescent youth is and remains traditional. It could be of interest for SC to choose certain value chains and promote them among youth for organic certification, as well as fair trade certification. This way, they will be able to access better paying markets through linkages with private sector actors who make field procurement of produce from the districts of the Power Project. As mentioned in section 8.2, it will be important to intentionally build synergies and relationships with such actors.

Fair trade and organic certifications beg for better post-harvest practices among farmers to curb the challenge of contamination of produce. Collective storage and marketing can also be explored for AY farmers in the districts of interest. There are beneficial in themselves and also set a good foundation for quality produce for fair trade and organic certification

8 Conclusion

The Labour market assessment study in Omoro, Nwoya and Amuru Districts established that Agriculture presents the best market opportunity for employment and livelihood in the long-term, since agriculture is the bedrock of the economy in Acholi sub region.

The assessment also established that the marketable trades among AY included tailoring, repair mechanics, catering, bricklaying, and wielding, and the marketable trades among AY with disability being tailoring and hair dressing. These and other trades are important because they provide an avenue for supplementary income for youth involved in agriculture. This is premised on the fact that persons involved in agriculture do not spend the whole day in the gardens. The choice of the aforementioned trades and skills was based on the general perception among the youth that they are profitable. They can be considered for AY to be able to engage

[57] https://spouts.org/
[58] http://www.impactwater.co/uganda
[59] https://www.afripads.com/
[60] https://greenbioenergy.org/

gainfully in the context of the entire Northern region which is experiencing fast growth in construction, business and trade services.

The assessment established that the prospects for sanitary making as an enterprise is dim, and that it can be pursued as an impact driven social business with little expectation of financial returns. As such it is important to engage impact driven social enterprises that are engaged in production and distribution of reusable female sanitary towels to work with AY who express interest in this sector. These include AFRI pad Ltd, Makapads, Ecopads Limited and many others.

The potential for climate-smart agriculture was examined. The study concludes that its viability is more inclined towards horticulture, through nursery bed works, however, it is recommended that climate-smart agricultural initiatives and practices can be integrated as part of good agricultural practices for mainstream agriculture. Horticulture is recommended for AY due to the short cycles involved and the high value of produce gained by the farmers. Koc-goma was found to be most suitable for horticulture among the counties examined. The crops identified for horticulture include tomatoes, Onions, Peppers, Greens, eggplants and garden eggs,

The assessment concluded that the available TVET service providers are not well empowered to offer comprehensive vocational and business training programs, several recommendations have been presented in this regard, including the design of enterprise development and business accelerator programmes for AY. This will ensure that vocational training is complimented with business development, entrepreneurial and financial literacy skills.

The use of innovative programming, using social business models in designing and implementing labour market interventions for AY in the three Districts is recommended for such trades or sectors that have been deemed commercially unsustainable by the respondents.

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Appendix

Appendix 1 Participants list

Table 14 List of participants in the Study

Name	Title	Organization
Evelyn Okello	Area Programme Coordinator	World Vision
Okot Samuel Obonyo	Asst. District Health Officer	Nwoya District
Oloya Albert	District Water Officer	Nwoya District
Oryema Phillip	Senior Education Officer	Nwoya/Anaka Sub County
Oola Maxwel	Agricultural Officer	Nwoya/ Koch Goma Sub County
Akol Annet Francisca	Community Development Officer	Nwoya District
Okello Dennis	Asst. District Health Officer	Amuru District/ Pabbo Sub County
Ocan Christopher	District Inspector of Schools	Amuru District/ Pabbo Sub County
Otim Moses	Senior Agricultural Officer	Omoro District
	District Community Officer	Omoro District
Akol Lucy	Social Worker	Action Aid Uganda
Abalo Dorothy	Community Development Officer	Nwoya District/Anaka Sub County
Ajok Prossy Peko	General Groceries	Nwoya/Anaka Sub County
Lawino Paska	Tailoring Shop	Nwoya/Koch Goma Sub County
Luke Ofubbi,	Deputy Director, Community Empowerment Education (CEED),	Gulu
Odongo Leo	Team Leader, Delta Education Collective,	Nwoya

Appendix 2: Detailed Assessment Methodology

1. Assessment Design

Mixed research Methods were used in this assessment with a cross sectional approach as the data was collected in the months of May / June 2022. The assessment design enabled the research team to have a better understanding of the demand driven skills that are needed in the three study districts, especially those that have impact on improving the effects of climate change, are inclusive for persons with disability, and are able to support better access to Water Sanitation and hygiene services.

The assessment was undertaken by adapting the following methods:
Using the Exploratory and participatory approaches we anchored the assessment to key research questions on skills, employability and opportunities in the aforementioned sectors but with emphasis on the WASH and Green Sector.
The Mixed methods approach was employed to collect both quantitative and qualitative data in full compliance of the research protocols of Save the Children and other Generally accepted protocols like informed consent, Child protection, and others.
Non- experimental research design as also used to support detailed description of the circumstances obtaining the three districts regarding skills, jobs and employability of AY, including opportunities in the WASH and Green sectors. This data collected was analyzed to inform SC on how to sustainably improve their well-being. The information collected was instrumental in providing vivid descriptions and primary information on the Jobs and skills markets as well as the stakeholders who are central in driving the recommendations from this study.

Assessment Area:
Interviews were held in Omoro, Nwoya and Amuru Districts . These were pre-selected by SC due to the demonstrated need by AY to better be engaged in the labour market against a backdrop of discrimination and stigma for the disabled, market skill demand and supply asymmetry, and a general low availability of market driven skills among adolescent youth for them to access dignified and sustainable employment.

Study Population :
The study population was drawn from Youth aged between 15-25 and stratified in to two groups. These resided in the three districts of the assessment. The assessment gave prominence to youth the female gender and PWD youth due to their inequitable treatment occasioned on them by insurgency and cultural gender roles. We also engaged key informants in the focus districts as part of the study population.

2. Sampling

Sample size

The assessment sample size was drawn from The UBOS (2020) survey for the districts of Nwoya, Omoro, Amuru. The parishes and villages were purposively sampled to cover locations with high populations and characterize rural settings. The collective respondents engaged was determined using the formula below;

$$n = \frac{N}{1 + Ne^2}$$

Where:

n = Desired sample size

N = Population size.

e = Level of Significance for determining the margin of error. (We adopted the margin of error at 5%.)

Based on the UBOS 2020 Statistical abstract the population of the target districts adopted for the districts of the study amounted to 1,191 respondents are:-

Table 15 Sample frame based on Formula. N drawn from UBOS 2020 Survey

District	Population	Sample calculated as per the formula above[61]
Nwoya	236,000	393
Omoro	196,400	399
Amuru	216,800	399
All		**1,191**

Appendix 3 Sampling Methods used.

Stratified Random Sampling

Stratified Random Sampling was used to identify respondents from the different sub counties from the districts of interest. The total sample for each district was determined from population data for each sub county. To ensure optimal representation across the various strata of interest, the consultant used the quota sampling (non-Probability stratified sampling technique). This sampling strategy was used because of the need to interact with specific subgroups within the population, these included girls and PWDs. This technique was selected because it ensured the presence of these sub-group within the sample.

The consultant also used SCU beneficiary records to rally in PWDs and also to ease mobilization of non-beneficiary peers in the districts of interest.
Data points used in the filed included location, parish of residence, age, gender, education level, employment status and education status among others.

Table 16 Field Sample Matrix

District	Sub county	Parish	Parishes selected for the survey
Amuru	Attiak	PUPWONYA	2 Villages
		PARWACA	2 Villages
	PABBO	PARUBANGA	2 villages
		PALWONG	2 Villages
		LABALA	
NWOYO	ANAKA	TODORA	
		YWAYA	2 Villages
		LUYAM	
		PABALI	2 Villages
	OKOCHGOMA	AMAR	2 Villages
		KAL	
		COOROM	2 Villages
OMORO	ODEK	PALARO	2 Villages
		BINYA	2 Villages
		LUKWOR	
		LAMOLA	
	LALOGI	GEM	2 villages

[61] Note that these numbers have been rounded off to the nearest 10s as there are no fractions of people.

		JAKA	
		IDOBO	2 Villages
		LAMINONAMI	

Purposive Sampling

Purposive sampling was employed for Public and private sector Employment Agencies, local businesses Other NGOs, TVET institutions, Training Schools (formal or informal) that were found active in the locations of the assessment . Purposive Sampling was employed in order to assess different individual opinions in relation to the apparent patterns of the labour market in the three districts. In order to assess different individual opinions in relation to the commonly accepted patterns, Maximum Variation Purposive Sampling was be employed. We were able to obtain diverse insights into key aspects of the studies and as demonstrated in the findings, and recommendations of the assessment regarding skilling and employment and adolescent youth. The quantitative and qualitative data received from this sampling method helped to buttress the findings and recommendations of this assessment.

Location

The districts selected for the assessment were purposively chosen by SC based on information obtained for the project and other projects that SC is implementing on the three districts.

Age

A purposive age filter was used in the sampling, with 15-25 age group pargeted for sampling. As noted earlier, these were stratified in to two tiers due to divergencies in skilling, employment, and livelihood interests as documented on other engagements.

Validity

A question of data validity arose from the question whether youth interviews were biased influenced by expectations to present themselves as not having marketable or employable skills to benefit from any previewed upcoming intervention. This challenge as addressed by including Local TVET and Training institutions which provided information on recent trainees and where available, how many have been assimilated in the job market.

Data Collection

Primary (Data collection)

This phase was carried out in tandem with the desk review. It entailed refinement and administration of questionnaires to validate the information obtained during the desk review. During this phase, the Consultant held face to face interviews with various respondents using questionnaires approved by SCU. The questionnaires provided **open ended questions** to capture verbatim responses related to reasons, views & feelings of the respondents where relevant. These were mostly used with Key informant interviews and FGD meetings with respondents. The questionnaires also had **dichotomous**, and **multiple choice close ended questions**, geared at collecting qualitative data which were employed to address key aspects in the assessment as seen in the findings and recommendations.

Close ended questions were used to restrict responses and also to address the **quantitative aspect** within the **qualitative responses**. Close ended questions guided the respondents to give more relevant responses to the questions. Likert scales were used in responses that could not be discretely counted (with emphasis put on degree of importance).

Qualitative information was collected using focus group discussion with potential benefices, local Government officials and key informant interview. in-depth information was gathered in these engagements which helped to put the primary data collected in perspective.

Deliberate efforts will be made to attain adequate representative samples of adolescents and youth since they are in a better position to understand and articulate their issues. To ensure gender inclusiveness, Strata shall be formed, and respondents sampled proportionally according the sub counties in the project Districts.

Secondary data

This phase was covered by reviewing past literature with the aim of obtaining labour market information in Uganda, with particular interest in Northern Uganda. Research reports, situation reports, policies, text books and activity reports were reviewed, giving a frame for us to place primary data from the three districts. These documents gave the consultant information regarding skilling, youth unemployment, employability, livelihoods and trades. The information collected helped to direct our field data collection and analysis to appropriately answer the research questions.

The aforementioned Information was obtained from various sources including, UN labour office in Uganda, Skills development authorities, vocational training and TVET institutions) private sector apex bodies such as private sector foundation Uganda's Skills Development Facility.

Data processing and analysis

The pre-testing of tools was done in Gulu soon after training the data collectors before embarking on the main study in all the proposed Districts. This enabled the consultant to check for misinterpretations, cultural sensitivity and objections to questions as well as review of questionnaire flow. Car was taken to ascertain that the questionnaires were aligned to the information needs of SC and ethical considerations.

Kobo -Collect was used to carry out the assessment to ease and make safe data collection, storage and analysis. The quantitative data was collected, coded sorted and analyzed using Epi-Data to minimize errors before it was run through statistical package do social Scientists (SPSS) because of its agility in summarizing the coded data to produce required statistics.

The data was then analyzed on quantitative research techniques in line with the 8 questions to seek for relevance, consistency and reliability of information. Univariate analysis was used to create frequency distribution tables to analyze characteristics of the respondents like age, gender, special needs and disability status, education level etc. The consultant used descriptive statistics to zoom in to variables of particular interest to SC for more clarity on findings and reporting on responses of the respondents. Patterns and associations were covered by Bivariate analysis, with forcefield analysis being used to identify and rank demand driven trades identified in the three districts based on the Likert scale total scores obtained using an assorted set of variables.

On the other hand, qualitative data was be recorded, coded, cleaned and analyzed. This data helped the consultant give sound conclusion during analysis and triangulation. Data analyzed has be presented in tables, placed in simple pie charts, bar graphs and correspondence maps.

Study limitations

The assessment faced some challenges as noted below

I. It was challenging to get information / previous related studies in the assessed districts. As such primary data was mainly used to deduce conclusions from the assessment.
II. The consultant faced challenges in organizing meetings with local government respondents. A number of those who were available could not satisfactorily respond to the questionnaire and requested data collectors to seek the same form county and district headquarters. The consultant designated and dedicated part of the team to pursue data collection from the recommended offices as a remedy for this situation
III. Honesty of respondents when providing information was sound to be wanting, especially when discussing the sensitive issue of menstrual hygiene. The consultant designated female data collectors to remedy this situation so that the is rapport and comfort for the respondents whilst giving information on the subject.
IV. Data collection and transcription was time consuming due to the need to translate the information collected the consultant is thankful to the bilingual data collectors identified by SC who helped solve that limitation since they were bilingual and had an intimate knowledge of the selected 3 districts

Ethical Considerations

i. Efforts were be made to ensure that the assessment did not present any risks to the respondents. All data shall be handled with confidentiality.
ii. Respondents were given the right to privacy, freedom from coercion and the right not to reveal certain information about themselves.
iii. Respondents would withdraw from the engagement when they feel like it. This was experienced where they did not have the information required and referred the data collectors to other offices. (This was common with Local Government staff)
iv. There was respect for children's rights through observation and utilization of child safety protocols as guided by Save the Children.
v. Informed consent was made a cornerstone for data collection as well as photography and use of the same during the assessment.

Site Mapping

The assessment was locational specific in the three (3) Districts of *Amuru, Nwoya and Omoro*, however, the consultant engaged some key informants in Gulu City who were deemed to have information which is important to the assessment.

Data Collection Methods and Tools for Analysis

Primary data was gathered using structured self-administered questionnaires and open-ended guides through conducting interviews.

The questionnaires data collection method involved use of a set of questions printed in a definite order as proposed by Kothari (2004). The interviews were structured with a set of predetermined questions and adhered to the order and wording of the questions as well as the instructions.

Data processing and analysis

The quantitative data collected was coded and captured in **KOBO collec**t, , sorted, arranged, entered and analyzed using the Statistical Package for Social Scientists (SPSS) which was used to summarize the coded data to produce required statistics for the study. The data was then analyzed basing on quantitative research techniques in line with the research questions to seek for consistency, accuracy, reliability, and relevance of the information. Univariate analysis was conducted using the frequency distribution table to assess and describe the socio-demographic characteristics of respondents such as their age, gender, marital status, nationality, etc. Descriptive statistics was employed for other variables that were of particular interest to the study for a clearer presentation and measurement of responses. Bi-variate analysis was utilized to identify patterns of associations.

Variables considered were:

a) Target group preference or **interest**: This was obtained through administering a questionnaire and asking respondents to score their interest on a scale of 0-5.

b) Potential trades for engagement of AY. This was obtained from factoring the respondents in to 2 segments. The young adolescents, 15-18years, and the older adolescents 18-25 years. The trades were adjusted for the skills preferred in specific sub sector within the local economy which was obtained through observation and key informant interviews. For instance, horticulture which should otherwise have scored highly because it profitable and with short cycles in agriculture was scored among "others" after agriculture, and agri-business, due to the number of crops that fall under it.

c) **Capacity gaps** considered the availability of skilled trainers and equipment and curricula in the TVET institutions and the perceived ease with which to mobilize them. This were captured quantitatively in the Kobo tool and also though Key interment interviews .

f) **Crosscutting issues** that are critical to sustainability and inclusion including gender preferences to the trades available, due consideration of the WAS sector, green jobs, in inclusion of AYDs were fully considered in the analysis of data.

Qualitative data was recorded, translated where there was need, coded, cleaned and analyzed. This data helped the consultant to pick non quantifiable information and nuances during interaction with the respondents . Data analyzed will be presented in the simplest form, quoted verbatim in some cases and used to draw inferences and references to the quantitative data analyzed to give recommendations from the assessment .

Appendix 4 Limitation and Risk Mitigation

Table 17 Perceived Limitations, Risks, and Mitigation Measures

Limitation	Risk	Mitigation
Accessing key informants	The risk of not getting representative samples from this target group	In order to overcome this, the consultant worked closely with SCU in reaching out to the individuals known to them prior to being engaged by the consultant. Engaged the deputies where the principal key informant was not available. There was a challenge of collecting information from Government Key informants at parish level. Many of them referred the data collectors to counties and district HQ levels.
language barrier	Was a risk of information being received not being reflective of the reality	The consultant used a team that was based within the region that could comfortably speak the Acholi language. This however delayed the transcribing process as it could only be double checked by the same team that had earlier engaged the key informants.
Time frame of the Research	inefficiency in data collection and analysis	Consultant used electronic tabs that could aid timely data collection and analysis. This reduced on paperwork and errors in data input activities. Audio recordings were made to help double check on any data queries required. Where it was practical, the field data collection team worked together, or split in to 2 teams in order to access as many resident respondents as possible, key informants many of who reside in Gulu City and only go to the assessed districts for work
Funding of Research activities	Delayed approval of work done and delayed payment of fees	The consultant anticipated delays in funding the assessment and proceeded to finance the field data collection activities , analysis and draft report writing.

Quality Assurance

Care was taken for the assessment will conform to SCU's general conditions of Contract for the services. Accordingly, the consultant Team Leader; Mr. Daniel Bukenya Yiga, was responsible for safeguarding and ensuring ethical standards are observed at all stages of the assessment cycle. Key aspects of these ethical standards are captured in the data collector training. They were given Sundays off in compliance to the standards of field data collection and child safety by SC .

Appendix 5 Stakeholder Map

Table 21 Stakeholder Mapping for the Labour Market Assessment

	Partners	Role	Key Information	Who
1	Local Government			
	District local government	Provide an enabling environment for employment	Employment status; Available programs; Partnerships and existing policies	Various departmental officers from the districts of Amuru, Nwoya and Omoro
2	International NGOs & Development organizations			
	Operational NGOs with in the region	Advocacy and implement programs on AY	Employment status; Available programs; Partnerships and existing policies	Relevant officers involved in AY, special needs and labour programs
3	Community Based Organizations/ Faith based Organizations			
	Women & Youth groups PWD Groups	Carry out mobilization and grass root programs	Employment status; Available programs; Partnerships	Relevant officers involved in AY, special needs and labor programs
4	Training Schools			
	Formal & Informal - TVET Colleges - Vocational Schools - Workshops	Provide educational programs and courses that target AY	Employment status; Available programs; Partnerships; Employment and Education levels	Relevant officers involved in AY, special needs and labor programs
5	Private Sector			
	Businesses & Entrepreneurship Associations	Provide jobs & Linkages and Platforms	Employment status; Available programs; Partnerships; Employment and Education levels	Businesses involved in WASH, Employment Agencies, Special needs and labor business programs, Artisanry opportunities
6	Youth			

	15 - 24 - Old Adolescents (Women & Men) Special Needs group Girl/Women		Employment opportunities; Income; Education level; Sectors of interest; Skills requirements	- AY - Special Needs