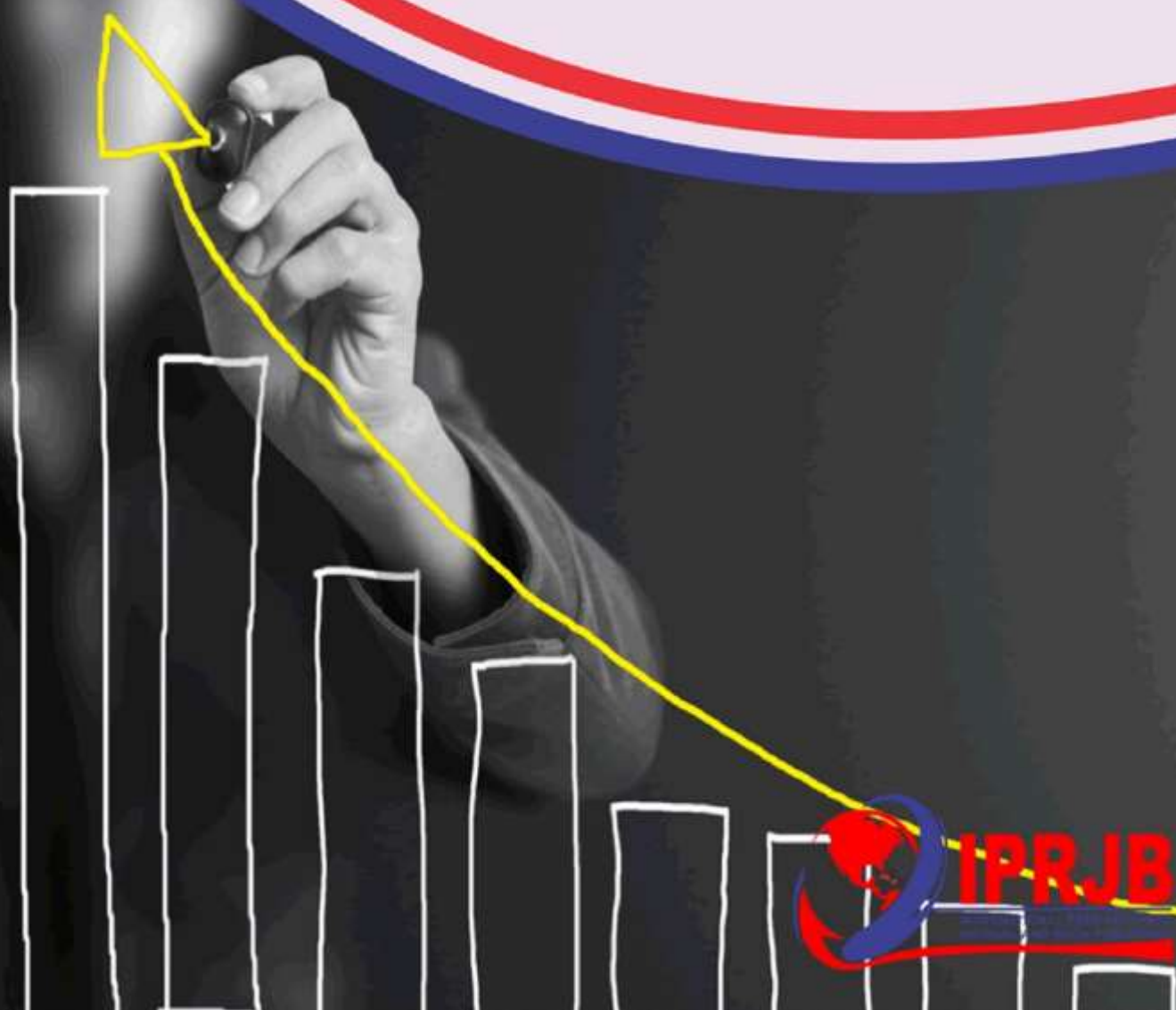


Journal of Developing Country Studies (JDCS)

**The Reasons Why the Unemployment Rate of Graduates is Increasing
in Mogadishu-Somalia**

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The Reasons Why the Unemployment Rate of Graduates is Increasing in Mogadishu-Somalia



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Abstract

Purpose: The purpose of this study is to find the Reasons Why Unemployment rate of graduates is increasing in Mogadishu Somalia with more specifically on how can English communication skill can cause unemployment graduate? And also to determine transparent recruitment process through graduates in Mogadishu-Somalia. Unemployment Graduates in Somalia has become one of the most serious socio-economic problems confronting the country which could also form basis of the violent crimes and the unending social difficulties. One of the primary causes is undoubtedly Unemployment and mof this.

Methodology: Descriptive statistics was used to quantify frequencies and describe current conditions. The total target population for this article was 80 Respondents who are including Unemployment Graduates, Lecturers, post-graduate and undergraduates at some universities, official workers for the government in Mogadishu-Somalia. The minimum sample size is 67 respondents and was computed by using the Slovin's formula which is $n = \frac{N}{1 + N(0.052)}$, where n = sample size, N = study population and 0.05 = level of significance margin of error (Amin, 2005). In data analysis, Educational levels varied, with 52.24% bachelor, 22.39% secondary, 16.42% master, 5.97% PHD, and 2.99% none.

Findings: Most of the participants underlined that the Nepotism and clannism is main factor that contribute unemployment in Mogadishu-Somalia. Lecturers and graduates believed English language has an influence on unemployment that exist in Mogudishu-somalia. In Conclusion, Unemployment in Mogadishu is that it remains a significant challenge. The city faces high rates of unemployment, particularly among the college graduates. Based on the findings of the study, it was concluded that the Nepotism and clannism is main factor that contribute unemployment in Mogadishu-Somalia and Lecturers and graduates believed English language has an influence on unemployment that exist in Mogudishu-somalia. Thus, The following contribution are derived from the findings of the article: the paper found that there a lot of opportunities related availability of jobs in Somalia particularly Mogadishu but the problem are Skills mismatch among Graduates, Clannism and Nepotism and English language proficiency.

Unique Contribution to Theory, Practice and Policy: The researcher found availability of jobs in Mogadishu is high but the process of getting it, is Unfair. For the sake of this, there are huge number of Unemployment graduates. Research adapted as valid as our theory was that there is increasing rate of Unemployment Graduates in Mogadishu, this theory was supported by our most of the participants of this paper suggested high unemployment graduates exist in there. Policy directed by the Government and practice is for local companies and NGOs and UN agencies operating in Mogadishu-Somalia. Moreover, the government of Somalia should create a plan to improve the standard of education in the country and local agencies, companies and Industries should distribute fairly vacant position to graduates.

Keywords: *Unemployment, Graduate, Mogadishu, Market*

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INTRODUCTION

The most serious issue in the world, particularly in developing nations, is unemployment. In terms of definition international labour organization (ILO) defines the unemployed as numbers of the economically active population who are without work but available for and seeking for work including people who have lost their jobs and those who have voluntarily left work. In another view of Jimaza (2001) defined unemployment as a situation whereby one has no job and is prepared to take a job at the ongoing wage rate but such job is nowhere to be found. On the other hand, Chappelow (2020) argues that Unemployment occurs when a person who is actively searching for employment is unable to find work. However, unemployment is a series issue for anyone particular those who are educated. Predominantly, students pursue higher education for different educational objectives, and students select institutions for various reasons (Bastedo & Gumport, 2003) among these diverse purposes, economic perspectives emphasize the importance of educational outcomes after graduation based on future income. With the belief that more education reduces the possibility of unemployment, Brunello (2001) argues the role of higher education is as a training center for future workers.

Today, Unemployment is more vulnerable to graduates. Unemployment rate among Graduate is one of the current issues being discussed by higher Education scholars. The scholars spent a lot of time to figure out the factors that may enhance graduate unemployment rate. According to Simon Si. (2017) mentioned that ten major weaknesses of graduates are in the aspects of management, problem-solving, communication, leadership, creativity, critical thinking, initiative, self-confidence and other interaction skills. These aspects lead to difficulties for graduates in finding jobs that match their qualifications. While Nazron et al (2017) cited eleven causes of graduate unemployment as the relationship between the capital-intensive economy, the rapid growth of the graduate labor force, lack of relationship between educational institutions and industry, lack of training to prepare for work, rapid population growth and rapid decline in mortality, educational development, economic recession, quality education, competencies of graduates, skills and personalities of graduates. Some researchers argue that the quality of graduates can take unemployment.

Rahmah *et al.* (2011) [24] mentioned that one of the causes contributing to the unemployment problem of graduates is the quality of graduates. There are employers in the industry who have commented negatively on graduates and believe that graduates do not have the right skills and qualifications to meet the needs of the industry. Besides, graduates are still weak in recruitment skills and do not show good working efficiency. More than three-quarters of employers prefer to hire employees with experience (National Association of Colleges and Employers, 2009), and graduates' work history is considered an important aspect of most on graduate résumés (GCA, 2009a), making job search difficult for students without experience. Graduates, once employed, are sometimes dissatisfied with themselves and may perceive the job as below their skill level (Noor Azina Ismail, 2011). Currently, good academic performance is no longer a guarantee for graduates to get a job (Noor Azina, 2011). It is a benefit to graduates, but it is not a guarantee of employment, and it does not indicate that graduates are capable of performing the duties set forth by the employer.

Unemployment has been a longstanding problem for the country. In developed countries, in 2019, a major event happened in the world was COVID-19. This event affected the labor market after many salaried employees were laid off. Graduate unemployment is also affected by global issues. COVID-19 is one global burden that influences the rate of graduate

unemployment. According to a recent study, the COVID-19 cases contributed unemployment in Germany, Italy, and the UK. It was also evident that the pandemic increases the unemployment rate robustly in the mostly European Economies Z. Su, D. McDonnell, J. Wen et al (2019). As a global factor, climate change and epidemics are considered among the factors affecting unemployment. M. H. Babiker and R. S. Eckaus, A. Lee and J. Cho (2016). Additionally, emerging technologies such as automation systems also affect unemployment rates as they transform operations from manual systems to mechanical systems. Said by Y. Lima, C. E. Barbosa, H. S. Dos Santos, and J. M. De Souza, (2021). Furthermore, in 15 out of the 21 countries, one cannot reject that the same natural rate, as a function of the global factor, appears in both the unemployment and inflation equations. In explaining unemployment, R. P. Smith and G. Zoega (2007) the global factor is highly significant, suggesting that models that ignore the global dimension are likely to be deficient. But when it comes to Africa and Middle East, it is distinct from the nations we have mentioned. For instance, during that period (2007), the Middle East and North Africa were the regions with the highest unemployment rate in the world at 12.2 percent, followed by sub-Saharan Africa at nearly 10 percent. This is especially true for graduates, so the right steps need to be taken to continue to have an impact on human capital and labor productivity in the country.

The ILO (2007) report showed that the proportions of world unemployment particularly graduates are steadily increasing and that the number of those without jobs remained at an all-time high of more than 195 million, or 6.3 percent, in 2007. Despite this, some developed nations, including South Korea, the United States, the European Union, the United Kingdom, Thailand, Israel, and Brazil, among others, have successfully implemented bold and decisive measures to reduce the mystery of graduate unemployment by providing jobs for their trained graduates. (Longe, 2017). Even the developed countries have not shied away from this horrifying social issue, though the developing world is where it is more noticeable. (Longe, 2017). “Graduates, on the other hand, meet imbalances in employment outcomes as a result of their educational quality, race or origin, and gender” said by M. Rogan and J. Reynolds. According to scholars such as Calvès and Schoumaker, Guarcello et al., Stark and Fan, and Getie Ayaneh et al state that the high rate of unemployment among young highly educated individuals is due to waiting in queues for formal sector jobs in sub-Saharan African countries including Ethiopia. M. Rogan and J. Reynolds “If the employment rate of high-skilled workers rises in this situation, it is due to the expansion of the formal sector”. Similar situation in Tanzania, According to N. Banks, high rates of unemployment graduates in Tanzania provide major barriers to young people’s capacity to become self-sufficient, which is a critical initial step in the transition to adulthood. It was also noted that one of the effects of graduates’ unemployment in Ethiopia is the low self-esteem of individuals.

In Somalia, unemployment Graduate is a very daunting challenge in the labor market. Young people in Somalia are not just the future of the country, they are also the majority. Over 70 percent of the population are at their youth bracket ages (Borino & Sage, 2019). Graduate Unemployment in Somalia, has become one of the most serious socio-economic problems confronting the country which could also form basis of the violent crimes and the unending social difficulties (Ajufo, 2013). With flood of unemployed graduates, Somalia as a country will continue to be a disoriented nation, if she cannot effectively apprehend this social ordeal, which requires deliberate policies of government to arrest. Despite the growth in the graduate labor force, graduate unemployment in Somalia appears to be rising together with the overall unemployment rate (Longe, 2017). According to Mubarak, (1997) the primary causes of

graduate unemployment in Somalia are numerous and complicated in nature. One of the primary causes is undoubtedly a lack of the necessary skill sets. The youth of Somalia are being replaced by skilled foreigners who are taking the money from Somalia home because they lack proper education. Clan and social stereotypes are another major source of unemployment. Most of the time, women take on traditional occupational roles to reflect society's gendered settings. Somalia's formal job sector is also very small in comparison to the country's massive and ever-growing population. (Mubarak, 1997). All these factors contributing to elevate unemployment rate in Mogadishu-Somalia. Therefore, this research will grasp your mind to get a concept about reasons why the unemployment rate of college graduates is increasing in Mogadishu-Somalia.

Problem Statement

Since Unemployment of graduates became prolong particularly in Africa. At same time, in Africa most of the people who have been facing unemployment are graduates. But the rate of graduate unemployment is high in Nigeria as Okubanjo (2008) found in his study that Nigerian undergraduates have fear of unemployment hidden up in their subconscious minds. He observed that this could damage their morale and thus lead to negative attitude towards learning and lifelong. When talking about the causes of unemployment, countries are different, for example in Nigeria, Even the Director- General of NDE stated that this July 2007 survey was limited in credibility "due to inability of some people to ascertain their employment status, cultural and religious barriers, and lack of information. Ethiopia, job skills is the major factor for Unemployment, Kenya faces unemployment graduates due to overeducated graduates. Unemployment Graduate in Mogadishu-Somalia is a very daunting challenge in the labor market. Young people in Somalia are not just the future of the country, they are also the majority. Over 70 percent of the population are at their youth bracket ages (Borino & Sage, 2019). As this, Majority are graduates. Thus, the purpose of this study is to find the reasons why the unemployment rate of graduates is increasing in Mogadishu Somalia with more specifically on how can English communication skill can cause unemployment graduate? And also to determine transparent recruitment process through graduates in Mogadishu-Somalia. Since the problem exist in the world, Specially Africa. Therefore, the researcher hypothesizes and examine a Gaps by taking the two mentioned specific objectives.

Purpose of the Study

The purpose of this study is to find the reasons why the unemployment rate of college graduates is increasing in Mogadishu-Somalia. It is also to suggest means whereby this problem may be solved so as to improve unemployment crisis through graduate in general in Mogadishu-Somalia.

Research Objectives

The general objective of the study is to reasons why the unemployment rate of college graduates is increasing in Mogadishu-Somalia. The specific objectives are to:

1. To explore how can English communication skill can cause graduate unemployment?
2. To determine transparent recruitment process through graduates in Mogadishu-Somalia

Research Question

What reasons why the unemployment rate of college graduates is increasing in Mogadishu-Somalia?

Scope of the study

The study is limited to Mogadishu which capital city of Somalia. This is due to time constraints which do not make it possible to cover as many regions as possible.

Significance of the Study

The study is significant because it will help to uncover some of the problems college graduates in Mogadishu Somalia. It is also significant since it will help ongoing students and graduates to recognize their weakness toward English proficiency and skills. Again the study will serve as a reference point for future researchers.

limitations of the study include the following:

- Lack of sufficient time for the research because of the fact that the researcher has to extend case study since it has been limited to Mogadishu-Somalia
- Low respondent's cooperation research has shown that many people do not respond to research questionnaires promptly and adequately.
- Financial problem is one of the challenges by the researcher during article publishing printing

LITERATURE REVIEW

Transparent Recruitment Process through Graduates

Globally, recruiting candidates is not a simple task and can take a considerable amount of time, ranging from weeks to months. In many cases, according to Ungemah, (2015) companies hire unsuitable candidates for various reasons. Therefore, it is necessary to determine the requirements for the roles. Recruiting, Interviewing, Selecting & Orienting new employees has been the reference on all aspects of the employment process for many years (Arthur,D., 2012). Nevertheless, is this process sufficient for finding an appropriate candidate in a constantly evolving world of work? Today the world where technology, sustainability, and population shifts have a significant impact on work and life. In Malaysia, According Zahiid, 2015) suggested that companies and educational institutions do not always align graduate students with entry level candidates during the initial stages of recruitment. As the researcher claims recruitment process is transparent but there is mismatch between job requirement and candidates' skill. (Hanapi and Nordin (2013) states one of the main reasons for the unemployment among Malaysian graduates is a lack of excellence.

A large number of employers in Malaysia have a negative opinion of the graduates and claim that the graduates do not possess the necessary skills and qualifications required by the industry. Moreover, the graduates fail to demonstrate a good working performance and they are poor in the aspect of employability skills. The researcher points out that the main reason of unemployment is mismatches of skills between recent graduates and employers' demands. Soft skills are titanic factors in acquisition of entry-level graduates, and students from Malaysian universities seem to lack in those areas. Empirical studies have been conducted to investigate the factors that influence graduate unemployment in various countries. These factors can be broadly categorized as sociodemographic, university factors, and employment readiness behavior. Gender, age, marital status, and schooling, which constitute are found to

be a significant determinants of graduates' employment outcome (Bradley 1992, Cox 1997, Lázaro, Moltó, and Sánchez 2000, Narendranathan and Stewart 1993). Other studies in Ethiopia (Woya, 2019) and in Tunisia (Gassab and Jamoussi 2011) also found that there is a statistically significant difference between male and female graduates when it comes to the graduates' employability.

Since the most of theories on literature in this Paper suggested that that factors or reasons why unemployment Graduates is increasing are different among countries. Since the most of theories on literature in this Paper suggested that that factors or reasons why unemployment Graduates is increasing are different among countries. Example, factor contributes to the unemployment rate in Malaysia is the foreign workers as competitors for the local graduates. In Malaysia, there is a huge demand for the skilled jobs and the foreign workers are brought in to fill the required jobs. There are more than 1.7 million foreign workers in Malaysia as of 30 June, 2017 (Aina, 2017). Most of them from Indonesia, Bangladesh, Nepal, Myanmar, India etc. Local's graduates are finding difficulty to enter in the workforce. Therefore, in Malaysia what causes unemployment is not all most Untraparant but is skills and knowledge capacity.

In Somalia, the population growth rate is very high, but at the same time the unemployment rate is also the highest. According to Nyoni (2019), on average, two-thirds of the country's population is under the age of thirty. In recent years, the unemployment rate in Somalia has increased. While in 2002 unemployment rate was 47 percent, now in 2019 unemployment rate has reached to 54 percent. A huge portion of the youth population is willing to live the country for better life prospects (Nyoni, 2019). This increasing unemployment rates through young people particularly graduates are caused lack of transparent recruitment. Heritage institute, (2022). Young people in Mogadishu, Somalia, who have graduated from local universities are facing a variety of difficulties in finding employment. As evidenced by the Figure, the most prevalent issues are nepotism and a lack of employment opportunities, with 44% and 20% respectively. Other factors that contribute to this difficulty include a lack of relevant job opportunities, a lack of skills, an unfavorable perception of certain types of employment, the prevalence of nepotism, safety and security concerns, and gender discrimination. Other significant barriers to finding employment were no or limited experience (11 percent) and having no or little training and education (12 percent). These problems were compounded by gender bias and safety concerns.

Obstacles to finding employment

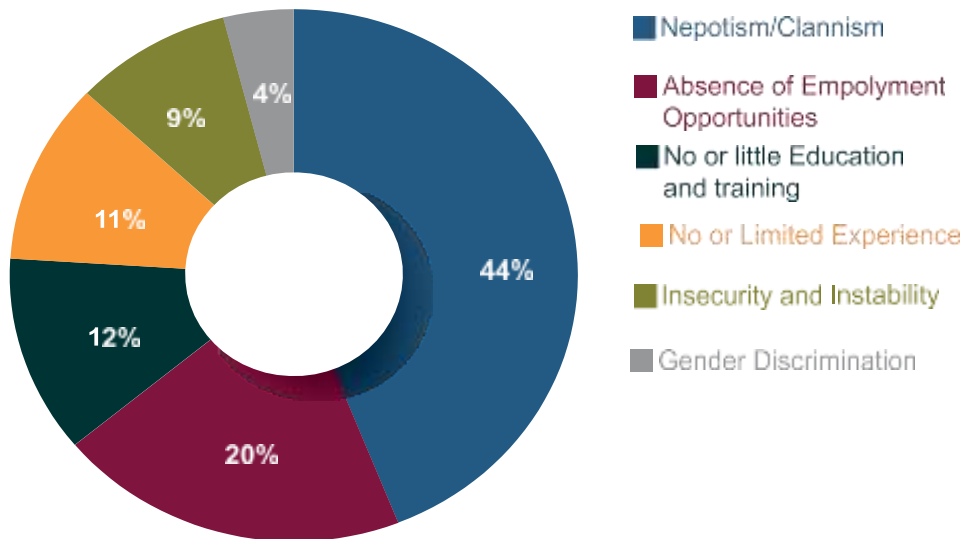


Figure 1: Obstacles to Finding Employment

Source: Heritage Insitute

These realities illustrate the current state of the economy, which is unable to generate enough job opportunities for the country's growing youth population. In addition to that, nepotism and clannism are the major challenges cause unemployment for graduates in Mogadishu-Somalia. However, insufficient job creation to absorb young people due to insufficient private sector investment and acute demand-side challenges are not unique to conflict zones such as Somalia. In summary, the heritage suggested that clannism and nepotism is the most abundant factor that contribute high unemployment rate among graduates in Mogadishu-Somalia. These are also barrier for transparent toward job competition

English Language and Unemployment

The issue of graduate unemployment has been the focus of much discussion in many developed countries, however, it is an even more pressing concern for developing countries in order to achieve sustainable economic development through an increased number of educated workers. Today According to the UNDP (2012), the youth unemployment rate is about 67% which is one of the highest rates in the world. The unemployment rate is even higher among youth and women, which stood at 74%. However, the unemployment rate of the youth aged between 15 and 24 is 37.4%. Obviously, this severe unemployment is mostly faced by graduates through the world. A research done by ILO, (2013). States that the Africa unemployment graduate has become a global problem with 185 million people unemployed world-wide of which almost half are youths aged 15 to 24 years. as a continent is most affected and Zimbabwe as a country is also most affected with the International Monetary Fund (2013) stating that Zimbabwe has the highest unemployment rate in the world of 95 %. One of most important factor that observe unemployment for graduates is English language proficiency.

In today's job market, it's important to have good communication skills. English is a global language and it's the language of communication all over the world, so it's one of the most important skills to have. The English language is often a key factor in higher-paying jobs. Earnings and in organizations aiming at higher productivity (Bleakley & Chin, 2004; Casale & Posel, 2011; Davila & Mora, 2000; Dustmann & Fabbr, 2003; Tainer, 1988). In contrast, those with limited English proficiency face difficulties in obtaining employment opportunities, particularly in high-paying occupations (see Carliner (2000), Leslie and Lindley (2001)). Thus, Lack of language skills can make it difficult to find jobs that accurately reflect your skills. (Roshid and Chowdhury, 2013). According to Casale and Posel, (2011) state that the developing countries like South Africa, people who are proficient in both English and tertiary education have a high return on their investment. Schellekens, (2001) proves that not speaking English is a barrier to the job market. (2001). In summary, previous research has demonstrated that the English language plays a significant role in the labor market. In Saudi Arabia, Higher education institutions are still unable to link admission policies to higher education institutions to the needs of the job market, and to harmonize the disciplines available in these institutions with their counterparts in the labor market" (Zahrani, 1423, p. 28). The unemployment rate among Saudi Arabia's young men and women reached 21.1 percent for those between the ages of 20 and 24 in 2016, according to the Saudi Statistics and information center. For the sake of this, English language proficiency is more attractive when it comes to job in Saudi Arabia. Foreign companies love to interact with those in fluency English language. According to Ramadi (2005), one of the reasons for the private sector's preference for foreign labor is "lack of English language skills. Proficiency in English is an essential element in determining the eligibility of the College of Management to join the Saudi labor market due to the international business identity and the presence of many nationalities in the work environment, as well as because many large projects are managed with the participation of foreign companies (Al-Otaibi, 2011).

As Saudi Arabia, Zambia and Malesia became host for massive unemployment graduates after English Language is considered as a factor of causal. Official languages for educational settings in Somalia is English or often used in as stated by Eberhard et al, (2020). In Somalia there is huge gab exist in availability of job for graduates due to English Language Proficiency. Theory suggested by Eno et al in 2014 says undesirable situation of English proficiency in Somali education. Remarkably. This view point strengthen English language deficiency in Somalia among graduates. Therefore, this is the one of the gabs that facilitated unemployment graduates as the researchers argue poor communication toward English language has caused to increase unemployment graduate rate in Mogadishu-Somalia.

METHODOLOGY

Descriptive statistics were used to quantify frequencies and describe current conditions, and to examine the reasons why the unemployment rate of university graduates is rising among respondents I planned to meet with some Somali experts to ask them some questions about my article on why the unemployment rate of university graduates is rising in Mogadishu-Somalia. Questionnaire Design was used as data collection method. The total target population for this article was 80 Respondents who are including Unemployment Graduates, Lecturers, post-graduate and undergraduates at some universities, official workers for the government in Mogadishu-Somalia. The minimum sample size is 67 respondents and was computed by using

the Slovin's formula which is $n = \frac{N}{1+N(0.05)^2}$, where n = sample size, N = study population and 0.05 = level of significance margin of error (Amin, 2005).

Interpretation and Analysis of the Data

Introduction

This chapter mainly deals with presentation, and analysis of findings from the study entitled Reasons Why Unemployment rate increasing through college graduate in Mogdishu-Somalai.

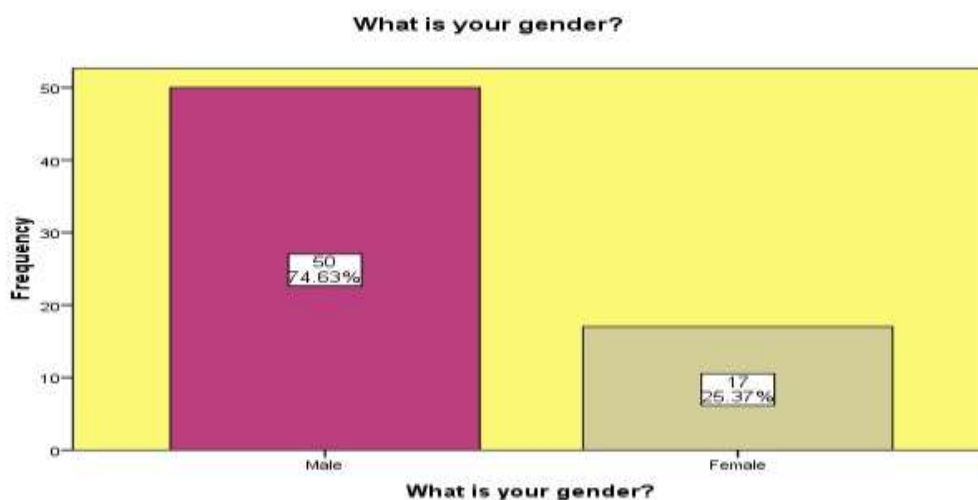


Figure 2: Gender

Figure 2 shows gender. 74.63% were male and 25.37% were female. Therefore, most of the respondents of this research were male.

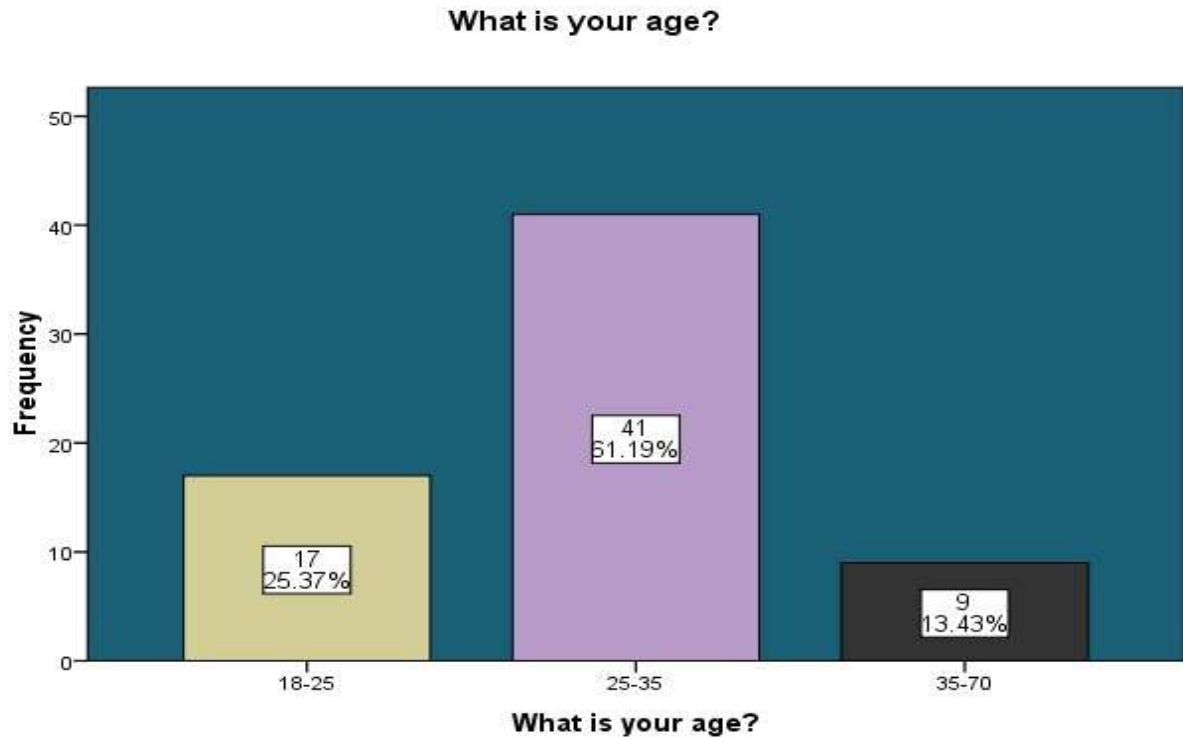


Figure 3: Age

Figure 3 indicates Age. 51.19% of respondents were between 25-35. 25.37% of respondents were between 18-25 and 13.43% of respondents were between 35-70.

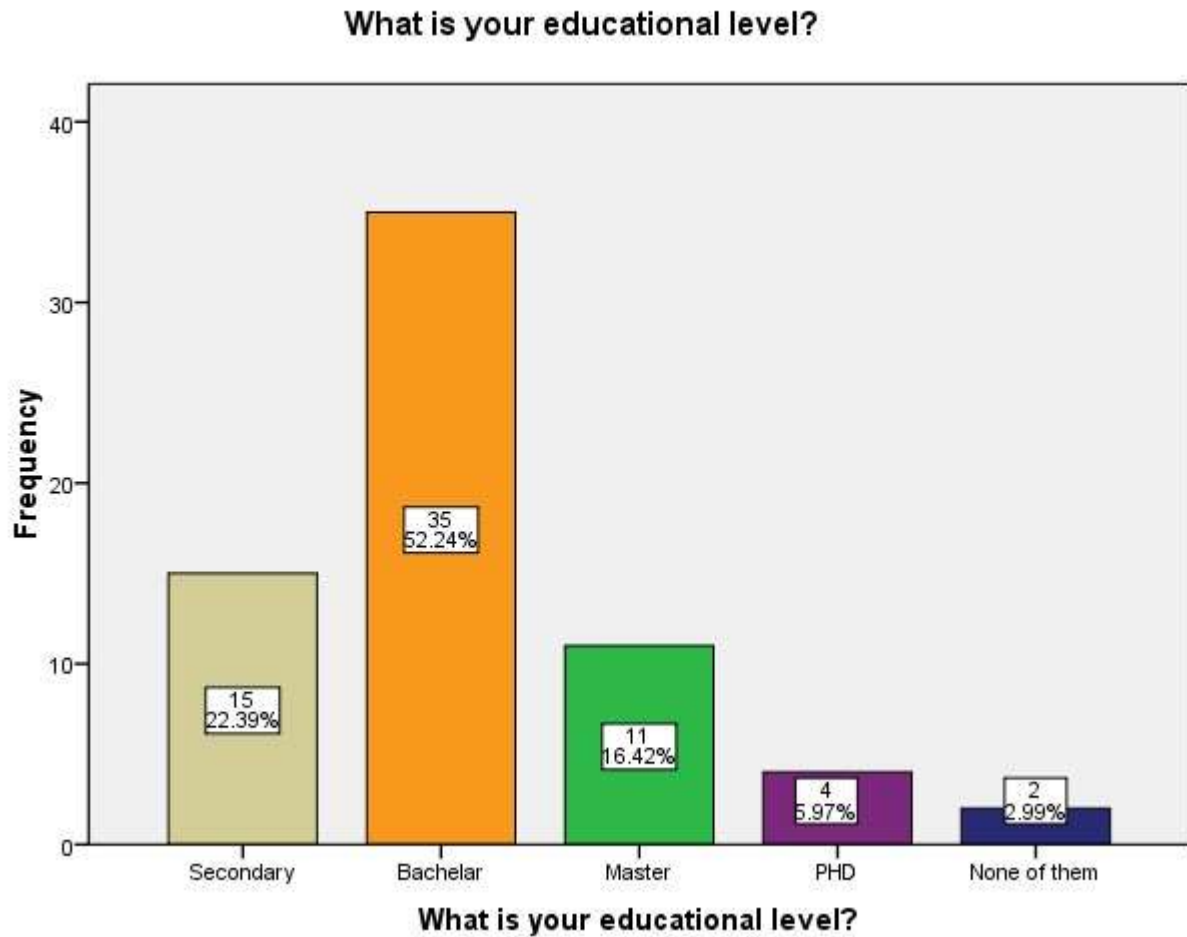


Figure 4: Education Level

Figure 4 represent educational level of respondents 52.24% were bachelor, 22.39% were secondary and 16.42% were master, 5.97% were PHD and 2.99% were none of them.

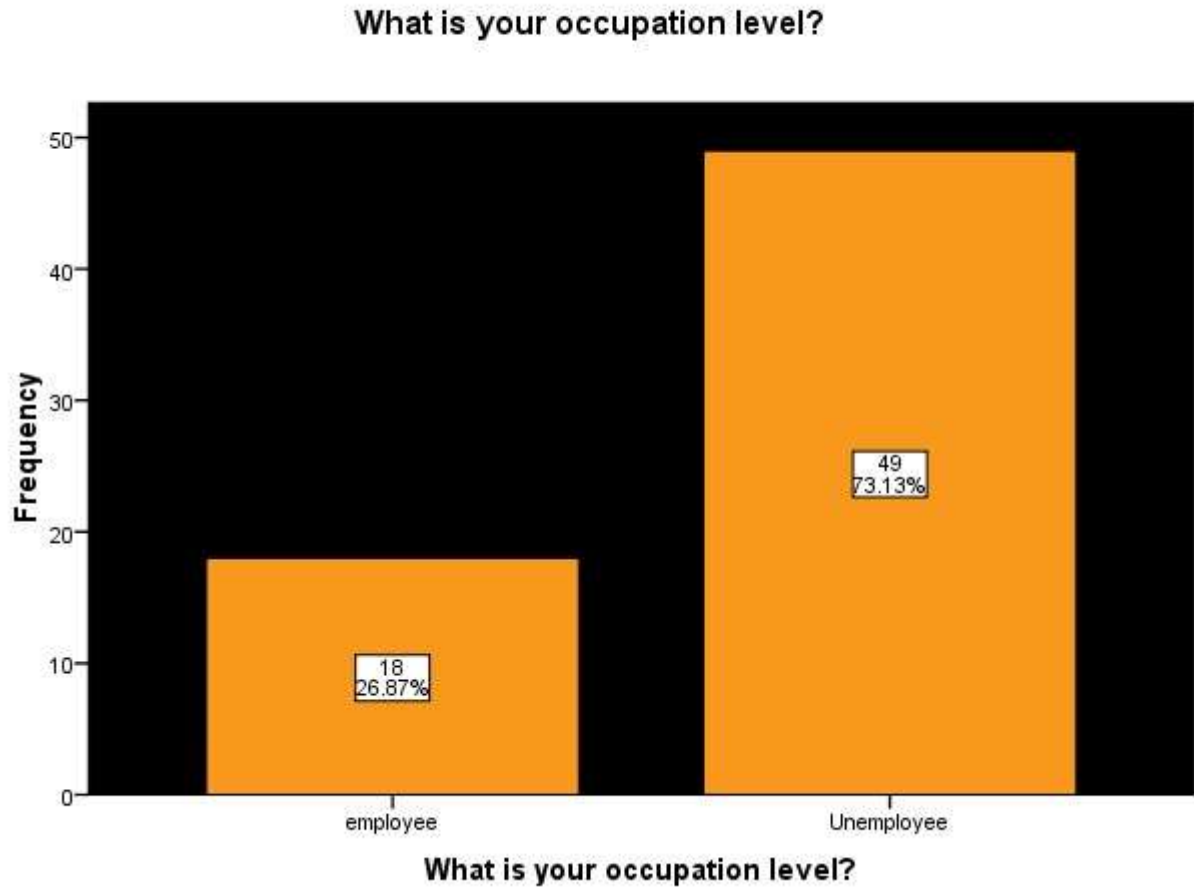


Figure 5: Occupation Level

Figure 5 shows Occupation level. 73.13% were unemployed and 26.87% were employee. Thus, most of the respondents were underemployment.

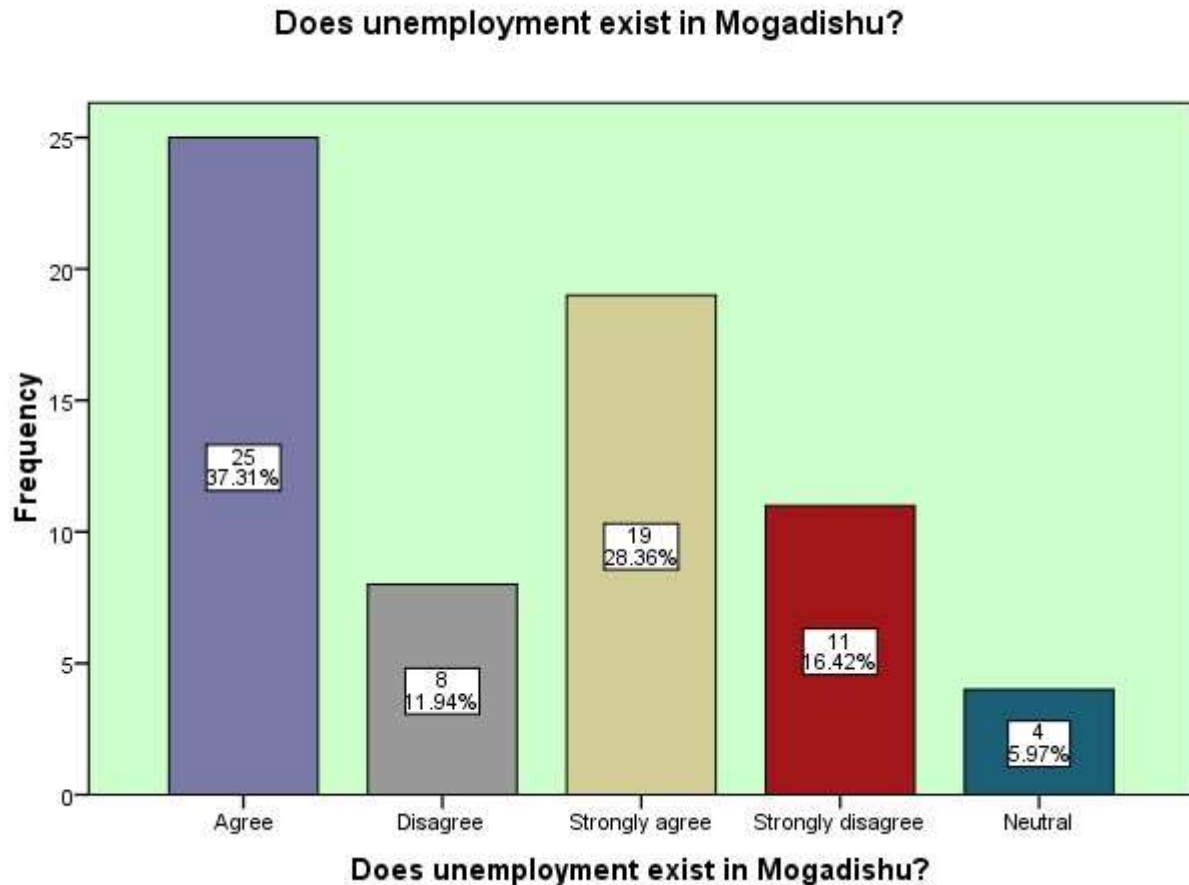
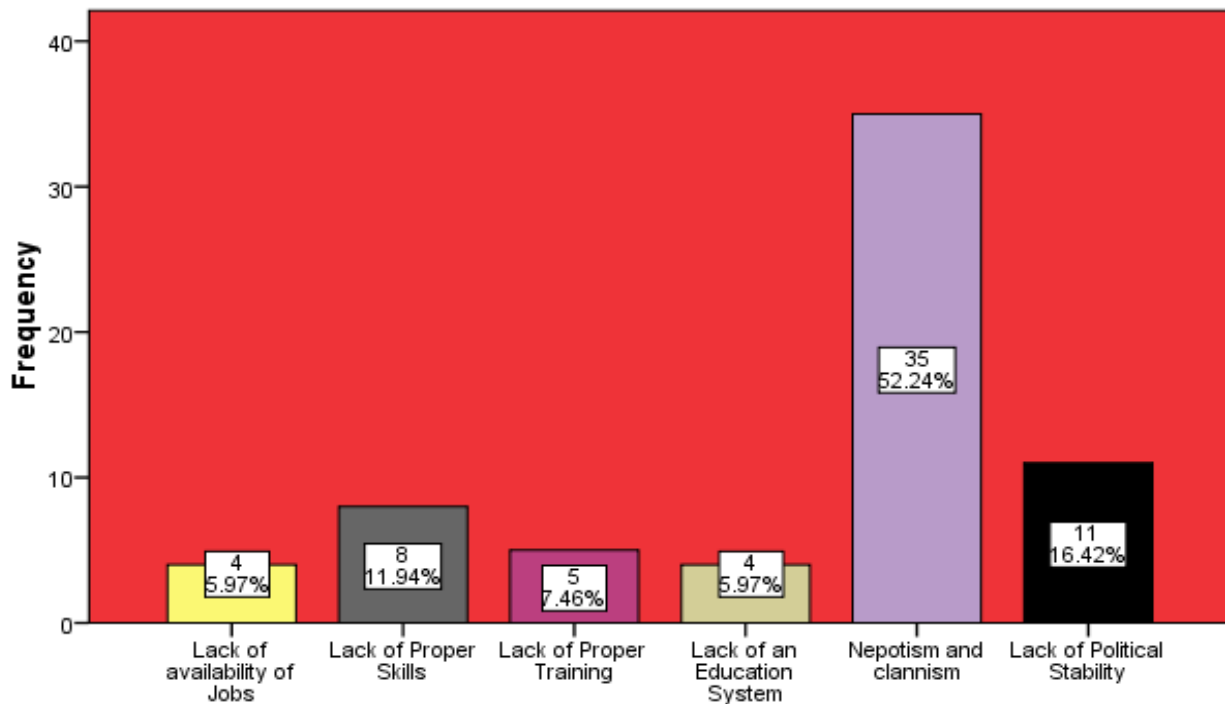


Figure 6: Availability of Employment

Figure 6 indicates that does unemployment in Mogadishu? 37.31% out of 67 participants answered Agree, 28.36% said strongly agree, 16.42% said strongly disagree, and 11.94% replied Disagree while 5.97% said Neutral. As the result, the most of respondent underlined that there is massive unemployment exist in Mogadishu-Somalia.

Which of these do you believe are the factors that cause of unemployment in Mogadishu?



Which of these do you believe are the factors that cause of unemployment in Mogadishu?

Figure 7: Factors That Lead to Unemployment

Figure 7 explores factors that cause of unemployment in Mogadishu. 52.24% of the participants said Nepotism and Clannism is main factor of Unemployment, 16.42% of the participant answered Lack of political stability brought unemployment, 11.94% of the respondents replied lack of availability of jobs caused unemployment, 7.46% of the respondents said lack of proper training led to unemployment, 5.97% of the respondents replied lack of education system brought unemployment while 5.97% of the respondents said the unemployment is caused by lack of availability of jobs. Moreover, Racism and clannism is main factor that contribute unemployment in Mogadishu-Somalia.

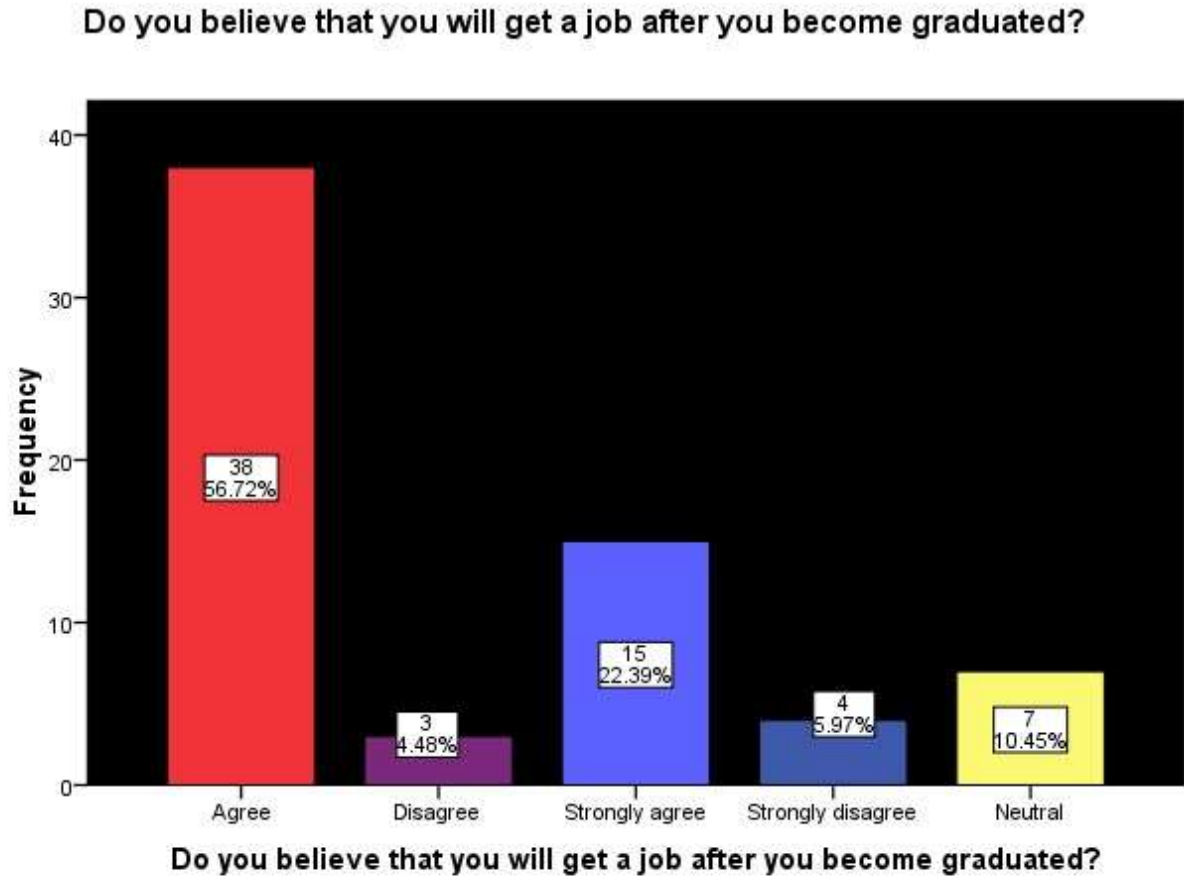


Figure 8: Chances of Getting Job after Graduation

Figure 8 expresses that you will get a job after you become graduated. 56.72% answered agree, 22.39% replied strongly agree, 10.45% answered Neutral, 5.97% answered strongly disagree and 4.48% disagree.

Can career orientation be of the factors that cause Unemployment graduate?



Figure 9: Career Orientation

Figure 9 represents career orientation be of the factors that contribute Unemployment graduate 49.25% were answered agree, 32.84% were answered said, 8.96% replied Neutral, 5.97% answered strongly agree and 2.99% said strongly disagree.

In Mogadishu, graduates cannot work because of the security situation

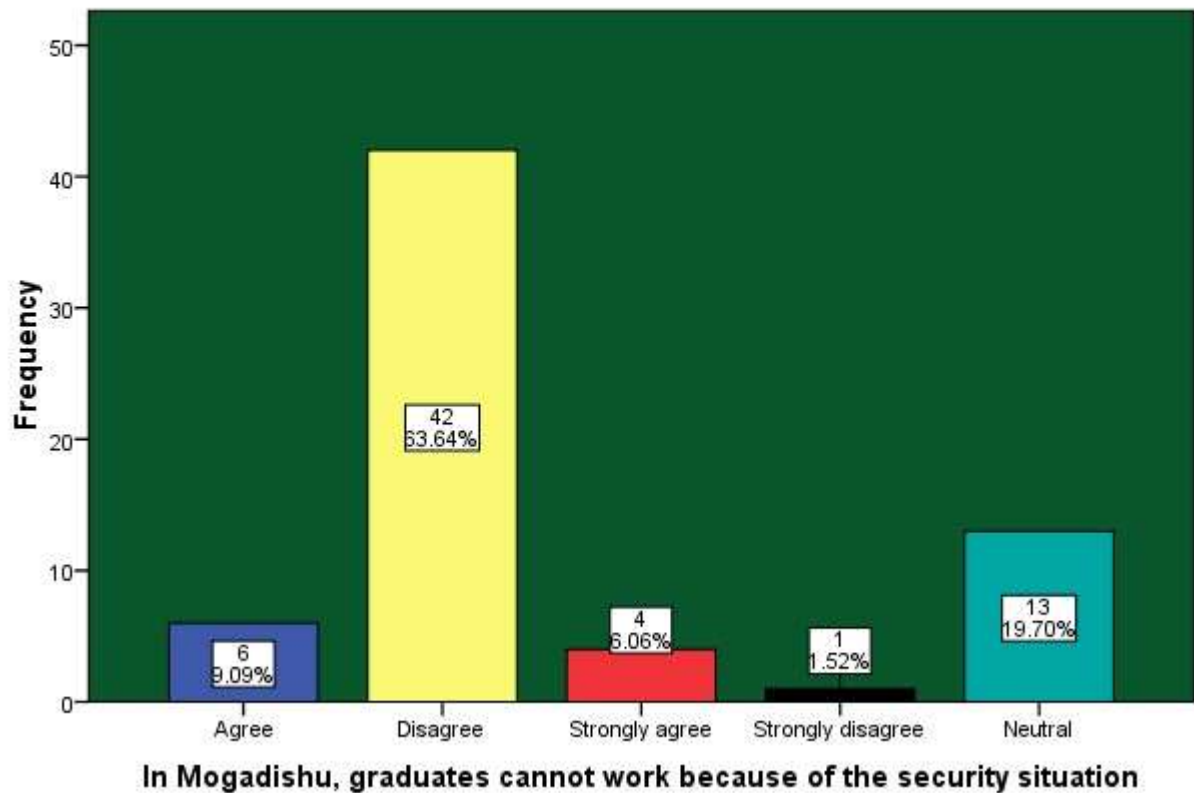
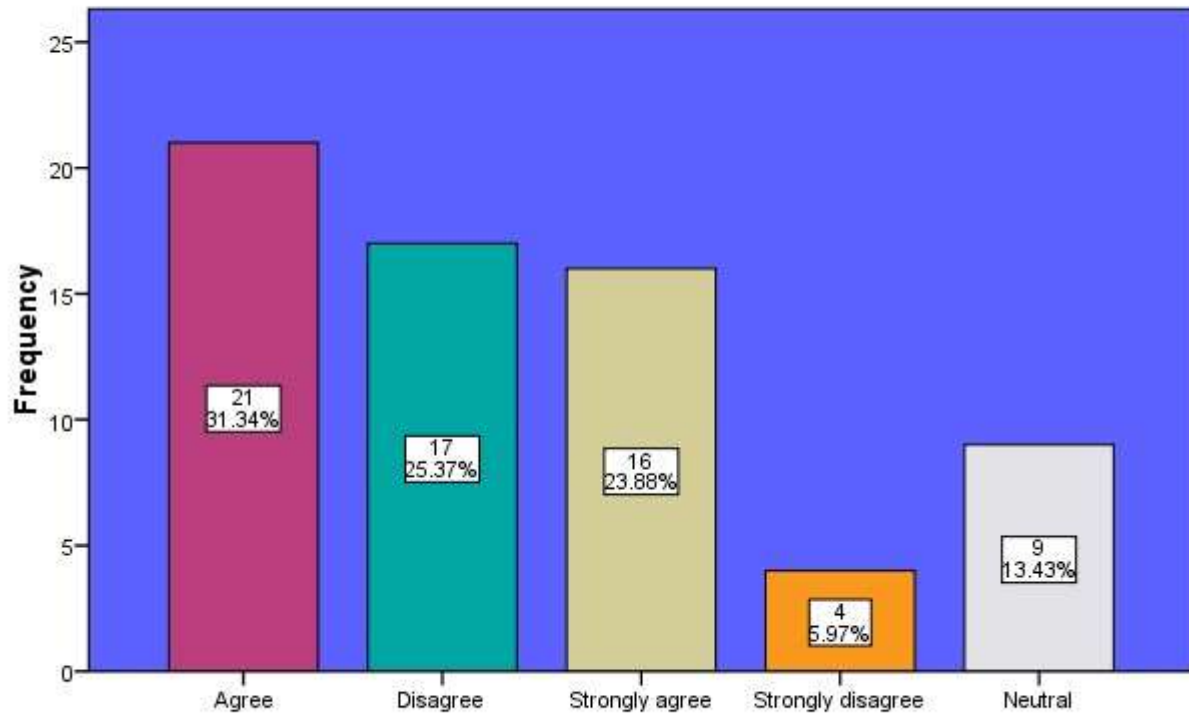


Figure 10: Security Situation

Figure 10 presents that the graduates cannot work because of the security situation. 53.64% of the respondents said disagree, 19.70% of the respondents replied neutral, 9.09% of the respondents answered agree, 6.06% of the respondents said strongly agree whereas 1.52% replied strongly disagree.

The main reason for unemployment is the mismatch of skills among graduates and demanding employers.



The main reason for unemployment is the mismatch of skills among graduates and demanding employers.

Figure 11: Major Cause of Unemployment

Figure 11 indicates the main reason for unemployment is the mismatch of skills among graduates and demanding employers. 31.34% of the respondents said strongly agree, 25.37% of the respondents replied disagree, 23.88% of the respondents answered strongly agree, 13.43% of the respondents said Neutral whereas 5.97% answered strongly disagree.

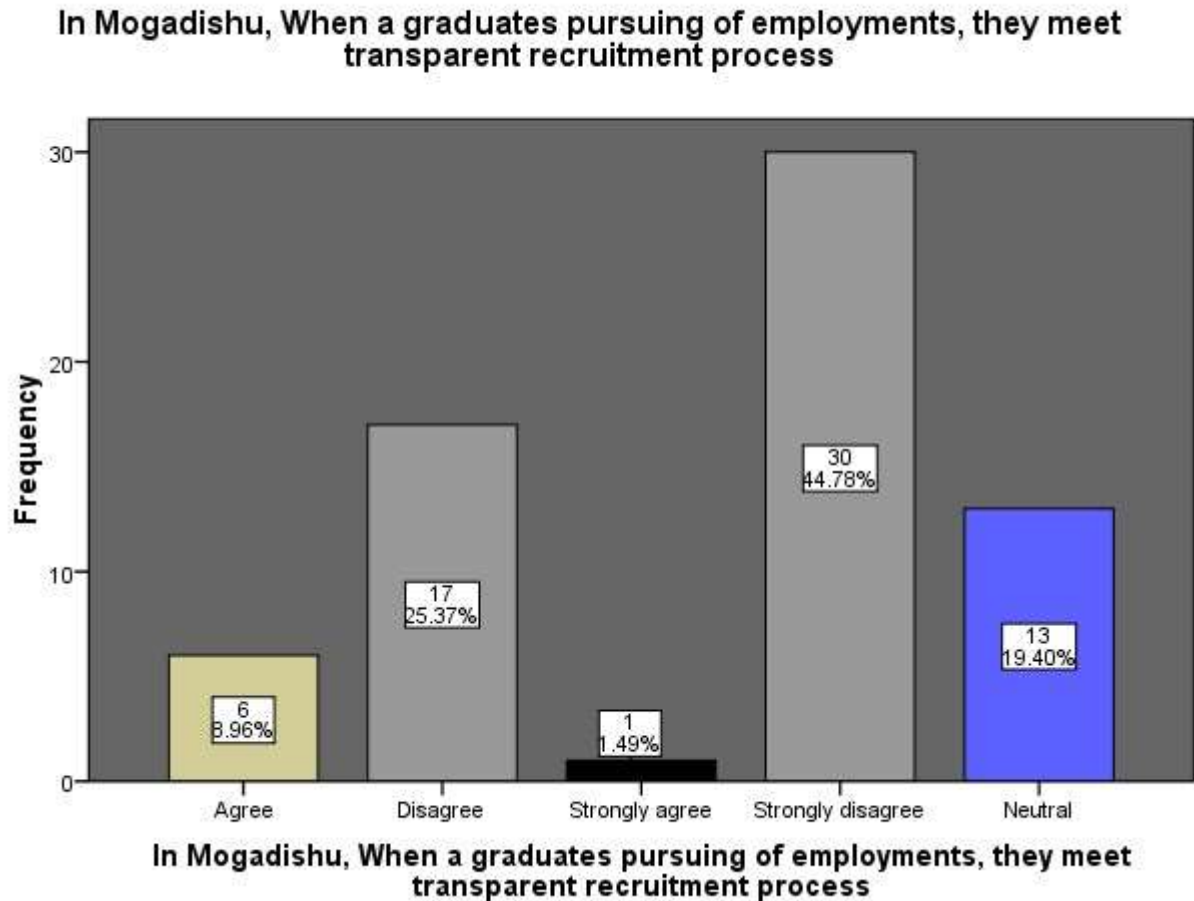


Figure 12: Transparent Recruitment Process

Figure 12 represents when a graduates pursuing of employments, they meet transparent recruitment process in Mogadishu. 44.78% of the respondents said strongly disagree, 25.37% of the respondents replied disagree, 19.40% of the respondents answered Neutral, 8.96% of the respondents said agree whereas 1.49% answered strongly agree.

An increase in domestic and international new graduates competing in the market place contribute non-transparent recruitment process through graduates

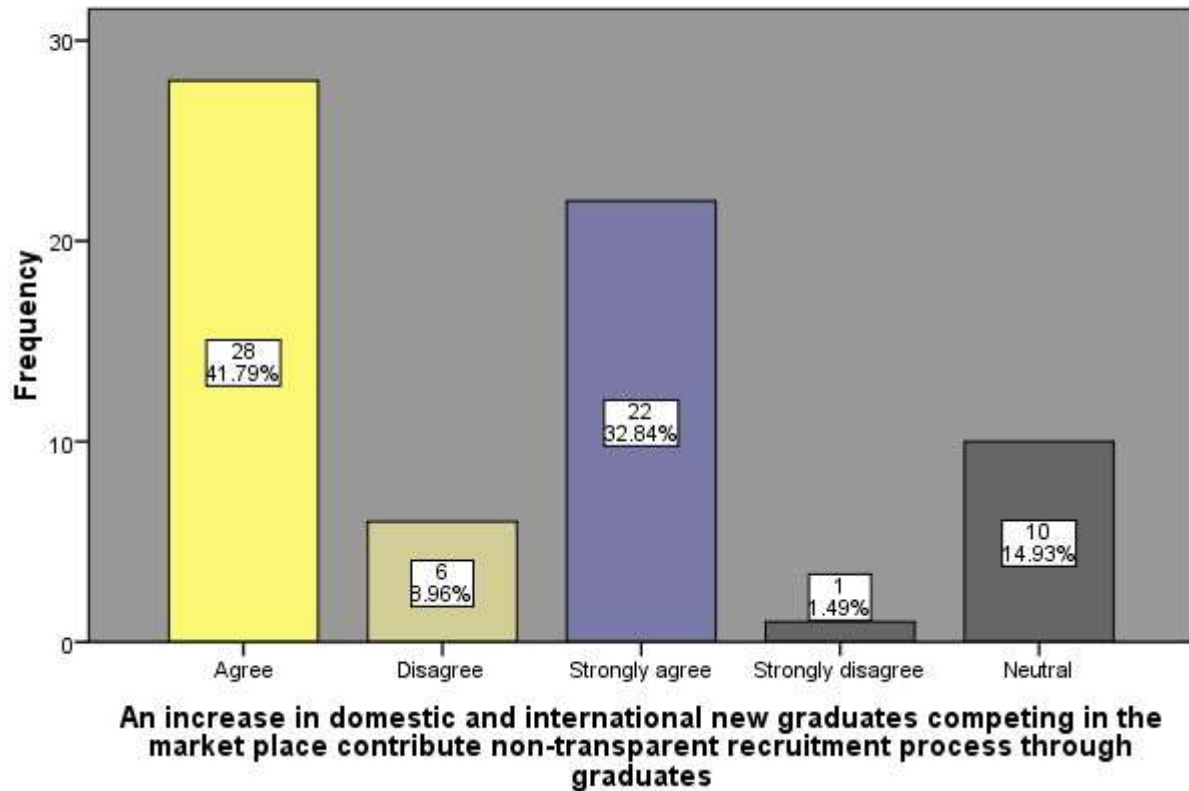


Figure 13: Competition in the Market

Figure 13 shows an increase in domestic and international new graduates competing in the market place contribute non-transparent recruitment process through graduates. 41.79% of the respondents said agree, 32.84% of the respondents replied strongly agree, 14.93% of the respondents answered disagree, 1.44% of the respondents said disagree whereas 1.49% answered strongly disagree.

Graduates in Mogadishu are still weak in recruitment skills and do not show good working efficiency

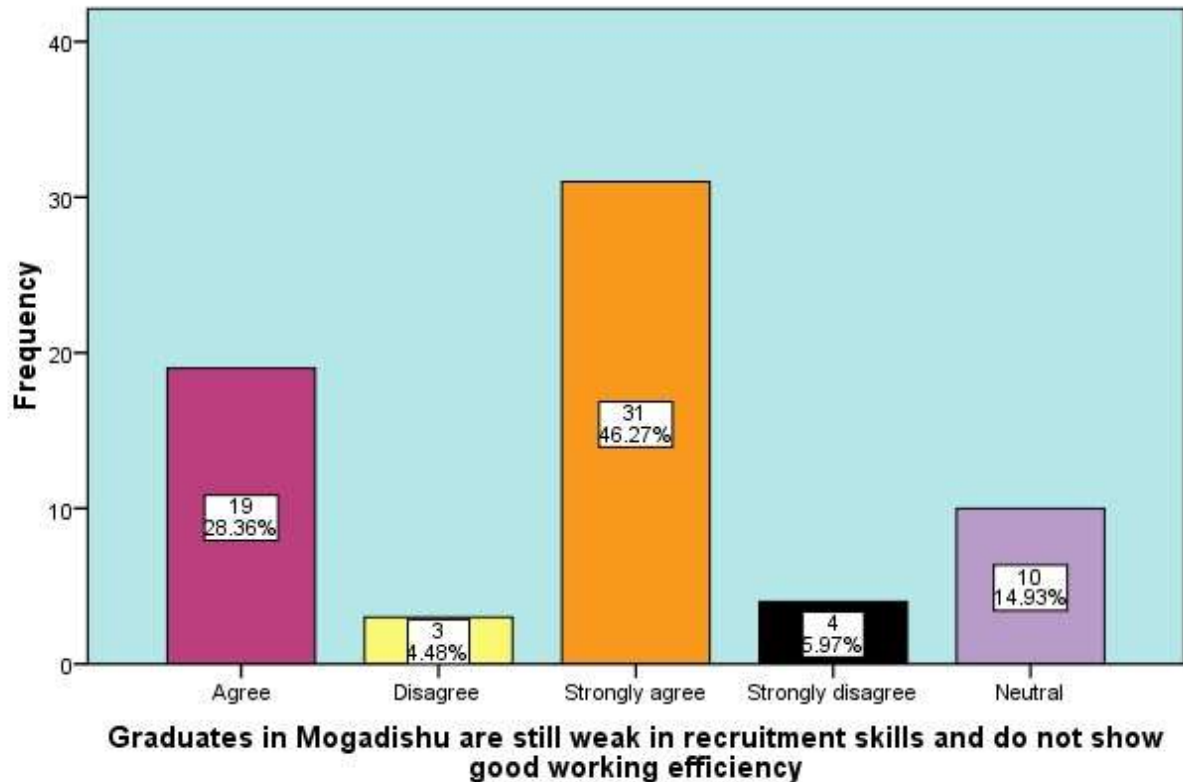


Figure 14: Recruitment Skills

Figure 14 represents graduates in Mogadishu are still weak in recruitment skills and do not show good working efficiency. 46.27% of the respondents said strongly agree, 28.23% of the respondents replied strongly agree, 14.93% of the respondents answered Neutral, 4.48% of the respondents said disagree while 5.97% of the respondents answered strongly disagree. Moreover, most of the participants claim that the graduates in Mogadishu are still weak in recruitment skills and do not show good working efficiency.

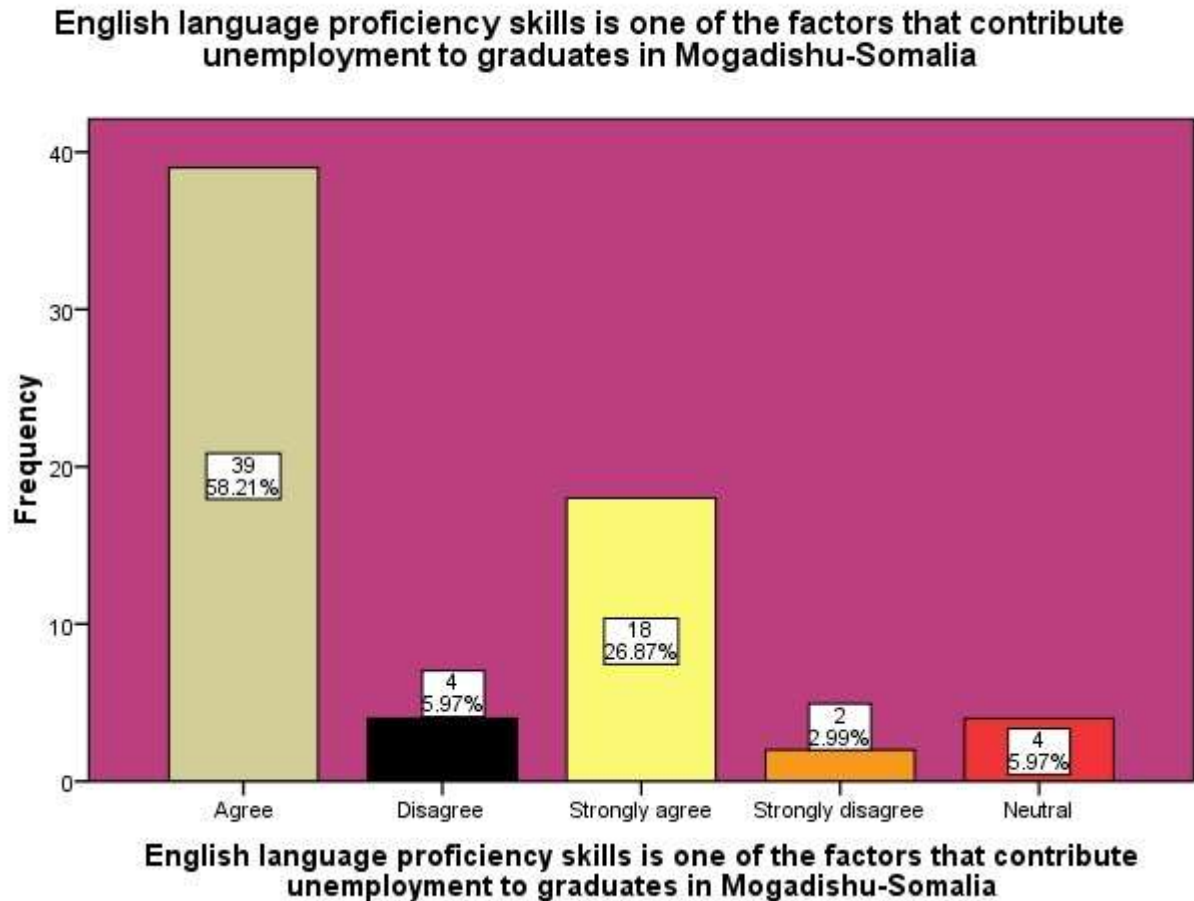


Figure 15: English Language Proficiency Skills

Figure 15 shows English language proficiency skills is one of the factors that contribute unemployment to graduates in Mogadishu-Somalia. 58.21% of the respondents said Agree, 26.87% replied strongly agree, 5.97% of the respondents answered Neutral, 5.97% of the respondents said Disagree while 2.99% answered strongly disagree. Therefore, most of the respondents argue that the English language has an influence on unemployment that exist in Mogudishu-somalia.

Summary

The research found that 74.63% of respondents were male, with 51.19% aged 25-35, 25.37% 18-25, and 13.43% 3570. Educational levels varied, with 52.24% bachelor, 22.39% secondary, 16.42% master, 5.97% PHD, and 2.99% none. Most respondents were underemployed. The majority of respondents, out of 67 participants, strongly agree with the widespread unemployment in Mogadishu-Somalia. The research reveals that Nepotism and clannism are the main factors contributing to unemployment in Mogadishu, followed by lack of political stability, job availability, lack of proper training, and a lack of education system, with a significant percentage citing these factors. Other additional questions related topic were exposed to participants and we found that 56.72% of respondents agree that graduates will find jobs after graduation, while 32.84% agree that career orientation contributes to unemployment. Additionally, 53.64% disagree that graduates cannot work due to security issues. The problem of getting job in Mogadishu-Somalia is not the availability of job but the process of recruitment is totally wrong as we found during the survey.

This argument is supported by Figure 11 indicates that the graduates don't meet a fair bout transparent recruitment, with 41.79% agreeing and 32.84% strongly agreeing. The research also revealed that the graduates face severe unemployment in Mogadishu-Somalia due to a mismatch of skills with demanding employers. This is reference to 31.34% of respondents strongly agree as they are the majority of respondents. Most of the scholars argue that the English language proficiency is the one of factors that rise or contribute unemployment rate among college graduate. At same time, during our investigation we found that the main cause of unemployment among graduates in Mogadishu-Somalia is poor English language and communication skills, numerous job options, and high salary demands as the most of participants (58.21%) strongly agree. However, fluency in English is not considered the same in recruitment. Indicates that fluency in English is not the same for recruitment. Overall, fluency and non-fluency are not considered equal. That graduates in Mogadishu, Somalia, who lack English language proficiency skills are more likely to be unemployed.

Overall, the unemployment rate among graduates varies significantly across countries due to factors such as Nepotism and Clannism, Lack of education system, economic conditions, local company demand and skills mismatch, and English language skill. Graduates are looking for jobs and also Jobs also depend more on who you know than on your knowledge, and they are more biased and unequal in Mogadishu – Somalia. each of new governments when job distribution the new graduated the universities, they faced a lot inequality for getting job because of corruption and nepotism that may face graduates lack of moral to seek a job market. The job market is heavily influenced by interest groups, such as business leaders, political leaders, and clan leaders. All of these groups are looking out for their own interests. The primary source of unemployment in Somalia particularly Mogadishu is the lack of transparent recruitment, good governance and institutions, which has resulted in a high rate of unemployment.

CONCLUSION AND RECOMMENDATION

Conclusion

This research has highlighted the reasons why the rate of unemployment among college graduates in Mogadishu, Somalia is on the rise. This is one of the biggest challenges facing the country today. As a result, the nation cannot realistically pursue its developmental goals if it fails to effectively utilize the millions of graduates that enter the labor market annually. Therefore, Unemployment in Mogadishu is that it remains a significant challenge. The city faces high rates of unemployment, particularly among the college graduates. Based on the findings of the study, it was concluded that:

- Most of the participants underlined that the Racism and clannism is main factor that contribute unemployment in Mogadishu-Somalia
- Lecturers and graduates believed English language has an influence on unemployment that exist in Mogudishu-somalia.

Recommendations

The following recommendations are derived the findings and conclusions of the article:

1. It is suggested that recent graduates utilize e-learning opportunities to develop their abilities.
2. The government of Somalia should create a plan to improve the standard of education in the country.
3. The Somali government should come up with lots of job openings to help out young people in the country.
4. The government of Somalia should provide a platform for skills development for young people in Somalia.
5. NGO should make a full contribution to the campaign of job creation in support of Somali graduates.
6. Non-Governmental Organizations (NGOs), local businesses and industry should also collaborate with the government to strengthen skills and capacity building for the youth of Somalia.

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