

**The Challenges of Youth Unemployment in Ghana: A case study of the implementation
of the One District One Factory (1D1F) Programme**

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COMPULSORY DECLARATION

No part of this research has previously been submitted for a degree award. This is my own research. All quotations, contributions from this research, or work of other individuals or researchers have been properly cited, attributed, and referenced.

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DEDICATION

The work is dedicated to Miss Roselinda Antwi, my dear love, Mr and Mrs Acheampong, my parents, and my siblings. Your words of encouragement and assistance are greatly appreciated.

ABSTRACT

Youth unemployment is significant in many developed and developing countries because it is a major indicator of national development and government policy priorities. Even though youth unemployment policies have been implemented in many developing countries, most of them have not been implemented effectively or efficiently due to corruption, the politicisation of government policies, financial constraints imposed by the government, a lack of coordination, weak monitoring and evaluation systems, and poor planning and forecasting. The World Bank (2020) did a comprehensive report on Ghana's youth unemployment. They discussed how a lack of coordination among public institutions, a weak information management system, the politicisation of government policies, weak monitoring and evaluation, financial constraints, and poor planning, among other factors, causes youth unemployment in Ghana (World Bank, 2020). All these issues indicate that Ghana lacks good governance, which is the main reason why youth unemployment persists in Ghana despite the implementation of so many government policies. The Ghanaian government established the One District One Factory (1D1F) Programme in 2018, to address the country's massive youth unemployment, it had a promising start, but again, it ran into implementation problems. This research aims to examine the youth unemployment issue from a good governance perspective and particularly through exploring the recent 1D1F implementation.

This is a qualitative study that does not involve any fieldwork. The study reviews existing Ghana youth unemployment policy documents and published journal articles. The major themes that the study seeks to establish through research are the challenges and causes of youth unemployment policy failure, the root of youth unemployment issues in Ghana, and the challenges involved in addressing the problems in Ghana.

The findings reveal that, the goal of the 1D1F was to address the problem of rural-urban migration and youth unemployment in Ghana, which the World Bank in their report did not cover. It was confirmed that Ghana lacks good governance, such as the absence of institutional coordination, effective monitoring and evaluation, corruption and other factors in the governance system, which led to the inefficiency of the 1D1F Programme implementation despite how well it was designed.

GLOSSARY

AERC	African Economic Research Consortium,
1D1F	One District One Factory
CNBM	China National Building Materials
CSOs	Community Schemes Ombud Services
ERP	Economic Recovery Programme
EXIM	Ghana EXIM Bank
GBSS	Graduate Business Support Schemes
GCB	Ghana Commercial Bank
GDP	Gross Domestic Product
GEXIM	Ghana Export and Import Bank
GLSS	Ghana Living Standards Survey
GPRS I & II	Ghana Poverty Reduction Strategy I & II
GSGDA	Ghana Shared Growth and Development Agenda
GSS	Ghana Statistical Services
GWM&ES	Government-wide Monitoring and Evaluation System
GYEEDA	Ghana Youth Employment, the Entrepreneurial Development Agency
HIPC	Heavily Indebted Poor Countries
ILO	International Labour Organisation
IMF	International Monetary Fund
LED	Local Economic Development
LESDEP	Local Enterprise and Skills Development Programme
LMIS	Labour Market Information Systems
M&E	Monitoring and Evaluation
MASLOC	Microfinance and Small Loans Centre
MELR	Ministry of Employment and Labour Relations
MMDA	Metropolitan, Municipal and District Assemblies
MOTI	Ministry of Trade and Industry

NABCO	Nation's Builders Corps
NDC	National Democratic Congress
NDPC	National Development Planning Commission
NEP	National Employment Policy
NEIP	National Entrepreneurship and Innovation Programme
NRP	National Reconstruction Programme
NYEP	National Youth Employment Programme
NYP	National Youth Policy
OECD	Organisation for Economic Cooperation and Development
OFY	Operation Feed Yourself
PAMSCAD	Programme of Action to Mitigate the Social Cost of Adjustment
SADA	Savanna Development Authority
SAP	Structural Adjustment Programme
SMEs	Small and Medium Enterprises
SSA	Sub-Saharan Africa
UN	United Nations
UNDP	United Nations Development Programme
US	United States
VCTF	Venture Capital Trust Fund
YAP	Youth in Agriculture Programme
YEA	Youth Employment Agency
YESDEC	Youth Enterprises and Skills Development Centre
YIAP	Youth in Agriculture Programme

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Chapter One: Introduction

Youth unemployment is a major problem for both advanced and developing economies. The situation is particularly bad for the developing countries, which includes Ghana. One cannot find a straightforward definition of youth unemployment in the literature. Who is the youth? Who qualifies to be called 'youthful? What is the age bracket for the youth? The commonest way of defining youth is to define it according to the person's chronological age. The Table below shows the youth age definitions by other researchers.

Table 1. Youth Definition

Institutions	Age Bracket for Youth
United Nation (UN)	15 to 24
National Youth Policy (NYP)	15 to 35

Source: NYP, (2010), Sackey and Osei (2006)

Youth unemployment has several definitions because different scholars from different disciplines, institutions and countries view it differently. The European Council (2013) and the ILO (2016) defines it as the proportion of the unemployed within the age group 15 to 24 without jobs but who are looking for work. The concept of "youth unemployment" denotes the predicament of a youthful individual who is actively looking for a job but is not able to get one. The Organisation for Economic Cooperation and Development (OECD), (2021) stated that an unemployed person is anyone of working-age who does not have a job but is available, ready to work and is making an effort to seek employment. The definitions of youth unemployment by the ILO, and the OECD emphasise job searching, on the availability of the jobless to work and it adds that a job seeker person must report his or her joblessness.

The definition means that jobless people who are not looking for work or have given up job hunting are not included in the unemployed. Challenges of underemployment and unemployment among the youth have been major concerns in Ghana and globally by the World Bank. The World Bank (2020) defines the term underemployment as a person who is not working on a full-time basis or in a job which does not conform to his or her financials and skills. In this regard, the job that one finds him or herself in does not need any education or

skills. Regarding unemployment among the youth this means that the youth are currently working. In Ghana, example of underemployment can be seen as working as a contract worker, a part time worker or an attachment worker, among others.

Africa is therefore considered to be the youngest of all the continents of the world. as 90 percent of young people in the world can be found in the developing world and almost 60 percent of all the people living in Africa are under 25 years old (ILO, 2019). It is said that the growing youth population presents an opportunity for growth and development as well as the challenge to it (NYP, 2010; World Bank, 2020; ILO, 2019). According to projections, by 2035, there will be a youth bulge, which will bring possibilities and difficulties for governments (Dadzie, Fumey & Namara, 2020). The growing youth population in Africa, as well as the overall population, means that the employment demand will continue to climb over time. This, therefore, places a huge daunting responsibility on Sub-Saharan African governments to provide a favourable economic environment that fosters job creation to provide jobs for these people (Sriram & Mersha, 2006; IHSN Survey, 2020).

Surprisingly, 70 percent of Africa's population are persons, children and youth who are below 30 years old (ibid). These energetic and youthful people of Africa can provide the needed human resource to drive the continent's developmental agenda as they have potential, capacity, creativity, enthusiasm, and energy (Chakravarty *et al.*, 2017). The ILO also asserted, that Sub-Saharan Africa has the most youthful population across the globe (ILO, 2010). The ILO projected that the continent would remain the youngest in the world for decades (ibid). According to the World Bank (2015), from 1993 to 2013, the child mortality rate in Sub-Saharan Africa reduced by 49.4 percent, while the adult mortality rate fell by 26.8 percent (12.4 and 14.4 percent for adult females and adult males, respectively).

One report posited that 11.9 percent of the Ghana population are unemployed and that youth unemployment stands at 12.1 percent. However, these differences are seen in both rural and urban communities across the country. For instance, the percentage of unemployed youth within urban communities stands at 13.6 percent, which is higher than in the rural communities in Ghana at 10.4 percent. Notwithstanding the success story of socio-economic growth, the World Bank (2020) reported that 12 percent of the Ghana youth are unemployed, and more than 50 percent are underemployed. In Ghana, youth accounts for 36 percent of the population, whereas 56 percent live in urban areas. The Ghana Statistical Service (2016) stated that approximately 59.6 percent were employed, 12.1 percent are unemployed, and the remaining are not in the labour force (perhaps they are in school).

As Ghana's youth population grows, the chances for leveraging the demographic dividend to promote Ghana's socio-economic progress are developing. To appropriately respond, Ghana's government will need to provide an enabling environment that allows for the creation of respectable jobs for newcomers into the labour market (Dadzie *et al.*, 2020). Dadzie *et al.* (2020) further indicated that the government has a two-pronged challenge: providing access to jobs and ensuring that jobs meet decent work standards. The second challenge is a great concern because some studies found that most jobs in Ghana are low-skilled, requiring limited cognitive skills and technological content. This results in a situation where people earn less income and engage in less acceptable labour practices (*ibid*).

In the dawn of Ghana's independence various economic and political observers predicted a bright future for the country. Under the administration of the first President of Ghana, Osagyefo which means "redeemer", Dr Kwame Nkrumah began an ambitious industrialisation agenda to transform the economy of Ghana. Soon after independence, the country was faced with numerous issues; notably political instability, economic hardship, and corruption. Ghana sought economic assistance from the International Monetary Fund (IMF) and the World Bank in order to return the country's economy onto a path of growth and development. Over the previous three decades, Ghana has undergone some political and economic changes with the assistance of the IMF, the World Bank, and other donor partners.

The growth rates in Ghana's economy have unfortunately failed to yield the anticipated number of jobs; especially within the private sector, which is dominantly informal (Fosu & Aryeetey, 2008). Baah-Boateng *et al* (2013) showed that Ghana's relatively high economic growth rates are substantially supported by expansion in the extractive industries such as mining (mineral) and the oil sectors. Ironically, these non-manufacturing sectors are highly capital intensive but create a relatively smaller number of jobs or employment for the people, especially the youthful ones (Baah-Boateng, 2013 and 2015). The canker of youth unemployment is widespread and dynamic, necessitating a consistent, deliberate and all-encompassing approach (Laporte, 2020).

Dadzie *et al.* (2020) advised that, the development of youth empowerment and employment policies must not only address concerns of youth unemployment but must also focus on building human capital that is capable of sustaining Ghana's economy. Stakeholders have raised genuine concerns about the quality of Ghana's growth performance (Ayetei *et al.*, 2015). Economic growth rates have generally been faster and higher than employment growth in Ghana (*ibid*). The liberalisation and privatisation of Ghana's economy have been associated

with deteriorating job openings in the public sector. Consequently, work prospects in the formal sector are reduced and the pool of employees in the informal sector continues to grow (Langevang, 2008). As Table 2 shows, the Ghana Statistical Service (2020) posits that as a developing country, Ghana has been challenged with this issue of youth unemployment since the attainment of independence in 1957. Successive governments have over the years implemented several skills development and employment programmes aimed at tackling the challenge. The researcher noted some of the policies to address the youth unemployment in Ghana. The researchers included notably: Baah-Boateng (2021), World Bank (2016), (2020), Odoro-offori (2014), Twerefou (2012), Atiemo *et al.*, (2020), Armah (2018), National Development Planning Commission (2003) among others, as shown in the Table below:

Table 2. Youth Unemployment Policies in Ghana

Programmes	Years	Goals	Target
Workers Brigade Strategy	1963 – 1970	To provide jobs for Ghana’s youth and active men and women who are committed to the country’s independence struggle	The target for the policy was dearly towards the youth, both men and women before the attainment of the Ghanaians independence
Programme Action to mitigate the social cost of Adjustment (PAMSCAD)	1989	Creating of community programmes to produce employment for low-income employees, jobless youth, disadvantaged urban families and retrenched workers in Ghana’s northern region.	This was created to help women and small-scale miners to get credit for their businesses
Vision 2020	1996 – 2000	Provide job possibilities for the youth	Creation of job for the Ghanaian youth by 2020
National Builder Cop	2018	Solely to combat graduate unemployment while also addressing the country’s social issues	One hundred thousand unemployed higher education graduates were the target that the government was aiming at to employ and post to the various public institution on a three-year contract basis

GPRS I & GPRS II	2005 & GPRS II 2006 to 2009	The GPRS I was to provide jobs for the citizens, particularly the youth and disadvantaged population. The main goal of the GPRS II was speed up the economic growth of the country in that Ghana will be able to reach middle-income status by a given planned period	The GPRS I & II was targeting the job creation for the youth and the development of the Ghanaians economy.
National Entrepreneurship Innovation Programme	2017	The major target was to give comprehensive national support to the youth and small business	The target was providing financial support to the youth in the area of entrepreneurship development programmes
Youth in Agricultural Programme	2013	The goal was involving most young people in agriculture	Targeting thousands of youths in the rural areas to go into agriculture

1.1 Research Problem

Studies conducted over the years on the challenges of youth unemployment in Ghana have all concluded on a common theme; labour market demands and the mismatch of the education curriculum on the one hand, and the ability of implemented programmes and lack of adequate commitment and to produce a long-term impact on the other (Gyampo, 2012). In other words, skills mismatch, the need for legitimate working business and arrangement centres and the need for a coherent national business arrangement have been blamed for the youth unemployment issue in Ghana (Baffour-Awuah, 2013).

After independence in 1957, the government of Ghana actualised a few aptitude advancement programmes to diminish youth unemployment. Be that as it may, the effect of these programmes on youth unemployment in the recent past has been poor. As a result of its financial and divided nature it was unable to satisfactorily address the numerous problems facing the youth in Ghana (Palmer, 2007). As a result of their top-down nature and lack of access into the work environment, such programmes that were presented to school-leavers were for all intents and purposes impractical and post-training opportunities did not come to fruition (Ibid). According to Gyampo (2012) even with modern government

programmes and arrangements, there is still undeniable proof that demonstrates that the rate of youth unemployment in Ghana has been growing (Gyampo, 2012). Despite this long list of programmes implemented over the years to deal with youth unemployment, their impacts were short-lived or in other words, they proved unable to address the issues of massive youth unemployment in Ghana because of their partial and fragmented nature (Baah-Boateng, 2004).

Various policies and programmes for skills development do not adequately address the diverse career paths of young people in Ghana (Palmer, 2007). The consequence is that the public sector which is the biggest employer in Ghana is significantly overburdened with more and more labour supply than demand requirements. This has negatively affected the employment capacity of the Ghana government for decades, making youth unemployment a constant concern in Ghana (Baah-Boateng, 2014). World Bank (2020) stated that this situation usually leads to an increase in social vices such as robbery, prostitution, etc. For this reason, any effort in Ghana to bring industrialisation to the economy must be celebrated and the implementation process properly evaluated for effective and efficient results.

Against this background the government of Ghana introduced the 1D1F Programme in (2018). While the programme in its ideal state was lauded by a broad spectrum of Ghanaians, several reservations have been expressed. This partly stems from previous experiences in Ghana where similar lofty initiatives such as the Savannah Development Authority (SADA), were thrown out in the public domain, but without any serious commitment from government to ensure their implementation (Ratina, 2019). The researcher seeks to reveal how the implementation of the 1D1F policy by the Ghanaian government has helped to reduce youth unemployment in Ghana.

1.2 Research Question

The main question this study seeks to answer is:

From a good governance perspective, why does the issue of youth unemployment persist after so many programmes have been implemented in Ghana?

To provide further understanding and clarity when answering this question, this study chooses to explore it via the implementing 1D1F. Therefore the following sub-questions will be:

- a. What are the challenges of youth unemployment in Ghana, and how can these challenges be resolved by the Ghana government?

- b. How could the implementation of the 1D1F offer a better understanding of youth unemployment issue in Ghana?

1.3 Thesis Structure

This work is structured into six chapters, as follows:

Chapter one: This chapter provides a general background of the subject matter and briefly explains what is known so far. It provides a reason why there is a need for further work on the subject matter, which gives this study a focus.

Chapter two: This chapter delves extensively into the literature to provide a comprehensive understanding of what is known regarding the subject matter of this research. Themes discussed include industrialization in Ghana, the overview of the 1D1F policy in Ghana and the implementation of the 1D1F policy in Ghana.

Chapter three: This chapter reviews the good governance in Ghana in responding to the issue of youth unemployment in Ghana.

Chapter four: This chapter focuses on study designs; research methods and techniques used to gather and analyse data.

Chapter five: This chapter focuses on findings and discussions, as guided by the research question and aims.

Chapter six: This chapter concludes this study.

Chapter Two: Literature Review on 1D1F Policies in Ghana

2.0 Introduction

The focus of this chapter is to shed more light on 1D1F policies in Ghana. This will be done by focusing on reviewing existing scholarly works which includes articles, books, case studies and prior research studies on 1D1F in Ghana. The chapter discusses the implementation of 1D1F policies in Ghana, and the benefits of the policies to the youth. A conclusion to the chapter is given by the researcher.

2.1 Overview of Industrialisation in Ghana

This section of the chapter throws more light on industrialisation in Ghana, and the implementation of the 1D1F. Industrialisation is crucial to the development of a country (Osei Yeboah *et al.*, 2021). There is a strong connection between development and structural change or transformation of an economy. Structural change suggests growth of industry and services, resulting in reduced dominance of agriculture in the economy (Remi & Darko Osei, 2012). On the contrary, as seen by countries in Sub-Saharan Africa, including Ghana, the absence of structural change obstructs progress. Since independence, Ghana has made several efforts to ignite the industrial revolution in the country. In a case study, over a span of fifty years (1960-2010), Remi and Darko Osei (2012) studied the roots and repercussions of Ghana's lack of structural change. They found that more than fifty years have elapsed since the country attained Republican status, but to date, it has not been able to transform its economy through industrialisation. Ghana's economy is dominated by the agriculture sector (with the cocoa subsector as its backbone). Industrialisation is slow and the service sector is largely unproductive. They also averred that structural change inevitably causes labour to drift from engaging in lower productivity to higher productivity work, resulting in high labour productivity in the economy.

Ghana has adopted a new strategy for industrialisation which seeks to create industrial architecture on a foundation of value addition to its numerous natural resource endowment. Ghana's current industrial policy was fashioned in 2010, in accordance with the country's long-term strategic goal of becoming a middle-income society by 2020, by stimulating structural change from exporters of raw materials to an industrialised economy that can create sufficient decent jobs and promote sustainable and equitable growth and development throughout Ghana.

The policy also offers comprehensive and transparent strategies for the execution of the government's industrial development agenda, with special attention being given to the growth, upgrading, diversification and competitiveness of the manufacturing sector (Osei Yeboah *et al.*, 2021). The key objectives Ghana's industrial policy seeks to achieve include but are not limited to the following; An increase in the number of people working in the industrial sector, manufacturing sector technical capacity expansion, advancement of agro-industrial growth, creation of industries across the country in order to reduce poverty and income disparities, increasing the competitiveness of industrial enterprises of Ghana to compete actively in the domestic as well as foreign markets, offering products and services that are reasonably priced and higher quality to consumers (Osei Yeboah, 2021). Careful study of Ghana's industrial policy framework reveals a latent desire for the country to dominate regional, Africa's continental as well as global markets.

Ackah-Baidoo (2016) stated that industries employ approximately 15 percent of Ghana's labour force. As mentioned elsewhere in the study, several scholars attributed the slow growth of industries as one of the causal factors for the youth unemployment crisis in the country. Baah-Boateng (2014) recommended that the government needed to invest more in labour-intensive manufacturing industries since he observed that the growth of the country's economy was largely supported by capital intensive, low labour absorption sectors.

An analysis of job distribution across subsectors showed that between 2000 and 2006, there was a substantial surge in the proportion of total industry employment created through the manufacturing sector. The manufacturing sector employed about 80 percent of the total industrial sector in 2006. There is no doubt that robust and thriving industries in Ghana can solve the phenomenon of youth unemployment and unemployment in general among the people (Ackah-Baidoo, 2016).

In the year 2000, the percentage of manufacturing sector jobs to total industrial sector jobs was estimated to be approximately 69 percent. In 2006, the same subsector employed close to 80 percent of the industrial sector's total workforce. This accounts for about an 11 percent increase in jobs within the manufacturing subsector between 2000 and 2006. The low record in 2000, it is said, was principally the outcome of a fall in the proportion of subsectors (such as mining and quarrying and construction) to the total share of industrial employment (*ibid*). The proportion of overall industrial employment climbed to 11.1 percent in 2012, due to a boom in the oil and gas subsector as a result of commercial crude extraction and its rippling positive

effects on other subsectors such as mining and quarrying. Manufacturing continues to be the industrial subsector that creates the most jobs. There is no question that robust and booming industries and manufacturing can address the problem of youth unemployment and unemployment generally among Ghanaians.

The 1D1F is one of the main and indispensable components of the Ghana government's 10-point agenda. The 1D1F seeks to harness decentralisation to accelerate manufacturing, transform the economy and cut down overdependence on imported products, through import substitution production. Osei Yeboah *et al.* (2021) recorded that about 56 percent of the 1D1F projects which are approved were agricultural processing based. This affirms that agricultural-based processing via the 1D1F is crucial to industrial development in the country. The government's role in this private-led initiative is to build an essential favourable atmosphere for the establishment of factories or businesses.

2.2 Overview of the 1D1F Policies in Ghana

This section of the study reviews the literature on the 1D1F policy by the government for resolving youth unemployment in Ghana. The 1D1F is one of the flagship policies of the current government led by His Excellency Nana Addo Danquah Akuffu-Addo. It is an ambitious programme which intends to accelerate industrialisation in Ghana by establishing at least one factory in every district across the entire country. MOTI stated that the 1D1F Programme is an offshoot of a previous policy known as the Integrated Programme for Accelerated Growth and Industrial Development designed by the former New Patriotic Party (NPP) government, under the able leadership of President J.A. Kuffour. This programme was carried out by the Department of Commerce and Industry under MOTI (2021).

In a parliamentary memorandum, Ofori-Atta, (2019) said that the programme was a key component of the Industrial Transformation Agenda of the government. He added that it did not perform a state-led, government role in this programme. Therefore, it was rather facilitatory in nature. The state is required to facilitate the construction of factories by creating an enabling environment, for instance, infrastructural delivery i.e., provide roads, electricity and water. The programme is a private sector-led initiative which means that factories to be established under the programme will be owned and managed by private investors, although the government can invest equity that does not exceed 30 percent in enterprises that require its participation. Adu-Kumi (2019), discovered that the 1D1F policy has popular support among Ghanaians, with

most of the people indicating their willingness and readiness to contribute towards the success of the programme.

The Ghana Export-Import Bank is the principal financier of the 1D1F Programme. This bank is also known as the Ghana Export and Import Bank (GEXIM) or the Ghana EXIM Bank. It was established by a Parliamentary Act (Act 911) in 2016 to help the Ghana government to achieve a sustainable export-driven economy. In line with their statutory obligation, GEXIM focused on providing financial support to export-oriented and import substitution projects under the 1D1F (Assibey-Yeboah, 2020). The programme aims at creating at least one medium to large scale factory in all the 254 districts in Ghana. This means that a district could have more than one factory, depending on its resource base. The emphasis on medium to large scale operations is because the enterprises to be established are expected to impact positively and significantly on the economies of the districts in terms of creation of jobs, stable income for the inhabitants and better living standards.

According to the Oxford Business Group (2021), more than seventy-nine projects had received support at the start of 2019. Thirty-five more were undergoing credit assessment, and the programme emphasised the creation of jobs for Ghanaian youth as well as leveraging Ghana's natural resource endowment to boost the country's competitive advantage. The official website of the MOTI states that 104 projects are currently operational, 150 are under construction and twenty-four are in the pipeline, which gives a total of 278 projects under the 1D1F Programme so far (MOTI, 2021). Out of these, in the Ashanti region, fifty-eight of the factories of the 1D1F Programme are at various stages of completion with some already completed; and thirty-one factories have reached either completion, incompleteness or inception stages in the Eastern region of Ghana. In the central region of Ghana, eighteen factories are at various stages of completion. Lastly, in the Greater Accra region, eighty factories that came out of the 1D1F Programme were in various stages of completion by the end of 2021. Casa De Ropa is one of the indigenous enterprises that was founded under the 1D1F. They make potato-based bread, chips, baked potatoes, and a variety of pastries. They also grow potatoes on hundreds of acres of land and teach local farmers new potato-planting techniques and skills. Casa De Ropa is believed to directly employ 1,000 people and indirectly employ many more (Oxford Business Group, 2021).

2.3 The Implementation of 1D1F in Ghana

The principal ministry in charge of the implementation of the 1D1F initiative is the MOTI. The ministry established a secretariat known as the 1D1F secretariat, which is specially designed for programme execution (MOTI, 2020). An applicant who wants to participate in the 1D1F initiative must submit a business proposal and plan to the secretariat. The secretariat performs an assessment of the proposal; conducts due diligence, does a credit appraisal as well as an evaluation of the proposed project's capacity to meet the objectives of the 1D1F Programme.

The proposals that meet the laid down criteria qualify for the next stage of the process. The successful applicant is supported by the secretariat in the form of easy access to funding, tax incentives and reduced import duties. The facilitatory roles played by the secretariat help to reduce bureaucratic inefficiencies and fast-track administrative processes such as the acquisition of land, business registration permits and environmental compliance. The programme is not directly financed through the coffers of the state, nor does it guarantee a source of capital. The secretariat only facilitates access to the sources of funding from commercial financial institutions or banks and international creditors. The MOTI can issue letters to back successful applicants. Investors then make capital available at favourable rates (Osei Yeboah, 2021; MOTI, 2020). A notable financial institution that provides funding to the 1D1F includes the following: China's National Building Materials Corporation provided a \$400 million loan to assist in funding the 1D1F project. So far, about twenty-two enterprises have benefited from this credit facility. The Ghana Export-Import Bank, in collaboration with the Export and Import Bank of the US (EXIM Bank), will provide \$300 million for purchasing inputs from US suppliers. Also, a \$10 million loan facility is set aside purposefully to be given to 1D1F firms to procure equipment from the US; and the Venture Capital Trust Fund (VCTF) has also made available funding for SMEs available(ibid).

Concerning the objectives of the 1D1F Programme; the memorandum presented to Parliament by the finance minister within the 2019 fiscal year, seeking approval of incentives to support the implementation of the 1D1F (Ofori-Atta, 2019) clearly stated the four basic objectives the programme is designed to achieve. The objective of the programme is as follows; to create massive employment, particularly for the youth in rural and peri-urban communities, thereby improving levels and standards of living, as well as reducing rural-urban migration; to add value to the natural resources of each district and exploit the economic potential of each district; based on its comparative advantage; to ensure the even and spatial spread of industries and thus

stimulate economic activity and growth in different parts of the country. It also promotes exports and increases foreign exchange earnings to support government's development agenda, as well as to reduce the volume of imports through import substitution.

2.4 Conclusion of the Chapter

Critical issues surrounding a wide range of topics, including definition and an overview of 1D1F policies in Ghana, have been covered in this chapter. Industrialisation and employment (especially for young people) are linked. It was found that there are numerous advantages to youth unemployment, including positive cascading effects on people, families, the general populace, and the Ghanaian economy. The processes of Ghana's youth unemployment landscape were briefly discussed. The chapter also discussed the youth unemployment policies (1D1F) in Ghana and how it has help in resolving unemployment issues in the country.

Chapter Three: Theoretical Framework on the Good Governance in Ghana

3.0 Introduction

This chapter discusses the definition and overview good governance as the theoretical framework underpins the research. It will begin with the definition of good governance, it then examines the features of governance in developing countries particularly Ghana in resolving youth unemployment in Ghana. The governance in Ghana will be explored. Finally, the chapter integrates good governance and youth unemployment issue in Ghana to identify the gap in literature which is the research question of this study.

3.1 Definition of the Good Governance

Governance is the total number of ways an institution, individual, private, or public entity controls their activities or common affairs. This is a continuous step/process in which people's interests are considered. According to Keping (2017:3), it includes formal institutions and regimes with the authority to enforce complaints, as well as informal arrangements that people and institutions have agreed to or perceive to be in their best interests. It has four characteristics: Governance is not a set of rules or an activity, but a process; the process of governance is based on coordination rather than control; it involves both the public and private sectors; and it is not a formal institution, but ongoing interaction (Keping, 2017:3).

According to the definition given above, governance is the exercise of power in order to meet the demands of citizens within a given jurisdiction or to maintain order. The goal of governance is to guide, steer, and regulate citizens' activities by leveraging the power of various systems and relationships in order to maximise public interest (Keping, 2017:3). Good governance is the most effective way to manage, control, or conduct public resources or affairs (Council of Europe, 2022). Transparency, accountability, participation, and corruption are all important characteristics of good governance. Corruption is a major public of good governance, as well as an inadequate system in controlling a society through a model of judicial, social, economic, and political checks and balances. To address why youth unemployment persists in Ghana after so many programmes been implemented by the government of Ghana. Good governance will be used by the researcher. This is because governance takes into consideration on how public resources or affairs are being managed and controlled. The features of good governance that will be used by the researcher is corruption.

3.2 Overview of Good Governance

Good governance helps check arbitrariness, facilitates power procurements and delivering of public goods and services, eschews discrimination, grants equal access to opportunities, eliminates corruption, checks abuse of public offices and ensures prudent management of national resources (Frimpong, 2017:960). Good governance also promotes the effective of aids (Amundsen, 2010); and as a requirement for getting rid of corruption, corporate of development and good finance management. It is a mechanism for a well constitutional element with reduction of pro-poverty policies (Bauck, strand, & cal, 2011). According to Madhav (2007), successful governance is heavily influenced by the ethical foundations of governance and must be assessed concerning certain standards and objectives that may be established. World Bank (2005) posited that the issue of governance, while closely tied to democracy, is culture-specific and system-bound. It is heavily influenced by a nation's historical experiences, cultural mores, people's aspirations, and the state's stated political and economic objectives, including individual and group preferences, current issues, the expectations of the governed, the nature and type of the political system, the state's ideological and religious predisposition, and a variety of other factors. The procedures, processes, and institutions that citizens and groups use to voice their interests, exercise their legal rights, meet their duties, and arbitrate their conflicts are all part of good governance reform (Madhav, 2007).

Good governance theory establishes certain fundamental rules by which a good government must be administered in whatever form it takes. According to Ekundayo (2017) principles and policy interventions in third-world countries, good governance entails an efficient public service, an independent judicial system and legal framework to enforce contracts, and cautious use of public finances. Law and human rights must also be respected (Ekundayo, 2017). Good governance is exemplified by predictable, open, and enlightened policymaking; a bureaucracy imbued with a professional ethos; an executive arm of government accountable for its actions; a robust civil society participating in public affairs; and all acting following the rule of law (Williams 2008).

World Bank (2010) posited that good governance appears to need the formation of the correct sort of "civil society" that can hold the state accountable for its acts and urge it to promote economic development. And we can see how this represents liberal ideas once more. Good governance concerns a government's performance capacity as it pertains to leadership competency. According to Frimpong ((2017) the failure of management may so openly imply

failure of leadership. Indeed, the finest governors are those who met their society in a state of a social and political abyss and were able to salvage or bring it out of the doldrums and into a position of fame and wealth. Governance is effective if it can achieve the desired aim of the state, which is described as justice, equality, the protection of life and property, increased involvement, the maintenance of the rule of law, and a better living standard for the public. When the state's goal(s) are met, governance is deemed good (World Bank, 2010). Good governance reform is vital in most developed and developing nations. The IMF (2012) stated that good governance in all its manifestations is achieved through upholding the rule of law, boosting public sector efficiency and accountability, and eliminating corruption, all of which combined provide the essential framework within which countries may prosper. The UNDP (2007) promoted eight individual characteristics as fundamental parts of good governance theory, notably:

Good governance is transparency. To achieve effective control, government plans must be extensively disseminated to citizens so they may gain trust in their ability to bring growth to their community. World Bank, (2015) revealed that the governance necessitates openness for citizens to obtain equal services. It ensures that all rules and regulations are observed by striking a balance between policymaking and enforcement. It provides individuals with open access to government information on a wide range of policies and their execution (World Bank, 2015).

Efficient and effective public management is another aspect of good governance. This principle implies that governmental processes and institutions must produce results that meet the needs of society while making the best use of resources at their disposal (World Bank, 2019). Citizens must trust their leaders to be able to take the initiative and come up with action plans that ensure the long-lasting use of available resources (both natural and artificial) that secures the provides for the needs of the present generation and secures that of posterity. This principle implies that the decision-making process, the conclusions reached, and the implementation of those decisions must follow rules and regulations. It requires that sufficient information be openly given in a manner and media that is clearly understandable and directly to those who will be affected and who will ensure compliance (Sheng, 2012).

Accountability and Corruption have also been seen as one essential part of good governance. This principle, according to many, is the cornerstone of the good governance theory. Everyone answers for their actions. Public officials, including those elected and appointed, must be made accountable to society for their political activities and decisions. Anyone vested with powers,

in leadership positions, and directly involved in resource allocation must be made answerable to the organ or body which invested in them the energy (Williams, 2009) and must account for resources entrusted to them and if found to be unaccountable either by embezzlement or waste of assigned resources, must be prosecuted according to the law to serve as an example to the rest.

The principle does involve not only public officials but also the private sector and civil society organisations must be accountable to the public and their institutional stakeholders from the perspective of the good governance theory; it is crucial to ensure that political, social, and economic priorities are based on broad consensus in society and that the opinions of the citizens are considered in decision-making over the allocation of development resources. A good presence of these features will portend the projects' IDIF success, especially in creating decent, sustainable employment for the Ghanaian youth.

3.3 Good Governance in Developing Countries (Africa Context)

The improvements in governance that African nations have made during the early 1990s are still being built upon. According to the African Development Bank, effective states, mobilised civil societies, and an effective private sector should serve as the cornerstones of good governance (Mbaku, 2020). Accountability, openness, fighting corruption, citizen participation, and a supportive legal and judicial system are therefore essential components of good governance (World Bank, 2012).

Since that time, many African nations have implemented institutional changes that have fundamentally altered their government structures and installed new leaders (Mbaku, 2020). For instance, Ghana has been aggressively pursuing governance reforms since the early 1990s. These reforms include the creation and adoption of a new democratic constitution that emphasises the separation of powers with checks and balances in order to change the country's political structure. Mbaku, (2020) posited that as seen by incumbent President John D. Mahama's prompt acceptance of defeat in the 2016 elections, Ghana went on to become a model for the institutionalisation of democratic leadership. More generally, Kenya, Morocco, and Côte d'Ivoire have taken the lead over the last ten years. According to the Ibrahim Index of African Governance (2018), these nations saw considerable advancements between 2008 and 2017, especially in terms of overall governance. (Mo Ibrahim Foundation, 2018) posited that, Côte d'Ivoire (+12.7 points) showed the largest increase in overall administration from 2008 to 2017, followed by Kenya (+6.1 points) and Morocco (+7.3 points).

According to World Bank (2019), yet there is still a long way to go in Africa; far too many nations have not yet implemented the kind of changes needed to fend off tyranny, corruption, and economic decline. Countries like the Central African Republic, Eritrea, Somalia, and South Sudan continue to suffer from poorly functioning government structures because of ongoing sectarian strife, weak and inefficient leadership, and a lack of political will (Ibid. p.16). In many African nations, there is a severe lack of good governance, which has had a negative impact on the government's ability to take corrective action, especially in maintaining peace and security and fostering economic growth and the generation of the wealth required to fight poverty and advance human development.

If Africa is to attain its development objectives, it is crucial that nations ingrain systems that support constitutionalism, accountability, democracy, and good governance (Mbaku, 2020). For instance, the number of Africans living in extreme poverty has decreased significantly from 54 percent in 1990 to 41 percent in 2015 but the number of Africans living in poverty has increased from 278 million in 1990 to 413 million in 2015 (World Bank, 2019). African nations will gradually become the centre of global poverty unless effective anti-poverty and pro-poor policies are enacted there. In fact, the least developed nations in the world (as judged by the Human Development Index of the United Nations Development Program) also have generally weak, dysfunctional, or ineffective governance frameworks (as determined by the Ibrahim Index of African Governance). They include Somalia, South Sudan, Equatorial Guinea, Eritrea, Libya, the Central African Republic, the Democratic Republic of the Congo, and Sudan. (Mo Ibrahim Foundation & Oxford University Press, 2018) revealed that Africa must start by creating wealth in order to combat poverty and advance human development, which calls for the establishment of a strong entrepreneurial class. Peace and security are necessary for these objectives to be realised, especially for the peaceful cohabitation of the diverse ethnocultural groups that make up each African nation (Mo Ibrahim Foundation & Oxford University Press, 2018). However, weak and inefficient government systems keep making it difficult for many African nations to establish and maintain the favourable conditions for cohabitation, entrepreneurship, and wealth development (World Bank, 2016). In fact, the absence of administrative institutions supported by the rule of law in nations like Cameroon, the DRC, and South Sudan has not been able to stop ethnic-related bloodshed. Mbaku, (2020) posited that the economic development of these nations is hampered by this violence. The economic development of these nations is hampered by this violence. Without the establishment of inclusive and participatory government systems, it is unlikely that these nations would

experience the restoration of peace and security, which are essential conditions for business ventures and the generation of prosperity (Mbaku, 2020).

Gisselquit (2012) revealed that some signs of weak governance include the following: Too frequently, dysfunctional governance structures continue to exist, fostering environments where political and administrative elites act with impunity and misappropriate limited public funds that could be used for infrastructure projects, farm-to-market roads, water treatment facilities, education, healthcare, or infrastructure. Elites are typically not motivated to support pro-poor economic policies that increase the ability of the underprivileged to contribute profitably and effectively to economic growth, such as public investments in primary and secondary education, clean water, and other essential services (Gisselquit, 2012).

Over the next ten years, every African nation should work towards establishing a governance system that addresses issues like inequality, peaceful coexistence, economic development, and the impacts of climate change, health pandemics, and improved regional cooperation (World Bank 2019). It should also ensure that historically marginalised groups can participate fully and effectively in both the political and economic systems (e.g., women, youth, and ethnic and religious minorities). To enable an efficient and inclusive governance system, every nation needs to consider its specific governance issues and hold a robust national conversation about institutional improvements (African Union Commission, 2015).

First, crisis-affected or post-crisis countries must engage in process-driven constitution-making to create a shared governance structure characterised by the separation of powers, with effective checks and balances, including a strong and politically active civil society, an independent judiciary, and a viable, free, and independent press (Gisselquit, 2012). All key stakeholder groups must be able to participate in the design, ratification, and implementation of the constitution through a participatory and inclusive process, starting with the creation of the constitution's guiding principles. It is crucial that historically underrepresented groups are given the tools they need to actively engage in the process of creating the constitution. In order to enlighten, direct, and restrain the drafters, each nation must also produce a set of constitutional principles (Mbaku, 2020). According to the World Bank (2019), the constitution should be protected from abuses of power thanks to these ideas. Moreover, any constitution should have a strong amendment mechanism that can successfully prevent the manipulation of the constitution by opportunistic executives to maintain their positions of power indefinitely, as we are currently seeing in various nations.

Second, the nations with progressive, all-encompassing, and power-separate constitutions, like Ghana, Kenya, and South Africa, should hold national discussions to educate their people on the value of the constitution for governance in general and for the defence of human rights (Mbaku, 2020). Citizens can decide how to improve their nation's security through this procedure. Third, with the help of the civil society, all African nations should create and carry out education programmes to assist citizens in understanding and appreciating the constitution and its provisions as well as in realising that the law is a tool that they can use to organise their private lives and settle their conflicts, including those that result from trade and other forms of exchange. Youth and female empowerment programmes may be particularly successful (World Bank, 2019).

Fourth, each African nation should hold frequent dialogues, as appropriate, to reassess crucial governance problems including the importance of human rights in the framework of the nation's constitution and the need for a powerful and independent judiciary (African Union Commission, 2015). The inclusion of women and young people in governance, who have historically been marginalised, is something that nations should likewise make a priority (Mbaku, 2020). Finally, each nation's citizens, particularly its legal and constitutional scholars, including those living abroad, should play a significant role in establishing the institutional and legal framework for the transformation of Africa's governance architecture over the course of the following ten years (World Bank, 2019). According to Gisselquit (2012) without institutional transformation to enforce good governance supported by the rule of law, it is improbable that the continent would be able to successfully and effectively execute and attain the Sustainable Development Goals in 2030 or Agenda 2063. The stated policies will assist the region's economic transition and help it advance good governance.

3.4 Good Governance in Ghana

In Ghana, the Structural Adjustment Programs (SAPs) were modified in the 1980s using the good governance approach (World Bank, 2011). In this regard, it was assumed that profit might boost economic efficiency and aid in capital allocation, extend the market through privatisation and regulation, and be the driving force behind government austerity and monetarist policies (World Bank, 2015). Since the early 1990s, the World Bank has been worried about Ghana's governance. In 1993, the bank issued a Country Strategy Paper (CSP) for Ghana, arguing that the country needed to create an "enabling environment" for private sector growth by eliminating "inhibiting regulations," increasing transparency and due process in the

enforcement of rules and regulations, divesting state-owned enterprises, correcting tax "distortions," lowering transaction costs in the financial sector and conforming to "international conventions" in areas such as accounting (World Bank 1995). It also suggested that changes in public sector administration were required, which included extending the civil service reform programme, better spending management, enhancing tax collection, and 'capacity building' at both the central and local government levels (World Bank 1995).

An Operation Evaluation Department (OED) study on World Bank initiatives in Ghana 1995-97 suggested that 'better governance is important'. This included, according to the survey, more significant progress on decentralisation, improvements in the regulatory and legal environment, civil service reform, and increased accountability, notably regarding the government budget (World Bank 2000). The World Bank's 2004 Country Assistance Strategy for Ghana expresses many of the same problems. It argued that coordination between ministries needed to be improved, that the capacity of local government institutions needed to be improved, that the civil service needed to be 'professionalised,' that the government's financial management required to be strengthened, that corruption needed to be reduced, and that civil society participation in the direction of public affairs needed to be encouraged through increased provision of information on government business (World Bank 2004).

The World Bank's continued assistance to Ghana's Poverty Reduction Strategy exemplifies these characteristics. The government of Ghana was nominally in charge of developing the Poverty Reduction Strategy. According to Lindsay Whitfield, the World Bank had the most significant effect on the report's substance (Whitfield 2005). Unsurprisingly, the plan calls for developing a governance framework that includes a democratic, inclusive, and decentralised state, a capable and motivated public service, and an effective policy, budget management, and implementation process. According to the World Bank (2003), Ghana must do more to attain this goal. It has once again emphasised the significance of boosting local government competency, civil service reform, expanding the capacity of the central state, improving the budget management process, promoting accountability and transparency, and decreasing corruption (World Bank 2003).

3.5 Good Governance and 1D1F Policy in Ghana

In this section of the research, the researcher aims to ensure how good governance has worked in the implementation of the 1D1F policy by the Ghanaian government. The core of governance and representative democracy is for elected officials to establish and implement suitable

policies on behalf of the people to cope with the quagmires of poverty and underdevelopment. In doing so, it is sometimes essential to consult the people, particularly the group that a policy is aimed at, to ensure that first-hand and enough information is acquired to support the creation and implementation of appropriate policies to address the concerns of that group.

Several initiatives have been put in place in various industrialised nations to address the job demands of their youth. In the United States, for example, youth employment initiatives such as Jobs for America's Graduates, Young-Build USA, and Job Corps have been developed and implemented to address youth unemployment in various parts of the population (Collura, 2010). In Ghana, the NYEP is regarded as a significant programme launched in 2006 by President J.A. Kufuor's administration to address youth unemployment, which, according to the nation's 2000 Population and Housing Census, accounts for approximately 60% of the population of roughly 20 million people.

Despite significant failures of most government of Ghana policies to reduce the massive youth unemployment in Ghana. The researcher intends to use corruption as a feature of good governance to help examined the implementation of the 1D1F policy in Ghana. This is chosen because the implementation of the 1D1F has not well known to the Ghanaian youth while money assigned to it has been used for different reason. The term transparency can be defined as the way in which individual holding public positions helps to be accountable and to fight against corruption (Transparency Index, 2017). This happens when meetings of the government are open to the public, and the budget been review by the citizen, and discussion are made on its decision openly. In this intent, the 1D1F must be transparent and free from corruption from both the key stakeholders and to the public. Politics, transparency is used as a means of holding public officials accountable and fighting corruption. When a government's meetings are open to the press, the public, anyone, and its laws may review its budgets, and decisions are open to discussion, it is seen as transparent.

Transparency can be alluding to the dissemination of political information. All citizens have the right to information about state policies that apply to their interests, such as legislative activities, policymaking, legal provisions, policy enforcement, administrative budget, public expenditure, and other pertinent political information. To this fact, since the implementation of the 1D1F is a national asset, the government or the key stakeholders involve in its policy formulation and implementation must information the Ghanaian citizen. This will enable the citizen to know the reason for its implementation and why the government intend to implement

it. In every stage of the implementation, the implement of Ghana to ensure that the 1D1F policy is to help provide employment to the youth must discuss process. Transparency causes the political information to be communicated to citizens through various media vehicles so that they can effectively take part in public policymaking and supervise the public administration process. The greater transparency, the greater the level of good governance. According to Jain (2001), corruption is the act of misusing public resources for personal gain or interest. Those who suffer most from corruption are most vulnerable to corrupt practices are also the world's weakest (OECD, 2014). In this regard, money meant for the construction of a project in district A should not be used others or for personal interest. Corruption is a pernicious scourge that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights, distorts markets, erodes the quality of life, and allows organized crime, terrorism, and other threats to human security to thrive. The main reason for the implementation of the 1D1F policy is to provide jobs for the youth and to reduce crime rate and other deviant behaviour of the youth since they can find job to survive.

Corruption practise of the government officials will not help for the success of implementing of any government policies such as the 1D1F. The youth will then engage in the activities that will have impact on the country's progress. Corruption costs over 5 percent of global GDP (OECD, 2014), although it was estimated as 1.25 percent in 2018 by the International Monetary Funds IMF. (IMF, 2019). World Bank (2011) alludes that corruption, or the inability of public authorities to supply publicly sponsored products or services is widespread across Africa, with unfathomable consequences for the poor. Corruption and its impact on young unemployment are governance issues. This is because the main aim of governance is to ensure that citizens are well comfortable with their basic amenities and resources a wildly spread for the benefits of everyone. Where strong government institutions with a clear mandate for corruption monitoring are lacking, or where the rule of law and regulations allow for monopoly power for specific government agents, there is no incentive for the latter to grant the public good (the job opportunity in our case) to the best candidate (Dreher, Kotsogiannis, and McCorriston 2007). In the absence of detection and punishment procedures, officials at all levels of government have strong incentives to institutionalize bribery as a unique tool for ensuring the provision of public goods (Lacko, 1996).

3.6 Research questions

In conclusion to this chapter, the main question this study seeks to answer is:

From good governance perspective, why does the issue of youth unemployment persist after so many programmes have been implemented in Ghana?

To provide further understanding and clarity when answering this question, this study will choose to explore it via the implementing 1D1F, therefore the following sub-questions will be:

- a. What are the challenges of youth unemployment in Ghana, and how can these challenges be resolved by the Ghana government?
- b. How could the implementation of the 1D1F offer a better understanding of youth unemployment issue in Ghana?

Chapter Four: Research Methodology

4.0 Introduction

This chapter examines the methodological approach employed for this study. It highlights the steps and procedures the researcher used, the research design, the mode of collection, the selection of data and data analysis techniques. In this regard, the techniques and methods

applied in data collection and analysis are explained in connection with the research question stated earlier.

4.1 Theoretical Framework

The discussion of the theoretical framework (Gilbert, 2001), often known as "social paradigms" (Thomas Kuhn, 1970) or "sociological theories," is the focus of this section (Matthews and Ross, 2010). In terms of what should be examined, how research should be conducted, and how results should be evaluated, they are seen as conceptual models that establish a sense of structure that directs the research procedures (Bryman, 1988: 4).

4.1.1 Different theoretical positions and paradigms

Before discussing various worldviews, it is crucial to define the most general, abstract level, which consists of a fundamental set of beliefs, values, methods, and so on (Crotty, 1998). (Kuhn, 1970), Ontology and epistemology are two conceptual positions that represent the various perspectives social scientists have on the social world.

Ontology describes "the perspective taken on the social world and the social phenomena or entities that constitute it" (Bob & Ross, 2010: 24). Being, or the nature of existence and what comprises reality, is the subject of this research. (Gray, 2013: 19) The reality can include social gatherings, social events, social settings, and social behaviour, among other things (Bob & Ross, 2010). There are other ontological stances to consider, including constructivism and objectivism. According to objectivism, the social world's reality exists on its own, separate from the social actors who are involved (humans).

This implies that the social researcher's interaction with society is through unbiased observation. (2010) Bob & Ross The qualities of the social environment are identified in terms of entities that are ordered and predictable and can be identified and documented without influencing the entities themselves, according to this method, which prioritises the objectivity and independence of the researcher (Bob & Ross, 2010: 25). Contrarily, constructivism maintains that social phenomena that make up our social reality are only real inasmuch as they are built concepts that are continuously examined and changed by those participating in them (the social actors) through social interaction and reflection (Bob & Ross, 2010: 25). It emphasises how participants' perspectives shape our knowledge of or meaning for social phenomena (Creswell, 2011; Bryman, 2012). In addition, the social researcher brings their own

meanings and understandings to his research because they are a part of the social environment themselves (Bob & Ross, 2010).

Epistemology seeks to comprehend "how we know what we know" or "the nature of the relationship between the knower or would-be knower and what can be known," whereas ontology incorporates comprehending the nature (Guba & Lincoln, 1998: 201). Its goal is to provide a philosophical framework for choosing what kind of knowledge is appropriate and legitimate (Maynard, 1994). Positivism and interpretivism are the two basic epistemological stances, and both influence how researchers do their research. Positivism, an epistemological position closely related to objectivism, "argues that reality exists external to the researcher and must be studied through the rigorous process of scientific enquiry" (Wikipedia). (Gray, 2013: 20). According to this theoretical viewpoint, rather than relying on subjective understanding, comprehension of a social phenomenon is based on what can be observed and recorded (Bob & Ross, 2010). Social scientists' beliefs that "understandings and explanations of social phenomena which are not always observable by the senses but can be interpreted by social researcher" have given rise to interpretivism, which stands in opposition to positivism (Bob & Ross, 2010: 28). A person's subjective readings and understandings of social occurrences as well as their own actions are prioritised according to this epistemological stance (Bob & Ross, 2010: 28).

A third paradigm, known as pragmatism, is a collection of concepts that have been expressed by a wide range of individuals, including modern thinkers like Cherryholmes (1992) and Murphy as well as historical giants like Charles Sanders Peirce, William James, and John Dewey (1990). It is influenced by a variety of theories, including "what works" (Creswell, 2003), a variety of research methods (Tashakkori & Teddlie, 2003; Somekh & Lewin, 2005), and the importance of both objective and subjective information (Morgan, 2007). The pragmatic paradigm, however, focuses on the "research topic" and uses all available techniques to comprehend issues (Creswell, 2003: 11). According to this instance, "data collecting and analysis methodologies are chosen as those as are most likely to reveal insights into the subject without any philosophical attachment to any alternative paradigm" (Mackenzie & Knipe, 2006).

Table 3, then shows three dimensions and draws a comparison between the pragmatism paradigm and the conventional two paradigms. Then, the next section will explore the relationship between theory and data induction or deduction. Second, intersubjectivity is how

pragmatism views the research process. It denotes "a state between the interpretivists' subjectivity and the positivists' chosen objectivity" (Farquhar, 2012: 22). Hughes and Sharrock (1990:138), which indicates that social actors make meaning of both their own actions and those of others using a "stock of knowledge" that is shared and that they both inherit and acquire from other members of society, refer to intersubjectivity as "common sense". Moreover, Morgan (2007) asserts that there is "no difficulty with saying both that there is a 'single' and each person has a different perspective on the "world," and this is true for all people (Farquhar, 2012: 22).

Table 3: A pragmatic alternative to the key issues in social science research methodology

Research dimensions	Positivism	Interpretivism	Pragmatism
Connection of theory and data	Induction	Deduction	Abduction
Relationship to research process	Subjectivity	Objectivity	Intersubjectivity
Inference from data	Context	Generality	Transferability

Source: Farquhar, 2012: P22; adapted from Morgan (2007)

4.2 Research Methodology

Brayman and Bell (2007) defined methodology as the techniques the researcher employs when conducting their research. According to Igwenagu (2016), a research methodology is a group of systematic procedures or methods employed in conducting research by a researcher. Crotty, (1998) stated that the methods or processes employed in the study to determine why particular occurrences occur are what is meant by the term methodology. This comprises the procedures used to gather information regarding the ideas and theories that the researcher employed when conducting the study (Agyemang, 2009).

4.3 Research Design

According to Crotty, (1998) in relation to the theories and research question, a research design is used as a planning tool to organise numerous components and processes in the empirical technique of research. A sound design of the study was essential in putting up good research. The research design helps in making use of qualitative methods to analysis and collect data. The objective of the research design is to answer the research questions: notably why does youth unemployment persist in Ghana after so many government policies by examining the

implementation of the 1D1F policy? Upon reflection by the researcher, a qualitative study design made sense for answering the question of this study. Therefore, the qualitative study design adopted for this study is a documentary review. Document analysis or a systematic review of documents entails skimming and superficial scanning, thorough reading, examination, and interpretation. It is an iterative process which combines elements of both content analysis and thematic analysis (Boyatzis 1998). This qualitative approach was adopted to aid the researcher in providing an interpretative paradigm to the existing body of documents, which are readily available and accessible.

The 1D1F was selected as a case study. A qualitative research method answers questions: what, why, whom, and how. Crotty, (1998) in relation to the theories and research question, a research design is used as a planning tool to organise numerous components and processes in the empirical technique of research.

The case study approach is described as a study that enables researchers to carefully scrutinise the data within a specific jurisdiction. By offering a thorough investigation of a small number of phenomena and the connections between them, a case study enables one to investigate the research methodology to be used in examining social phenomena (Crotty, 1998). Youth unemployment is a widely studied topic in Ghana, and the goal of this work is to locate relevant information, examine, synthesise, and elicit meaning to provide an understanding of the phenomenon from the perspective of the 1D1F policy. According to Bowen (2009) qualitative research involves a rigorous data collection technique and documentation of the research procedures. Systematic review of documentation or document analysis, according to Boland *et al.*, (2014), can be seen as a type of scientific method that is used to appraise, locate and synthesise the most vital facts concerning a given research question to give evidence-based and informative answers. This methodology obliges the researcher to provide in-depth insight about the research design and how the study is carried out (Bowen, 2009).

A systematic review of documentation was employed for this study for several reasons. First and foremost, it is the usefulness of systematic review in providing background information that helps the researcher to understand the context of the study (*ibid*). This method provides the researcher with background information to understand the context within which the 1D1F policy was implemented with the aim of addressing youth unemployment. Another reason is that, as a research method, a systematic review of documentation is particularly applicable to qualitative case studies (*ibid*). This method will help the research conduct an intensive study

which will produce rich descriptions of youth unemployment within the lens of the 1D1F. Qualitative research was deemed most appropriate, as this method uses a naturalistic approach that seeks to understand phenomena in context-specific settings (Patton, 2002). Furthermore, the qualitative method can be used to have a better understanding and new perspectives on any phenomenon whether little is yet known or when much is already known, or to have more in-depth insight and information that may not be easily ascertained quantitatively (Cassel & Symon, 1994). Considering the availability of documents, cost effectiveness, non-obtrusiveness and nonreactivity of documents, a systematic review was deemed the most preferred choice, especially when no new data collection was intended, because it would be costly and practically not feasible. This is not to say that systematic review is without disadvantages including unhelpful, misleading and more harmful if data collection is not handled well, but it offers advantages that obviously outweigh its demerits.

4.4 Data Extraction Technique/Strategy

Data used for this study was retrieved from three main online scholarly archives and academic search engines. These are Google Scholar, JSTOR and Research Gate. The following keywords and phrases were used individually and in combinations; “*youth unemployment*,” “*Industrialisation*,” “*Ghana*,” “*Sub-Saharan Africa*,” “*youth initiatives*,” “*youth policy*,” “*IDIF policy or project*,” and “*jobs for the youth*.” In addition, the 1D1F is a novel policy which only began in 2017 and hence, scholarly material on it was limited. Therefore, the researcher extended the search of documents for this policy to include memoranda, newspaper article (printed and online), official policy releases available from the government of Ghana website, and the websites of the 1D1F secretariat and the Ministry of Trade and Industries. All relevant reports (World Bank, ILO and GSS) were retrieved using the above search methods.

4.5 Inclusion and Exclusion

The search strategy described above generated seventy thousand documents on youth unemployment in developing countries and in Ghana. The selection was mainly based on the research questions outlined for this research. Papers were selected for inclusion because they provided vital knowledge on the subject matter of this study, such as youth unemployment. The researcher approached this by scanning through the abstracts of the literature retrieved. Materials that passed contain youth unemployment issues in developing countries such as Ghana, reviewed qualified and selected documentation for the next stage. Regarding this, twenty papers were based on youth unemployment and policies implementation was used in

the first stage of document review. The researcher used five is not limited to the Baah-Boateng and the World Bank (2020) documentary review of youth unemployment programmes in Ghana. Based on this, the researcher selected the topic for this research. Thorough reading and examination of the selected materials were carried out to identify pertinent information and segregate those that were not relevant to the study. Documents which consider Africa as the sole unit of analysis with no reference to Ghana or that were treated as an aspect of a concept with no direct link or description related to Ghana were excluded for analysis.

4.6 Data Analysis

The data analysis was done by reviewing themes from the research question and gathered from the systematic review and literature reviews. Guest (2012) stated that the term thematic analysis is seen as good and has been used widely in qualitative research. The thematic analysis shows how an individual response within a specific data about the research question. Guest (2012) explained how a thematic data analysis identifies, analyses, and documents patterns in each collection. An array of analyses is employed in data analysis to encode qualitative data. The data analysis of the study was wholly manual. Content analysis is organising information into categories related to the central questions outlined for research. The analytical method was primarily thematic. For analytical triangulation, data extraction from qualitative studies was conducted by synthesising similar themes that touched on the 1D1F policy, and youth initiatives which focused on youth employment. As part of the analysis, discrepancies were reconciled by cross-referencing from sources and other documents. The themes discovered in the papers were categorised into key themes and sub-themes for comment about the research question (Crotty, 1998).

4.7 Ethics

Due to the method employed in this study, no significant ethical issues of concern were foreseen. No interview was conducted, nor a questionnaire administered; therefore, issues regarding the confidentiality of respondents were clearly absent. Materials were retrievable from the open access domain. All the resources employed in this study were adequately acknowledged and referenced.

4.8 The Limitation and Scope of the Study

About the 1D1F Programme and the gathering of data on youth unemployment. Numerous problems were encountered during the study. This is a result of the research using a desktop

review; the researcher could not locate evidence in the field. The World Bank report 2020 and search engines were used as the research's foundation, which relates to the youth unemployment programme (1D1F) implementation in Ghana and how, after several policy implementations, it has assisted in addressing youth unemployment in Ghana.

4.9 Conclusion of Chapter

An explorative research design is used as a case study in the study, which is qualitative in nature. Purposive sample techniques were applied to come up with the study, and the size of the sample for the study was calculated. To analyse the data, collusion techniques and data reductions were used, along with data from the 1D1F Programme and the World Bank 2020 report on youth unemployment in Ghana.

Chapter Five: Finding and Discussion

5.0 Introduction

In this section of the research, the researcher discusses the findings from the review literatures. The discussions are made in connection with the themes drawn from the research question above.

5.1 Theme 1: Good Governance Perceptive, Why Does the Youth Unemployment Issue Persist After so Many Programmes Having Been Implemented in Ghana.

Deficiencies of the policies and policy processes is one of the issues because the high persist of youth unemployment after many policies implementation in Ghana such as 1D1F. In previous literature youth, programmes by the government to control youth unemployment have been weak due to weak good governance system in Ghana. In the literature, one major feature of the good governance is transparency, however, to ensure that the implementation of the 1D1F as no issues with the policy process. There is the need to ensure good governance thus transparency in the implementation process. In this regard key agent of the 1D1F policy will make the reason and the process of implementation known to the citizen of Ghana. In the literature, Baah-Boateng (2014) posted that the policy (1D1F) by the government to resolve youth unemployment has been a challenge. This is because most programmes by the government needs to be stronger in the implementation process and ensure a proper governance system in the implementation process. In this regard, the implementation of the 1D1F in resolving the youth unemployment lacks expertise who know the required field. This makes programmes unable to meet the required standard. This is due to result of lack of governance thus transparency in the 1D1F policy process. Despite the implementation of copious policies, and initiatives including the 1D1F policy implementation the persistence of youth unemployment within the fibre of Ghanaian society is intended to arrest or ameliorate the canker youth unemployment by clearly drawing attention to these policies and initiatives. The inability of the initiatives to control or solve youth unemployment raises questions about the appropriateness of the guidelines, and problems regarding the policy process, thus formulation, implementation, and M&Es and lack of proper governance in the Ghanaians economy.

Corruption has been seen as major issues that raise the issues of youth unemployment in Ghana after several policy implementation by the Ghanaians government. From the literature, it was noted by Jain (2001) that corruption is the act of acquiring something for personal interest.,

corruption is a great monstrous creature, which is notoriously responsible for the worsening and persistence of youth unemployment in Ghana. Corruption is a feature of lack of good governance in most developing economy. In this regard, the government of Ghana have not been able to implement policies such as the 1D1F to address the problem of youth unemployment. This is because, money allocated for the implementation of policies like the 1D1F are then use for something else for personal gains. This slows the progress of most policies like the implementation of the 1D1F in Ghana. Corruption within the broader political economy of Ghana and specific corruption scandals have bedevilled youth initiatives and programmes and cripples any effort to solve youth unemployment. This attest to the fact that lack of good governance may result in corruption this result in why still youth unemployment persist in Ghana after many policies implementation. The government of Ghana needs to ensure that there is anti-corruption in implementation process of his youth policies like the 1D1F. The GYEEDA report reveals a grand-scale unprecedented level of corruption related to youth employment initiatives such as the 1D1F. Researchers such as Gyampo, Jumpa, Baah-Boateng and Ayeetey have lamented the woe of corruption in rendering youth initiatives ineffectual and inefficient. This shows that good governance practise in Ghana is effective and efficiency; however, there is the need for corruption free most government activities especially like the implementation of the 1D1F. For instant, Baah-Boateng and Ayeetey (2018) indicated that, the then ruling national democratic congress (NDC) managed the GYEEDA badly to satisfy their political patronage and with the view of winning the 2016 general election. Kickbacks, political patronage, clientelism, misappropriation of resources, diverting of public resources into personal usage are the kinds of corruption that influences job creation negatively (Gyampo, 2019). It is evidently clear that corruption thus lack of good governance is underpinning factor influencing of why still youth unemployment persist in Ghana after many policies by the government of Ghana.

Coordination is one main problem because youth unemployment still persists in Ghana after so many policies implementation by the Ghanaian government. Lack of coordination between key stakeholders arises because of lack of governance. For an organization or association to have implementation outcome there is the need to have adequate coordination in the process of the implementation. In Ghana, due to lack of good governance by the government most activities or policies such as the implementation of the 1DF lack coordination among major stakeholders. It was discovered that various youth policies and initiatives lack coordination because of bad governance by the government. The key stakeholders of youth unemployment

policies are the youth (who are the intended beneficiaries) and the implementing agencies and ministries. Youth initiatives are scattered across various ministries such as the Ministry of Youth and Sports, the Ministry of Education, Gender, Children and Social Protection, the Employment and Labour Relations ministry, the Business Development Ministry as well as agencies such as the National Youth Authority, the National Development Planning Commission (Avura & Ulzen-Appiah, 2019). The absence of coordination among all these institutions responsible for youth related policies culminates in the duplication of responsibilities and functions (Brenya, Arthur & Nyarko, 2021). Resulting in conflicts among institutions for budgetary allocation as well as a waste of resources of the country. World Bank (2020) posted that in most cases the youth are excluded in the policy processes. In short, the absence of strong coordination among the stakeholders weakens the warfront on the side of the Ghana government against youth unemployment (Offori, 2019). Several youth unemployment policies such as the 1D1F were rolled out across various sectors with weak linkage between them because of lack of governance. The vision 2020, youth in agriculture policies among many others lack coherence and coordination due to lack governance in Ghana. There is lack of coordination among major government agent in the implementation of most vital policies such as the 1D1F to combat the high youth unemployment in Ghana. The main role of the ministry must be improved such as the evaluation and monitoring of the projects, the planning of its human resource, and strengthening its detailed information system of the labour market, such as the centre of public employment (World Bank, 2020). Ofori (2019) discovered that there is a lack of efficient coordination and communication amongst implementing agencies, which is limiting programme implementation. Ofori also advocated for a strong collaborative effort to ensure the seamless implementation of this commendable government programme so that the country can reap its numerous benefits. This is a result of lack of good governance in Ghana.

Information management system has been a major problem of why unemployment persists after many policies implementation in Ghana to solve youth unemployment. Having an effective information management system was a significant challenge in implementing the youth unemployment policies such in Ghana. To ensure there is transparency in the information management system within policies implementation in Ghana. There is the need to have good governance in the policy process, because most policies such as the 1D1F lacks good governance it processes information management system has been an issue. Gaps in youth unemployment programmes are revealed during consultations with vital or key stakeholders,

notably the information system, M&Es, capacity to scale up and measurement impact. The government of Ghana have not properly practised the governance system. This has led to many policies not having good indicators such as the information management system, which will help in monitoring the performance of the policies from the formulation stage through to the execution stage. Performance measurement of existing policies to ensure that policies such as the 1D1F are adequately implemented and free from bad governance.

Programmes such as the 1D1F do not have an information management system due to lack of good governance to provide a necessary boost when there is poor management and monitoring of projects or a lack of efficiency and a failure to track the progress of projects. An information management system is vital for implementing and designing effective and efficient policies including the 1D1F to improve the unemployed youth situation in Ghana.

Another reason why the youth unemployment persists in Ghana after many policies implemented in the country is due to lack of evaluation and monitoring (M&E). M&Es are essential issues that should be involved when managers are attempting to find ways to make better decisions regarding the funding or scaling up of policies such as the 1D1F in Ghana. M&Es, coordination, information management system as a component in ensuring efficiency and effectiveness in implementing policies of youth unemployment in Ghana have been undermined by the issues of good governance. To ensure good governance in the policies formulation implementation process which will result in adequate M&Es in place. Presently, the exit strategies for beneficiaries of the youth employment policies such as 1D1F need to be clarified; and steps being made to ensure that adequate financial returns are being received for its implementation (World Bank, 2020).

This caused government agencies and private individuals to have issues with gathering accurate information on projects and providing M&Es to improve upon policies implementation. A government needs to have an adequate M&Es to provide the government with information formulation and implementation for most government policies such as the 1D1F to combat the high youth unemployment. This has been an issue in Ghana due to the issue of good governance practise in Ghana. In order to have effective and efficiency in the M&Es in Ghana, the government of Ghana needs to adopt for a good governance system.

5.2 Theme 2: Roots of Youth Unemployment

Youth bulge is a significant root factor of youth unemployment in Ghana. The youth population grows faster than the total national population. According to Ghana Living Standard Survey

(GLSS) 7, the youth in Ghana (aged 15 to 35) constitutes 34.2 percent of 28,358,411. The number of children living in Ghana is enormous compared to the other age groupings. These massive numbers of the youth struggling to find employment from the minimal job opportunities available creates joblessness among the youth. In Ghana, as the youth population increases the share of jobs available to the youth decreases. The disequilibrium between the supply of labour/jobs and the demand for labour/jobs creates unemployment, affecting the youth significantly. The explosion of the population of young people in Ghana also results in a rural-urban drift of the child in search of greener pastures in the urban areas, and this situation puts an excessive burden on the insufficient formal jobs in the urban areas. Since most of the young migrants are unable to find legal employment, they remain unemployed. The youthful nature of Ghana's population requires drastic measures to arrest the canker of youth unemployment.

The literature review revealed that the government needs to highlight jobs as the core of the country's developmental goals. Ghana's economy has yet to be able to produce enough quality and productive work opportunities for its fast-rising young population despite its reported positive economic growth record (Baah-Boateng, 2015 & 2019; Fosu & Aryeetey, 2008). The inability of growth to yield good jobs supports the statement that employment is not a priority in the national development agenda. Therefore, the matter is overlooked as a "by product" or "residual effect" of the government's economic policies (Baah-Boateng, 2015). Macroeconomics and sectoral policies do not prioritise job creation and therefore have no parameter for measuring the number of employment opportunities created through its various policies. Employment is consistently overlooked as a surplus advantage of macroeconomic measures. Economy, and economics have always emphasised macroeconomic stability and consolidation. As a result, policymakers' pursuit of quick expansion of the economy without regard for the impact of economic policies on job creation can be blamed for the country's unacceptably high numbers of youth unemployment.

The nature of Ghana's economic growth performance is highlighted by many as the root cause of youth unemployment in the country. Baah-Boateng (2013) reveals that Ghana's optimistic growth rate has failed to generate sufficient job openings for the teeming youth within the country. Employment growth trail continues to trail behind economic growth. Many researchers notable the World Bank, Baah-Boateng, Gyampo among others who study youth unemployment from a financial standpoint agree that the positive economic growth of Ghana's

economy over the past few decades was occasioned by investment in capital intensive non-manufacturing sectors of the economy, predominantly the extractive industry in the mining, oil and gas subsectors.

The economy is divided into agriculture, service and industry. The data shows that there needs to be better growth performance due to high labour absorption within the agricultural and manufacturing subsectors, which falls under the industrial sector. In 2011, Ghana attained the highest growth performance of 15 percent in the country's history. Analysts have attributed the exceptional growth to the oil production in commercial quantities. The challenge with the investments in the non-manufacturing sectors is that it cannot generate sufficient jobs for the youth. This phenomenon renders the entire labour absorption capacity of the economy as weak and slow.

The apparent neglect of the high labour absorption sectors, such as the agricultural sector and its subsectors such as fisheries and aquaculture has resulted in a worsening situation of youth unemployment as well as unemployment rates in general in the country. The agricultural sector employs about 85 percent of Ghana's worker population. Unfortunately, however, Ghana has no deliberate policies to attract the youth to venture into the agricultural sector, which they find unattractive. Agriculture lost dominance in national output to the tune of 41.4 percent in 1993 falling to 22.0 percent in 2013. Agriculture recorded a negative growth in Ghana. The GLSS 7 revealed that the services sector employed about 43.5 percent of the employed population, overtaking the agricultural sector which employed 38.3 percent, followed by industries 18.2 percent. Despite the steady decline in agriculture, the sector continues to employ many people in Ghana, especially rural dwellers. Due to numerous factors, the neglect of agriculture, coupled with its unattractiveness towards the Ghanaian youth means that a huge opportunity for creating employment for the teeming youth is allowed to go waste. Ghana has arable and fertile land across the country, which can support all kinds of crops for both domestic use and exporting.

Skills mismatch is widely blamed as a major cause of youth unemployment. The educational system in Ghana has many challenges that affects the quality of graduates churned out of the educational system. The school curriculum is heavily theoretical in nature. Practical technical and vocational skill training is almost totally neglected. Many schools in Ghana are not equipped with even basic modern facilities, tools and equipment, which affects the teaching of students. Another important aspect which is ignored is a proper guidance and counselling

department which should provide career guidance to young students so that they get to know the demands for each career path and prepare themselves for the path they chose. These deficiencies in Ghana's educational system affects the quality of education in Ghana, which results in youth unemployment because there is a chasm between what industry needs and what our schools produce (Harvey, 2003; Tagoe & Oheneba-Salay, 2015). According to the World Bank (2020) reveals that the extended period of transition is another reason for the continuous existence of youth unemployment in the country. In Ghana, the youth find it difficult to transition from school into the labour market. The elongated period of transition is worrying, as many young people spend about half a decade to find their first job (formal job) after school. This phenomenon traps many Ghanaian youth in the pool of the unemployed. Every year many of the youth enter the pool but only a few of them exit the pool.

5.3 Theme: Challenges in Addressing the Problem

The lack of credible information management system in Ghana is a huge challenge in addressing the problem of youth unemployment. The World Bank (2020) report shows that there is lack of information about available jobs and qualifications for the jobs that are available. Youthful employment seekers also face the challenge of locating or knowing about job vacancies so that they can apply. Due to information asymmetry employers also find it difficult to recruit and engage competent employees. The absence of credible LMIS has compelled many researchers to conclude that the youth unemployment figure is notoriously inaccurate and unreliable. Although, the Ghana Labour Act, 2003 (Act 651) sanctioned the establishment of public registration centres to assist unemployed and employed persons to find suitable employment and assist employers to find suitable workers from among such persons that the implementation of this provision is far below what anyone could expect. There is an ineffective registration system to gather information from so that employers can easily find and locate potential employees. The absence of an effective database system to keep track of labour market information; especially youth unemployment rates, means that most youth policies in Ghana are not informed by credible and accurate information.

Since the implementation of SAP occasioned by massive retrenchment of government, workers it became clear that the era where the government used to be the largest employer in the country has lapsed. Recently, the government's payroll has become overloaded, and there is a paradigm shift whereby the private sector is now seen as the primary source of employment. Unfortunately, the private sector in Ghana is informal. The formal private sector constitutes a

small portion of the economy. The slow pace of growth and formalisation of the private sector is a great challenge in addressing youth unemployment. About 80 percent of employed persons are working in the informal sector. There is a long-standing argument that one should remain unformalised and not join the industrialised economy.

Poor governance and incidences of corruption and poor management bedevilled many youth initiatives in Ghana. They pointed to the fact that excellent or corporate governance principles and practices are not adhered to by the operations of implementation agencies that run youth programmes. The poor governance system in Ghana is another major challenge facing addressing youth unemployment. Many researchers and analysts have decried and lamented the rot revealed by the GYEEDA probe report. The interpretative paradigm expressed by mismanagement, such as abuse and corruption, plague youth initiatives in Ghana as officials ignore good governance standards. Besides youth programmes, suitable governance structures with the public and the private sectors are weak and often result in bankruptcy, corruption, and waste. Most institutions in Ghana do not adhere to corporate governance principles to ensure efficiency and effectiveness; this can ultimately lead to the expansion of their business and activities whereby they can employ people informally, especially the youth. Several reports and research that have been done on corporate governance in Ghana has revealed its poor state.

Entrepreneurship is the most widely accepted panacea for the unemployment problem faced by the youth. Entrepreneurship has dominated the global agenda for creating jobs and opportunities for the child, which has trickled to continental, and national efforts in the fight against joblessness. Access to start-up capital for young entrepreneurs is another challenge when addressing youth unemployment in Ghana. Research has established that the youth in Ghana are enthusiastic about starting their own businesses, ever, many youths. However, women who are enthusiastic to establish their own business find it difficult to get funding or financial support. Credit institutions often charge higher interest on loans, and besides collateral required for accessing loans from banks and other credit institutions scare the youth since they cannot meet the conditions for the loan.

The attitude of young Ghanaian men and women levies a severe impediment in the fight against youth unemployment. Despite the praises extolled on the youth, the attitude of the country needs to be improved as it causes widespread joblessness. The high expectations of the child are a significant concern in the fight against the threat of youth unemployment. Most university graduates have high standards with regard when it comes to the type of jobs they seek and want

to do, and they prefer to seek only white-collar jobs associated with earnings. From the analysis, the get-rich-quick mentality prevents the youth from starting small and growing some time. The Ghanaian youth expect to become rich overnight.

The defeatist mentality of getting rich quickly induces many of the youth to engage in various criminal activities, including cybercrime, robbery, prostitution etc. when they discover that the job market environment cannot offer their desired levels of income within a short period. Because of this attitude, the youth are demoralised, and they become reluctant to seek legitimate jobs and to work hard to progressively climb the corporate ladder which is a challenge in the way of addressing the problem.

The analysis labour market constitutes an institutional challenge to addressing youth unemployment (Baah-Boateng, 2013 & 2020). Labour laws and regulations of the country hamper the flexibility of hiring and firing people since the labour laws protect employees. Government intervenes in the labour market in the form of legislations, labour commissions etc., to ensure labour market stability and to protect vulnerable workers against exploitation (Baah-Boateng, 2013). This places restrictions/burdens on employers towards their employees, discouraging them from employing freely. Besides the minimum wage, labour unions bargain for higher salaries or wages and other employment benefits through collective bargaining agreements with their employers for its members, and this places a financial burden on employers, which restricts them from employing more people.

5.4 Theme 4: How Could the Implementation of the 1D1F Offer a Better Understanding of Youth Unemployment issue in Ghana?

From the analysis of the data, the 1D1F can be referred to proverbially as a ‘single stone’ which can kill many ‘birds’ simultaneously in Ghana due to the numerous far-reaching social, political, and economic benefits. Since the commencement of the 1D1F implementation in June 2017, about 200 projects under various stages of completion have been undertaken. In chapter two of this research, existing literature on the 1D1F has been discussed extensively. The policy overview, implementation process and the challenges associated with the 1D1F policy were discussed. The 1D1F policy sets a novel pathway in addressing youth unemployment via job creation within a broader socio-economic and industrialisation agenda. The implementation of the 1D1F policy across the country would yield benefits on several fronts, such as reducing rural poverty, revenue increment to the government, employment for the youth among others.

This section will discuss how the 1D1F policy could better understand resolving youth unemployment in Ghana.

Riana (2019) stated that the engagement of key stakeholders in implementation of the 1D1F in Ghana had been an issue. The 1D1F policy to better help understands youth unemployment in Ghana the government must ensure that there is a more substantial key stakeholder consultation in the process of implementation. In the review, it was indicated a limited involvement of stakeholders in the policy process, particularly the formulation stage through to the implementation phase. In the review of the chapter three, it shows that good governance is the one major vital key of any government in ensuring the coming together of entities or organization in achieving the goal of an institution. In this regard, in the implementation of the 1D1F goal by the government to solve the unemployment issues. As a major government initiative there is the need for the government of Ghana to ensure strong good governance system in the implementation process of the 1D1F policy. In the 1D1F policy implementation, process the key policy stakeholders include traditional leaders, indigenous people (including youth groups) and civil society organisations, government officials, and the private individuals. This group of individuals must be involved in the implementation of the 1D1F since it is implemented at the district level, but these officials are not engaged in the policy process contrary to the widely expressed notion that the success of a policy is dependent on the active engagement and involvement of all critical stakeholders. In this instant, when the government can ensure the proper involvement of these key people in the implementation process, good governance would be achieved, and the policy would be able to address its goals. In addition, to ensure that there is good governance in the implementation of the 1D1F there is the need for the government to ensure private public partnership in process of the of implementation. This is because the government needs help to finance the project and the feasibility study of the policy. In Ghana, these is the first time the government is implementing a policy to ensure each, and district can address the unemployment rate via the 1D1F. As a good policy by the government, there is need for the government to draw lessons from why the pervious policies by the government was not able to actively address the massive issue of youth unemployment in Ghana. The implementation strategies of the 1D1F should be staggered especially for the youth, traditional leaders and the Community Schemes Ombud Services (CSOs) on board, and emphasis must be made on the private public partnership initiative by the government.

The policy document of the 1D1F is yet to be disclosed to the Ghanaian public. A major feature of good governance is transparency and participation. In this regard, the implementation of the 1D1F policy should be known clearly to the public. However, most of the youth, do not have a clear understanding of the implementation of the 1D1F policy by the government of Ghana. The government must be able to teach the importance of the policy (1D1F) to the people of Ghana and ensure individual comment on the policy implementation. In a study conducted by Kissi (2019), it became evident; that the implementation strategy of the 1D1F appears to be confined at the highest echelon of government. While the decentralised structure is viewed as a framework for implementing policies (1D1F) for national development, it has been discovered that Metropolitan, Municipal and District Assemblies (MMDAs) in Ghana and other developing countries are unprepared primarily to assist the government in delivering needed development to the various localities surrounding the centre (Ratina, 2019). To practice good governance in any given economy, there is a need to involve individuals at the decentralised level in government activities. However, since the 1D1F policy is aimed at reducing unemployment of youth at the district level there is need to involve them in the process of its implementation. Number of possible challenges eventually surfaced the implementation of the 1D1F, include the lack of adequate funding to support the policy, the common use of technology, poor rural infrastructure, poor marketing channels, poor collaboration among related ministries and agencies and other stakeholders, including the MMDA's were not provided for to be dealt with. However, to ensure that the 1D1F policy is implemented successful there is the need for the government to ensure good governance in the implementation process. The government must come out with a blueprint on the 1D1F policy document. Publicity and education must reach the people to garner their support for the policy. Although the 1D1F is popular among Ghanaians, the understanding of how the programme is being implemented and how especially the youth can play a role or make significant contributions towards the 1D1F is not forth coming. In this regard, there is the need for transparency within the implementation of the policy to the people of Ghana.

The government must ensure that there is no involvement of politics in the implementation of the 1D1F policy. According to Riana (2019) the reason for the policy failure in Ghana is due to politicisation of policy implemented by the government. The greatest setback of many policies in Ghana is over-politicisation of the policies. For a successful 1D1F, the Ghanaian populace must endeavour to appreciate the policy to addressing a political issue of youth unemployment which affects everyone irrespective of one's political orientation. Riana (2019)

revealed that excessive partisanship creates apathy and alienation among segments of the target group of an initiative who may express political neutrality or who are unsympathetic to the political party in government. This is due to fact that programmes implemented in a country don't belong to a particular political party but to the whole country. In this regard, if someone has knowledge about the policy (1D1F) in regard to their political affiliation they must be given the chance to bring what they have to board. In Ghana, the implementation of the 11D1F has been centred around politics thus the policy is a NPP project, so the opposition party cannot bring their contribution. In other words, instead of the advantage of the 1D1F project to the Ghanaian people they may preach the negative side to the people to gain favour for the upcoming election.

Chapter Six: Conclusion

This chapter is the final section of the research. The research focused on good governance in examining how youth unemployment issues in Ghana can be resolved. The section discusses the challenges of youth unemployment and the implementation of the 1D1F policy in Ghana.

The main research questions the researcher proposed: *From good governance perspective, why does the Youth Unemployment Issue Persist after So Many Programmes Having Been Implemented in Ghana.* After the numerous policy implementations in the Ghana youth unemployment, it has still been an issue. This because of weak coordination between government institutions and key stakeholders, weak M&E systems, corruption, and weak information management system, among others. The purpose of this research is to achieve a research objective. The aim of this study is to examine why youth unemployment persists in Ghana by investigating the implementation of the 1D1F policy to address these problems. The research question outlined in this research have been answered in the preceding chapter. Upon careful reflection of the findings, it becomes evidently clear that the reason why youth unemployment persists in Ghana is intertwined with the root causes as well as the challenges that arise to address the canker. The following conclusions are drawn from the discussions of the findings.

The magnitude of youth unemployment in Ghana would be difficult to address with existing youth policies and initiatives such as the 1D1F. The 1D1F is an important policy that has the potential to accelerate local industrial development across Ghana, creating enough jobs along the production chain to reduce youth unemployment and poverty in rural communities. From the above, the researcher explained that youth unemployment persist after many policies implemented by the Ghanaian government is due to lack of adequate governance structure put in place by the government of government. In this instant, the following were seen as the main cause of the weak implementation of government policies such as the 1D1F as a factor of the weak governance in Ghana: weak coordination among key stakeholders, corruption, weak information management system, weak M&Es among others. Deficiencies of the policies and policy processes is one of the issues because there is a high persistence of youth unemployment after many policies implementation in Ghana such as 1D1F. In previous literature youth, programmes by the government to control youth unemployment have been weak due to weak good governance system in Ghana. In the literature, one major feature of the good governance is transparency, however, to ensure that the implementation of the 1D1F as no issues with the policy process. There is the need to ensure good governance thus transparency in the implementation process. In this regard key agent of the 1D1F policy will make the reason and the process of implementation known to the citizen of Ghana.

Corruption has been seen as major issues that raise the issues of youth unemployment in Ghana after several policy implementation by the Ghanaian government. From the literature, it was noted by Jain (2001) that corruption is the act of acquiring something for personal interest., corruption is a great monstrous creature, which is notoriously responsible for the worsening and persistence of youth unemployment in Ghana. Corruption is a feature of lack of good governance in most developing economy. In this regard, the government of Ghana have not been able to implement policies such as the 1D1F to address the problem of youth unemployment. This is because, money allocated for the implementation of policies like the 1D1F are then use for something else for personal gains. This slows the progress of most policies like the implementation of the 1D1F in Ghana. Corruption within the broader political economy of Ghana and specific corruption scandals have bedevilled youth initiatives and programmes and cripples any effort to solve youth unemployment. Coordination is one main problem why youth unemployment persists in Ghana after so many policies implementation by the Ghanaian government. Lack of coordination between key stakeholders arises because of lack of governance. For an organization or association to have implementation outcome there is the need to have adequate coordination in the process of the implementation. In Ghana, due to lack of good governance by the government most activities or policies such as the implementation of the 1DF lack coordination among major stakeholders. It was discovered that various youth policies and initiatives lack coordination because of bad governance by the government. Information management system has been a major problem of why unemployment persists after many policies implementation in Ghana to solve youth unemployment. Having an effective information management system was a significant challenge in implementing the youth unemployment policies such in Ghana. To ensure there is transparency in the information management system within policies implementation in Ghana. There is the need to have good governance in the policy process, because most policies such as the 1D1F lacks good governance it processes information management system has been an issue. Gaps in youth unemployment programmes are revealed during consultations with vital or key stakeholders, notably the information system, M&Es, capacity to scale up and measurement impact.

Another reason why the youth unemployment persists in Ghana after many policies implemented in the country is due to lack of evaluation and monitoring (M&E). M&Es are essential issues that should be involved when managers are attempting to find ways to make better decisions regarding the funding or scaling up of policies such as the 1D1F in Ghana.

M&Es, coordination, information management system as a component in ensuring efficiency and effectiveness in implementing policies of youth unemployment in Ghana have been undermined by the issues of good governance. To ensure good governance in the policies formulation implementation process which will result in adequate M&Es in place. Presently, the exit strategies for beneficiaries of the youth employment policies such as 1D1F need to be clarified; and steps being made to ensure that adequate financial returns are being received for its implementation (World Bank, 2020).

The researcher posited that the main causes of youth unemployment in Ghana. The study points out that youth bulge is a major root factor of youth unemployment in the country. The youth population grows faster than the total national population. According to GLSS7, the youth in Ghana (aged 15 to 35) constitutes 34.2 percent of a total population of 28,358,411. The number of youths living in Ghana is enormous compared to the other age groupings. These massive numbers of the youth struggling to find employment from the minimal job opportunities available creates joblessness among the youth. In Ghana, as the youth population increases, the share of jobs available to the youth decreases. The disequilibrium between the supply of labour/jobs and the demand for labour/jobs creates unemployment, affecting the youth significantly. The explosion of the population of young people in Ghana also results in a rural-urban drift of the youth in search of greener pastures in the urban areas. This situation puts an excessive burden on the insufficient formal jobs in the urban areas. Since most of the young migrants are unable to find formal employment, they remain unemployed. The youthful nature of Ghana's population requires drastic measures to arrest the canker of youth unemployment.

The literature review revealed that the government has failed to highlight jobs as the core of the country's developmental goals. Ghana's economy has yet to be able to produce enough quality and productive work opportunities for its fast-rising young population. The inability of growth to yield good jobs support the statement that employment is not a priority in the national development agenda, and therefore the matter is overlooked as a "by product" or "residual effect" of the government's economic policies (Baah-Boateng, 2015). Macroeconomic and sectoral policies do not prioritise job creation and therefore have no parameter for measuring the number of employment opportunities created through its various policies. Employment is consistently overlooked as a surplus advantage of macroeconomic measures. Economic policies have always emphasised macroeconomic stability and consolidation. As a result, policymakers' pursuit of quick expansion of the economy without regard for the impact of

economic policies on job creation can be blamed for the country's unacceptably high numbers of youth unemployment. The nature of Ghana's economic growth performance is highlighted by many as the root cause of youth unemployment in the country. The data reveals that Ghana's optimistic growth rate has failed to generate sufficient job openings for the teeming youth within the country. Employment growth trail continues to trail behind economic growth. Many researchers who study youth unemployment from a financial standpoint agree that the positive economic growth of Ghana's economy over the past few decades was occasioned by investment in capital intensive non-manufacturing sectors of the economy, predominantly the extractive industry in the mining, oil and gas subsectors.

The economy is divided into agriculture, service and industry. The data shows poor growth performance due to high labour absorption within the agricultural and manufacturing subsectors, which falls under the industrial sector. In 2011, Ghana attained the highest growth performance of 15 percent in the country's history. Analysts have attributed the exceptional growth to oil production in commercial quantities. The challenge with investments in the non-manufacturing sectors is that they cannot generate sufficient jobs for the youth. This phenomenon renders the entire labour absorption capacity of the economy weak and slow.

The sustainability of youth programmes is a significant issue that needs to be addressed. Government must secure youth programmes with the necessary legal framework or legislation as well as a concrete policy framework or blueprint. Government should also endeavour to provide the required resources and logistics for the smooth running of youth initiatives. From the perspective of the 1D1F policy, there needs to be a deliberate agenda to ensure adherence to corporate governance principles by promoting transparency, accountability, and timely disclosure of information (including financial statements). In summary, commitment and effort must be given to the youth related issues, especially that of employment and empowerment from all stakeholders. The youth in Ghana should be given the needed guidance and support to contribute meaningfully towards the country's sociocultural, political and economic growth and development.

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