

**JOB CREATION AND SOCIO-ECONOMIC DEVELOPMENT: A
SURVEY OF YOUNG ENTREPRENEURS IN GASABO DISTRICT,
KIGALI CITY, RWANDA**

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DECLARATION

This thesis is my original work and has not been presented for a degree in any other University or for any other award.

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DEDICATION

To my parents, François N. Twagira and Agnes Mukayuhi whose determination and wisdom inspired me, kept me on track and contributed enormously to the successful completion of this thesis, I dedicate this work.

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From the bottom of my heart, I would like to express my gratitude to the Almighty God for his love and mighty hand throughout the learning process until now.

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ABSTRACT

This thesis is a survey analysing jobs created by young entrepreneurs and socio-economic development in Gasabo District, Rwanda. The general objective of the study was to assess the contribution of jobs created by young entrepreneurs on socio-economic development in Gasabo District, Rwanda and specific objectives were to establish whether youths in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them create jobs, to assess job creation opportunities available to youth in Gasabo District and to assess how jobs created by young entrepreneurs contribute to Rwanda's development. This study is important because it will contribute to raising awareness on jobs created by young entrepreneurs and it is hoped that its findings could be used by policy-makers, Governments and their stakeholders in making informed decisions and enhancing efficiency of programs aimed at encouraging job creation while also prompting further research in the domain. The research targeted 102 entrepreneurs from whom 98 young entrepreneurs, male and female, with businesses in different domains including Information and Communication Technology, fashion, health, stationery, painting, advertising, shop keeping and transport were drawn as a sample size. Two main instruments were used to collect data, i.e. a questionnaire that brought in quantitative data and the Key Informants Interview which brought in qualitative data. The researcher also used descriptive statistics as well as IBM SPSS version 21 in the data entry and analysis processes. This survey was important because it showed how jobs created by young entrepreneurs are contributing to Rwanda's socio-economic development while also opening ways for further studies on subjects like job creation, which is today a big challenge to Governments around the world. In order to establish the reliability of the data instrument, the researcher carried out a pilot study in Nyarugenge Sector in Nyarugenge District and ten respondents were given questionnaires. The main findings indicated that young entrepreneurs know and are benefitting from strategies put in place to encourage job creation and that from jobs they created, they are able to cover some of their basic needs, build their professional experience and network and take care of their younger siblings and families in general. Findings also showed that these young entrepreneurs' jobs are growing day after day and contributing to Rwanda's socio-economic development, with 53.1% of all respondents saying that they contribute to the country's socio-economic development through tax, hiring their peers and others, online service provision and bringing goods and services closer to customers. However, these businesses don't thrive without challenges. To be precise, 55.1% of all respondents pinpointed access to capital as the major challenge to job creation noting that it was a challenge for them and it is today a challenge to youth who want to venture into entrepreneurship. As a way forward to this challenge, young entrepreneurs call for the Government, private sector, civil society and other stakeholders to increase efforts in facilitating access to financial and technical supports, encourage innovation and giving taxes incentives to young entrepreneurs.

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LIST OF ACRONYMS AND ABBREVIATIONS

EDPRS	Economic Development and Poverty Reduction Strategy
EICV	Integrated Household Living Conditions Survey
FAO	United Nations Food and Agriculture Organization
GDP	Gross Domestic Product
ICT	Information and Communication Technology
MYICT	Ministry of Youth and ICT
SDG	Sustainable Development Goals
UN	United Nations
USA	United States of America
UNDP	United Nations Development Programme
BRAC	Bangladesh Rehabilitation Assistance Committee

DEFINITION OF KEY TERMS

Development: The capacity of a State to increase its human resource with the aim of achieving higher outcome of production for the satisfaction of the basic needs of majority of its citizens and empowering them to make demands on the government.

Economic development: Economic development implies changes in income, savings, and investment along with progressive changes in socio-economic structure of the country.

Entrepreneurship: There are many definitions of the term “entrepreneurship”. Entrepreneurship is mostly about risks, innovation, creative thinking and an entrepreneur is someone who creates and innovates something recognized around perceived opportunities by accepting risks and failures.

Job Creation: Different authors attempted to define job creation, one of definitions being that it is the process by which the number of jobs in an economy increases.

Socio-economic development: Socio-economic development is the process of social and economic development in a society. This means that it combines raising the level of prosperity through increased production, distribution and consumption of goods and services and the complexity of social dynamics focusing on inclusiveness, social justice and common good.

Unemployment: It refers to those people who have not worked more than one hour during the short reference period but who are available for and actively seeking work.

Youth: According to the United Nations, youth is defined as the age cohort 15-24. In Rwanda, according to a new law, the age bracket for the youth has been narrowed to between 16 and 30 years, while it was previously between 14 and 35 years.

CHAPTER ONE: INTRODUCTION

1.0 Introduction

The chapter provides a background to the study, presents the problem under research, sets general and specific objectives, formulates questions which the research answered and gives the significance, limitations and scope of the study.

1.1 Background of the Study

Youths have been viewed in different countries as drivers of change and engines of development. As a section of the population, they play their role in countries' vision and endeavours. Today, most educated young people still prefer a regular salary from the Government or large companies to creating their own jobs. Decker, Haltiwanger, Jarmin, and Miranda (2014) argue that United States of America has long been viewed as having among the world's most entrepreneurial, dynamic, and flexible economies. The USA private sector created more than 14 million new jobs between March 2008 and March 2009. However, according to the United States' Bureau of Labor Statistics, the unemployment rate was at 4.9 percent in July 2016 and the number of unemployed people was unchanged and stood at 7.8 million (Bureau of Labor Statistics, 2016).

Moreover, Salkowitz (2010) argues that youth, Information and Communications Technology (ICT) and entrepreneurship are the three forces reshaping the world of the 21st century each being powerful on its own, building and reinforcing the other's impact while all together having the potential to bring a transformational impact. Salkowitz also note that entrepreneurship is a natural outgrowth of youth and points out that studies have shown that great innovators tend to do their most important work in their 20s and 30s. With a stable economy, effective mechanisms creating an environment for wealth

creation, youth respond by creating jobs for themselves while preparing ways to hire other people as their companies grow.

The growing challenges like poverty, unemployment and climate change have pushed countries to set up global goals like the Millennium Development Goals (2000-2015) which are a set of eight global goals aimed at fighting poverty and inequality among other challenges (United Nations, 2015). At the United Nations Sustainable Development Summit held on 25 September 2015, world leaders adopted the 2015-2030 Agenda for Sustainable Development, which includes a set of 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and injustice, and tackle climate change by 2030 with Goal 8 and 9 focusing on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all as well as building resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation (UNDP, 2015).

Furthermore, SDGs and other national strategies will have to address the problem of youth unemployment through job creation and other mechanisms. For example, the International Labour Organization (2014) indicates that 74.5 million young people aged 15–24 were unemployed in 2013; this meaning that there was an increase of more than 700,000 over the previous year. Besides, out of a global working population of three billion workers, nearly two thirds are employed in the informal sector (Jutting and de Laiglesia, 2009). These coupled with other challenges entrepreneurs face like the lack of financial assistance, lack of information on various aspects of business, excessive taxation, and high rate of inflation (Young & Weisch, 1993); hinder entrepreneurs to put their potentials and creative mind to good use but with the right education, empowerment and encouragement, they could create opportunities and therefore contribute to their

countries' development. According to the 2013 report of the International Labour Organisation (as cited in Ebaidalla, 2013), Africa and specifically the Sub-Saharan Africa hosts the fastest-growing and most youthful population in the world and this represents a potential human resource for the present and future development of the region.

In South Africa, the Inter-Ministerial Committee on Public Employment Programmes (PEP-IMC) is driving government's effort to create 6 million work opportunities by 2019. In the 2014/15 financial year, more than a million work opportunities were created in public employment programmes (Government of South Africa, 2015). Through the combined programmes of business support, enterprise financing and labour intensive activities in the social sector, 3,335 new jobs were facilitated by the National Youth Development Agency (NYDA) in 2012/13 (Government of South Africa). East African Community member countries namely Kenya, Tanzania, Uganda, Burundi, South Sudan and Rwanda are also faced with high unemployment rates. For example, Uganda Bureau of Statistics (2014) indicates that the country's (Uganda) working population increased from 12.9 million in 2009/10 to 13.9 million in 2012/13 and that only 19.8 percent of the females in the work force have attained at least secondary school. In Uganda where about 53% of the population is younger than 15, around 500,000 people are expected to enter the labour market every year and this as 64% of the unemployed are aged 24 and under (World Bank, 2015).

According to figures from the National Institute of Statistics of Rwanda (2014), Rwanda's national unemployment rate stood at 3.4 per cent, with youth being among the most affected category of the population where unemployment rates for youth (15-24) was measured at 0.70 in 2013. Unemployment is also high among the educated, especially secondary school leavers and university graduates. The above statistics (International

Labour Organization, 2014; National Institute of Statistics of Rwanda, 2014) call for both National and International actions to address the issue of youth unemployment through job creation if Rwanda is to achieve sustainable development. The Government and its partners will have to devise ways of addressing unemployment by among other things creating a conducive environment for job creation and spurring innovation.

1.2 Problem statement

The Government of Rwanda has been implementing different strategies including the Vision 2020, which is a six-interwoven pillars plan through which Rwanda aims to become a middle income country and a private sector-led economy and the National Employment Program which aims at contributing to the target of creating 200,000 off-farm jobs per year and this through empowering youth and women. However, since 2011, Rwanda has created at least 146,000 jobs every year and thus failing its target of creating 200,000 jobs every year (Rwanda Development Board, 2012). The Rwanda Development Board (2014a), indicated in a study some of challenges including the lack of financial support or agreement between some Savings and Credit Cooperatives (SACCOS) and the Business Development Fund which covers 75% of collaterals for bankable projects and the approach the Government of Rwanda and some financial institutions are using of encouraging the provision of financial support to clusters or groups and a lesser attention to individual entrepreneurs. All these are preventing, or at least slowing the pace of young entrepreneurs' contribution to Rwanda's off-farm jobs target and therefore slowing the achievement of a middle-income country by 2020 with a private sector-led economy Rwanda wants to become. This is why the researcher conducted the study on job creation by entrepreneurs and socio-economic development and this focusing on young individual entrepreneurs in Gasabo District.

1.3 Objectives of Study

This researcher used both the general objective and specific objectives.

1.3.1 General Objective

The general objective of the study was to assess the contribution of job created by young entrepreneurs on socio-economic development in Gasabo District, Rwanda.

1.3.2 Specific Objectives

The study used the following specific objectives:

- (i) To establish whether youths in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them create jobs;
- (ii) To assess job creation opportunities available to youth in Gasabo District;
- (iii) To assess how jobs created by young entrepreneurs contribute to Rwanda's development.

1.4 Research Questions

The study was guided by the following research questions:

- (i) How do youths in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them (youth) create jobs?
- (ii) What are job creation opportunities available to youth in Gasabo District?
- (iii) How do jobs created by young entrepreneurs in Gasabo District contribute to Rwanda's development?

1.5 Significance of the Study

This study intended to assess job creation by young entrepreneurs in Gasabo District and its contribution to socio-economic development in Rwanda.

To the Population, the study will inform them on challenges young entrepreneurs in Gasabo District face as well as opportunities these entrepreneurs have so that more young people could venture into entrepreneurship with the right information and effective strategies that could overcome the challenges. Moreover, findings of the study will enable policy makers in the Government of Rwanda and its partners know areas that need more attention and direct their efforts in that direction so as to improve programs and strategies put in place to encourage job creation in Gasabo District and this through the implementation of recommendations drawn from the study. Findings of the study will prompt more researchers in the area to contribute to the existing knowledge and literature especially in areas that reveal gaps and this would benefit the country, the region and the world at large. To young entrepreneurs, the study will contribute to increasing their knowledge on different aspects of entrepreneurship, enabling them to improve their plans and strategies by applying best practices while also spurring innovation.

1.6 Limitations of the Study

The major limitation to this study was the lack of some official records. The researcher tackled this challenge by working hand-in-hand with officials having youth and job creation in their attributions. Moreover, there was also a language barrier between the researcher and respondents, i.e. respondents who preferred to use Kinyarwanda while responding to questions in the questionnaire that was designed in English. The researcher addressed this challenge by translating into Kinyarwanda the language understood by the respondents when collecting data. Moreover, the researcher also encountered respondents

who didn't want their names or their companies' to appear on the questionnaire. To address this, the researcher requested them the permission to write the domain of the target customers they serve and the permission was granted. During data collection, the researcher also met some authorities who were reluctant to provide information and on this, the researcher provided explanations on the objectives of the study and some were collaborative while others were not.

1.7 Scope of the Study

In this study, the scope is discussed through the content scope, geographical scope and time scope. Below are further details:

1.7.1 Content Scope

The content scope of this study was about job creation by young entrepreneurs and socio-economic development in Gasabo District, Rwanda, because job creation is one of key areas Rwanda will need to address to meet objectives set in Vision 2020 and the socio-economic standards the Government of Rwanda is aiming to achieve. Youth are among the section of the population most hit by unemployment, so it is important to have them engaged and contributing to job creation endeavours.

1.7.2 Geographical Scope

As far as the geographical scope is concerned, the study covered Kacyiru and Remera Sectors of Gasabo District because they hold many job creation potentials considering infrastructure in place and the fact that there are already over three incubation centres and facilities for youth like the kLab and the Fab-Lab in Kacyiru Sector and Nyarutarama incubation Centre in Remera Sector which facilitate youth to start with little financial support compared to other areas needing renting cost. The study focused on kLab and FabLab because they facilitate entrepreneurship through ICT and innovation.

1.7.3 Time Scope

The study covered, in terms of time, the period ranging from 2005 to 2015 as the period when countries of the globe had accelerated their efforts to meet objectives of the Millennium Development Goals. During this period, Rwanda embarked on different reforms aimed at fighting poverty, unemployment; empowering youth and women and therefore accelerating the achievement of socio-economic development.

1.8 Organization of the Study

The study is organized into five chapters, The introduction, review of related literature, the methodology that was used throughout the study, research findings and discussion as well as a summary, conclusions and recommendations. Chapter One gives an overview of the study conducted, a background to the study and presents the problem statement, objectives, research questions, significance of the study, limitations, scope and organisation of the study. Chapter Two highlights different theories related to the area of the study and related evidences from empirical studies while showing the loopholes and gaps the study addressed. Chapter Three provides necessary explanations on data collection methods and instruments and hints on how the sample population and the methods of analysis were chosen and used. In Chapter Four, the Researcher presents, analyses and interprets data collected. Chapter Five presents findings of the study, conclusions and recommendations drawn from the study.

CHAPTER TWO: REVIEW OF RELATED LITERATURE

2.0 Introduction

This chapter highlights definitions of different key terms used throughout the study. It also provides a background to job creation, socio-economic development, and sustainable development aligning theoretical concepts to empirical ones.

2.1 Theoretical Literature

In this theoretical framework part, the study explores different studies conducted on job creation, socio-economic development and youth entrepreneurship. Various studies were conducted on job creation and entrepreneurship, and theories they framed revolve around the assumption that effective mechanisms to address youth unemployment through job creation could bring in positive results and contribute to socio-economic development.

2.1.1 Job Creation

According to Jordan (2003), ‘work’ is the necessary means of achieving wealth: in order to be consumers, we must also be producers. Whatever good intentions are presumed, when the government focuses away from creating wealth onto creating jobs, it inevitably engenders a lower average standard of living.

Over the period from 2011 to 2014, business establishments in Rwanda increased by 24.4% with an increase of 38.1% in rural areas against 7.3% in urban areas. During the same period, 34.5% new jobs were created, 47.9% in rural areas compared to 22.4% in urban areas. Moreover, all increased establishments about 92% of them are micro and employing about 50% of the additional establishment jobs (National Institute of Statistics of Rwanda, 2015). According to Rwanda Development Board (2014b), a total number of 469 jobs were created (the term “created” is limited to advertised jobs in formal press

such as all published newspapers and websites posting jobs) in the month of August 2014 in Public administration and defence, compulsory social security, activities of extraterritorial organizations and bodies, education, financial and insurance activities, ICT, accommodation and food service activities, human health and social work activities, to name but a few. Among them, 432 permanent jobs were created with the public sector accounting for 69.7%, while the professionals were the most demanded for skilled labour units with a proportion of 79.2%. In terms of jobs created by occupational level, 319 jobs required a Bachelor's degree, 10 required an A2 certificate, 68 required an A1, 22 a Master's Degree, while there was one PhD offer and 2 requiring an A3 certificate. Moreover, in terms of ownership, Public sector created more jobs with a proportion of 69.7%, Private sector 18.1%, Non-Governmental Organisation 12.0% whereas the parastatal created 0.2% of the jobs. The high demand on labour market in August was in: Statistics, Laboratory and Agriculture whereas Education, Environment Management, Gender and Development, Human Resource, Journalism, Law, Linguistics, Marketing, Mechanical Engineering, Medicine, Procurement, Project Management, Rural Development and Sociology were less demanded (Rwanda Development Board).

For too long the agriculture sector has been regarded by planners as the source of essential food production and an engine for economic growth and employment (FAO, 2011). Figures from the National Institute of Statistics of Rwanda (2015) show that in Rwanda's economy, agriculture and services contribute most of the output about 33% and 47% of the GDP respectively. As the agriculture sector is very important for food security, nutrition, job creation and subsequently poverty reduction, promoting the use of eco-friendly methods, technics and technologies will ensure the sustainability of the production. Osborn, Cutter and Ullah (2015) argue that the agriculture sector is one of

key sectors that will enable the achievement of different targets of Sustainable Development Goals, for example Goal 1 “End poverty in all its forms everywhere” and Goal 3 “End hunger, achieve food security and improved nutrition, and promote sustainable agriculture”. Both developing and developed countries are concerned by these goals because while in developing countries they are faced with the challenge of food insecurity and forms of malnutrition associated with poverty, such as stunting and wasting; developed countries on the other hand are faced with issues like obesity. The Government and private sector will need to address these challenges using sustainable food production systems, implement resilient agricultural practices that increase production and are environmentally-friendly in their use of water, energy, nutrients, herbicides, pesticides and drugs (Osborn et al., 2015). With well-designed policies and consistent follow-up, young entrepreneurs can venture in sustainable agriculture and create jobs basing on the fact that today there are still many untapped potentials in the agriculture sector with figures from the National Institute of Statistics of Rwanda (2015) revealing that in Rwanda, 72% are employed in agriculture, mainly in subsistence agriculture and using traditional methods.

Rwanda is currently highly vulnerable to climate change as it is strongly reliant on rain-fed agriculture both for rural livelihoods and exports of tea and coffee (Government of Rwanda, 2011). Even though the nature of needs future generations will have is not known, there is need to act on their behalf, in their interests and ensure that they don't inherit increased constraints and a set of serious environmental and social problems (Seelos & Mair, 2005). Young entrepreneurs interested in investing in the agriculture sector could design environmentally-friendly methods and instrument, strive to reduce the amount of pesticides used for example by introducing new biodynamic concepts. The

Government has set the vision 2050 which envisages Rwanda as a developed country, with a strong service sector, low unemployment and low levels of poverty. Vision 2050 is set to turn Rwanda into a country where agriculture and industry have a minimal negative impact on the environment and operating in a sustainable way while enabling the country to be self-sufficient regarding basic necessities. By 2050, development will be achieved with low carbon domestic energy resources and practices, reducing Rwanda's contribution to climate change while allowing it to be independent of imported oil for power generation (Government of Rwanda, 2011). However, the promotion of green economies didn't go without criticisms. In fact, Bina (2013) indicated that at the beginning, interpretation of the move to a green economy were diluted by suspicions among some developing nations that it (green economy) was another way for wealthy nations to impose a 'one-model-fits-all' approach."

2.1.2 Youth and Entrepreneurship

The United Nation's General Assembly first defined youth in 1985 for the International Youth Year as those persons between 15 and 24 years of age. Since that year, the age bracket 15-24 is used by the United Nations to collect global statistics on youth (United Nations, 2001). Chigunta (2002) on the other hand argues that the Commonwealth defines youth as someone being between 15 and 29 years. Moreover, in much of Africa, laws define 'adulthood' as commencing from the age 21, although in recent years there has been an attempt to lower this age to 18 years (Curtain, 2000 and Mkandawire, 1996). In Mali, Burkina Faso, Ivory Coast, Guinea-Conakry and Senegal, 'adulthood' is defined as the capacity to sustain a marriage and those who are not married or are not able to marry for economic or other reasons, which is the case for many young people in Sub-Saharan Africa, will, whatever their chronological age, still be regarded as 'children'

(Mkandawire). According to the United Nations (2015), the youth population, aged 15-24, in Africa was estimated at 226 million in 2015, that is about 19 per cent of the global youth population. By 2030, it is projected that the number of youth in Africa will have increased by 42 per cent and more than doubled from current levels by 2055 (United Nations).

In Rwanda, according to a new law determining the mission, organisation and functioning of the National Youth Council, the age bracket for the youth has been narrowed to between 16 and 30 years, instead of the previous 14-35 years (Government of Rwanda, 2016). According to projections, there was a total population of 12,365,181 in 2016 of which the youth formed 38.3% (4,735,684). The same projections indicated that young women dominated the youth population with an estimated proportion of 51.8% compared to their male counterparts whose proportion was 48.2%. Both proportions are having a declining trend towards 2022 with the female proportion falling to 50.7% and male 49.3% (Ministry of Youth, 2010). The table 2.1. and 2.2 below give details:

Table 2.1: Youth Population as a percentage of National Population

Year	Total Population	Youth Population	Youth
2010	10,412,821	4,183,225	40.2
2011	10,718,379	4,287,218	40
2012	11,033,141	4,395,403	39.8
2013	11,355,941	4,949,2250	39.6
2014	11,686,013	4,583,693	39.2
2015	12,022,635	4,664,298	38.8
2016	12,365,181	4,735,684	38.3
2017	12,713,052	4,824,435	37.9
2018	13,084,188	4,913,712	37.6
2019	13,459,227	5,003,429	37.2
2020	13,838,421	5,094,864	36.8
2021	14,221,792	5,191,476	36.5
2022	14,591,018	5,297,764	36.3

Source: Ministry of Youth, 2010

Table 2.2 Youth Population by Gender

Year	Total	Male	Female	Male percent	Female percent
2010	4,183,225	2,017,836	2,165,389	48.2	51.8
2011	4,287,218	2,072,920	2,214,298	48.4	51.8
2012	4,395,403	2,130,262	2,265,141	48.5	51.5
2013	4,494,225	2,182,842	2,311,383	48.6	51.4
2014	4,583,693	2,230,646	2,353,047	48.7	51.3
2015	4,664,298	2,273,907	2,390,391	48.8	51.2
2016	4,735,684	2,312,305	2,423,379	48.8	51.2

Source: Ministry of Youth, 2010.

According to Slaughter (1996), entrepreneurship is “the process of uncovering or developing an opportunity to create value through innovation and seizing that opportunity without regard to either resources (human and capital) or the location of the entrepreneur in a new or existing company.” Eroğlu and Piçak (2011) argue that entrepreneurship is mostly about risks, innovation, creative thinking and that the entrepreneur is someone who creates and innovates something recognized around perceived opportunities by accepting risks and failures. Moreover, entrepreneurship concept varies from a country to another, and an entrepreneur reflects the dominant values of his/her national identity. One potential way of integrating young people into the labour market is to increase youth entrepreneurship. Becoming an entrepreneur potentially offers benefits to the young person through deepening their human capital attributes (self-reliance, skill development) and increasing their levels of happiness (Blanchflower & Oswald, 1998). A young entrepreneur means an entrepreneur in the youth age bracket. For example, in Rwanda, a young entrepreneur is someone, male or female, who is between 16 and 30 years old.

Green (2013) argues that entrepreneurs create jobs, increase innovation, raise competition and are responsive to changing economic opportunities and trends. Entrepreneurship offers other positive externalities. A young person setting up a new business may provide

‘demonstration’ or learning externalities in that he or she may act as a role model for other young people. This may be particularly advantageous in deprived communities because setting up a new business – especially if it goes on to be successful – may signal that entrepreneurship is a mechanism for helping disadvantaged people break out of social exclusion. Green notes however that young people may also have limited networks (e.g. business contacts), leading them to having limited social capital. This may have consequences for the setting up and running of any business because, without adequate levels of social capital, young people may struggle to build ‘legitimacy’ amongst key stakeholders (e.g. financiers, customers, suppliers).

However, entrepreneurship may not prosper if most members of the society view it with suspicion. A favourable attitude of the society toward entrepreneurship and a widespread public support for entrepreneurial activities are both needed to motivate people to start a new business. In fact, social factors may be equally important as availability of loans, technical assistance, physical facilities, and information (Gnyawali & Fogel, 1994). The presence of experienced entrepreneurs and successful entrepreneurial role models in a community or country conveys a message to the potential entrepreneurs that business is an attractive career option.

Equally important, the Government and business development organizations can organize initiatives meant to raise awareness on the importance of being an entrepreneur. For instance, the Czechoslovak Management Centre has created a country-wide Entrepreneur-of-the Year Award, one of the first in the region (Fogel, 1993). In Rwanda, the Ministry of Youth and ICT in collaboration with Imbutu Foundation and other partners organize a biennial event called “Celebrating Young Rwandan Achiever Awards” for young entrepreneurs with innovative ideas (Ministry of Youth and ICT, 2015) and this to

recognize achievements and encourage others to follow the lead thus positively contributing to the welfare of communities. One of the awardees is Jean Bosco Nzeyimana, the founder and Chief Executive Officer of HABONA Ltd, a company that produces affordable and environmentally-friendly fuels in form of biomass briquettes and biogas from waste. Habona Ltd employs now 30 permanent staff (US Embassy in Rwanda, 2015).

2.1.3 Socio-Economic Development

According to Orozalieva (2010), socio-economic development is a process of “changes in the socio-economic structure of the country” such as rising income, or improving health and education systems. Jaffee (1998) argues that socio-economic development refers to the ability to produce an adequate and growing supply of goods and services productively and efficiently, to accumulate capital, and to distribute the fruits of production in a relatively equitable manner. The introduction of innovative techniques by entrepreneurs restructures the production process and moves it to a qualitatively higher level. This is the essence of innovation and the key to socio-economic development. Fritz (n.d) argues that progress in the quality of social and economic life should only be seen as progress if it is rights-based and minimally affects, conserves or improves the natural environment

Factors Promoting Socio-Economic Development

Below are factors promoting socio-economic development namely social, economic and environmental factors.

(i) Social Factors

Porter and Kramer (2011) stress that at a very basic level, the competitiveness of a company and the health of communities around it are closely intertwined. A business needs a successful community, not only to create demand for its products but also to

provide critical public assets and a supportive environment. A community needs successful businesses to provide jobs and wealth creation opportunities for its citizens. This interdependence means that public policies that undermine the productivity and competitiveness of businesses are self-defeating, especially in a global economy where facilities and jobs can easily move elsewhere.

As far as the health sector is concerned, access to health care services is still very low. Osborn et al. (2015) demonstrated that there are gaps that need to be filled to ensure poorer and more marginal groups have adequate access to health care and that more has to be done to promote healthier lifestyles, to reduce major causes of ill health, and to ensure prompt and equitable access to health services and entrepreneurs could intervene by setting up a health care facility, a platform or software that could make the sector more effective. Increasing trend in rainfall intensity could cause floods and storms which can result in landslides, crop losses, health risks and damage to infrastructure and temperature rise may increase the spread of vector-borne diseases, air-borne and water-borne diseases, impacting on animal and human health (Government of Rwanda, 2011).

(ii) Economic Factors

Baumol (2008) argues that entrepreneurship makes two critical contributions to economic well-being: First, entrepreneurship stimulates growth by putting innovation to work and, second, it provides an avenue for the reduction of poverty. Basically all businesses start as small businesses and in some cases the big businesses could just grow from a small business initiated by individuals. It is key to note that these businesses, whether big or small, play an important part in country's economic growth and development. Kongolo (2010) revealed that in South Africa, Small and Medium Enterprises (SMEs) accounted for about 91% of the formal business entities, contributing to about 51% and 57% of GDP, providing almost 60% of employment. These jobs created, the goods and services

they offer and other factors contribute to the country's GDP and to the improvement of living conditions.

(iii) Environmental Factors

Scholars link green growth, which is according to Government of Rwanda (2011) an emerging concept recognising that environmental protection is a driver of global and national economic development, and green economies to the promising changes in the Eco industry sector, shifting from downstream environmental protection technology to resource-saving technologies, based on innovation and competitive markets (Jänicke, 2012). Rwanda has also embarked on developing green villages, which are processes for attaining sustainable development where the local residents can live in a pleasant environment. In other words, Green village means a village which can be developed economically by using natural resources without affecting the natural environment (Rwanda Environmental Management Authority, 2015). The industrial sector is also one of major sources of jobs and it contributes significantly to the economic development of a country. Countries could not achieve their desired economic development if considerable energy is not invested in limiting deaths and injuries from hazardous chemicals and pollution (Osborn et al., 2015).

2.1.4 Job Creation and Socio-Economic Development

Entrepreneurs create employment for the community they serve, improve their living conditions and contribute to their (community's) welfare. Seelos and Mair (2005) note that Mr. Fazle Hasan Abed, founder of the Bangladesh Rehabilitation Assistance Committee (BRAC) employs people in sectors they feel most at ease with but also enable them upgrade their living conditions and their families'. BRAC's economic development activities have generated more than five million jobs and in 2003 alone it provided the government with tax revenue of 1.3 million USD. In Kenya, an initiative called ApproTec

was the idea of two entrepreneurs who started building simple technology using local resources that enabled poor people to start businesses. The income generated by these businesses accounted for 0.5% of Kenya's GDP in 2004 and ApproTec created over 35,000 small Businesses.

United States of America's manufacturing output has risen significantly over the past five years as the economy has recovered from recession (Levinson, 2015). The health of the U.S. manufacturing sector is of ongoing interest to Congress and has made it pass numerous bills aimed at promoting the sector, often with the stated goal of creating jobs and this in some circumstances with an implicit assumption that the manufacturing sector is uniquely able to provide well-paid employment for workers who have not pursued advanced education (Levinson). The Government hiring and purchases strategy (Government hiring and purchases) creates jobs either through direct hiring of government employees or indirectly through government purchasing activities (Cray, Nguyen, Pranka, Schildt, Sheu, & Rincon, 2011). Investing in infrastructure by building roads and water systems and the like, creates jobs in the short-term, while investing in infrastructure such as public transit systems and electrical grids will employ workers for multiple periods and can create jobs in the long-term (Cray et al., 2011).

Gittins (2014) argued that the next jobs would come from the services sector basing on the fact that virtually all additional jobs have come from the sector for the past 50 years. The sector contributes in reducing pressure on agriculture and subsequently directly or indirectly contribute to environmental protection. ICT is becoming a major game changer in different domains. Figures from United Nations (2015), indicate that the number of mobile-cellular subscriptions grew almost tenfold in the last 15 years: from 738 million to over 7 billion between 2000 and 2015. Internet penetration has grown from just over 6 per

cent of the world's population in 2000 to 43 per cent in 2015-translating to 3.2 billion people linked to a global network (United Nations). There have been many jobs created in different domains thanks to ICT and the sector (ICT) has also driven growth in agriculture, service delivery, manufacturing, finance and many more.

Rwanda's industrial sector contributed 15 percent in the first quarter of 2015 and this led to a GDP growth of 7.6 percent (Mwizerwa, 2015). To ensure economic transformation and generation of off-farm jobs, the second phase of the Economic Development and Poverty Reduction Strategy (EDPRS II) targets the industrial sector (manufacturing, construction and mining) to contribute 20% to GDP by 2018 and it requires growing at an annual rate of 14% (Muhizi, nd). The service sector is increasingly confirming its position as one of sectors with the highest contribution in countries' economy. Rwanda's gross domestic product (GDP) rose by 7.6 percent in the first quarter of 2015, compared with the same quarter of the previous year and it totalled 1,377 billion Rwandan Francs. In the first quarter (Q1) of 2015, the Services sector contributed 48 percent of GDP (Mwizerwa, 2015). According to Rwanda Utility and Regulatory Authority (2015) the number of internet subscribers was 3,140,310 in March 2015 and 867 people were employed in Telecommunication sector, 693 are permanent staff while 174 are temporary staff with female staff constituting 22% while their male counterpart constitute 78%. As a result, 3.2 billion people are linked to a global network of content and applications.

2.1.5. Stakeholders in job creation

The process of creating jobs requires a concerted effort from the Government, individuals, here youths; and others including the private sector, civil society, to name but a few.

(i) Government

The government plays a key role in providing an enabling environment for youth to thrive through designing laws, policies and guidelines governing the process and environment in which businesses operate by both liberalizing the market and protecting citizens, customers, from being victims of unfair strategies by business people. Jordan argued that in the 21st century, creating work for people will not be viewed as a primary objective of government policy but that instead fostering an environment for wealth creation will be. Seligson (2008) notes that large majorities in Latin America support a strong role of the government in job creation. In fact, the more success the Latin American and Caribbean economies have had in terms of both their level and rate of economic growth, the more they support the role of the government in job creation. However, for many advanced industrial countries in North America and Europe there still may be a “Washington consensus” involving widespread (but far from universal) support for a neo-liberal agenda of shrinking the role of the State, and allowing the *laissez-faire* forces of the private sector to “do their thing.” (Seligson). Moreover, in countries like Rwanda, the Government play an important role in job creation. In fact, with its target of creating at least 200,000 jobs a year, the Government attracts local and foreign investors by putting in place incentives that encourage job creation and entrepreneurship. The Government of Rwanda also put in place policies and strategies that ensure a conducive environment for existing businesses and potential companies that could open business in the country.

(ii) Youth

Youth constitute an important part of the population. They belong to the present and future generations and their contribution is crucial because it serves both the present and the generation after them. According to the Ministry of Youth and ICT (2013), youth lie

in the “active population category” which is 16-65 years, and this category constitutes 54.7% of the total population. The largest youth age group is 14-19 years, 14% of the total population.

(iii) Private Sector, Civil Society and others

The private sector and the civil society could assist young entrepreneurs as mentors, provide technical assistance and establish young entrepreneurs’ networks or support to ease access to enterprise networks. According to the International Finance Corporation (2013), the private sector, which provides nine out of 10 jobs in developing countries, offers the best solution to the challenge of unemployment.

2.2 Empirical Literature

2.2.1 Entrepreneurs and socio-economic development

In his study, Kritikos (2014) argues that entrepreneurs share different traits like: willingness to bear risks, openness to experience, belief in their ability to control their own future (internal locus of control, i.e. believing that any success they experience is due to their personal efforts and assume any failure as their faults and not others’), and extraversion. Kritikos also stress that entrepreneurs are vital to the competitiveness of the economy and establish new jobs but that the gains of entrepreneurship are only realized if the business environment is receptive to innovation. Kritikos also argue that entrepreneurs boost economic growth by introducing innovative technologies, products, and services; they challenge existing firms to become more competitive and create new job opportunities in the short and long term and as a result, consumers benefit from the resulting lower prices and greater product variety. Yasin (as cited in Eroğlu and Piçak, 2011) indicated that entrepreneurial activity is encouraged as an avenue to stimulating

economic growth and empowering marginalized segments of population in less-developed countries.

The profits are however followed by some consequences. For example, Kritikos (2014) argues that new businesses gain market share from existing firms that are unable to compete and this leads to potential failure and displacement of existing firms. Entrepreneurship is being encouraged in different parts of the world. However, there are some bottlenecks on the way that need to be addressed to enable entrepreneurs thrive. To put this into context, Kritikos (2014) highlighted some examples like regulatory obstacles to setting up a business, such as the need to buy permits or licenses and other entry barriers; overregulation of commerce for example by prohibiting entry into some sectors of the economy through strict control of licenses, financial constraints; all these preventing entrepreneurship from flourishing because it increases the costs of starting a business and decreases flexibility and the ability to react quickly to opportunities as they arise, thus reducing experimentation.

The solution to sustainability lies in the principle of shared value, which involves creating economic value in a way that also creates value for society by addressing its needs and challenges and this by among other things enabling local cluster development (Porter & Kramer, 2011). According to Porter and Kramer, the concept of shared value could be defined as policies and operating practices that enhance the competitiveness of a company while simultaneously advancing the economic and social conditions in the communities in which it operates. A shared value perspective focuses on improving growing techniques and strengthening the local cluster of supporting suppliers and other institutions in order to increase farmers' efficiency, yields, product quality, and

sustainability and leading to a bigger pie of revenue and profits that benefits both farmers and the companies that buy from them (Porter & Kramer).

Breeding the entrepreneurial spirit is a process that takes time, efforts, collaboration between different stakeholders and involve different categories of the population, young and old. Lucky (2011) argues that one of the key issues regarding the entrepreneurial development is the youth entrepreneurial development. To achieve that, the Government and its partners should as much as they can teach youth how to build and develop business on their own. In countries like Kenya, this approach has started. For example, Kenya's Government and its partners have embarked on a youth training initiative, training university graduates from diverse professional backgrounds in entrepreneurship and business skills development and catalysing competitive growth of trade by enhancing self-employment, thus injecting a new productive labour force into the country's economy.

2.2.2 Job creation in the formal and informal sector

Porto, Elia, and Tealdi (2013) argue that world-wide, 1.8 billion workers are employed in the informal economy. This means that the remaining part of the population are in the formal sector, while others are in schools or unemployed. Those who are in the formal sector have a number of benefits like the coverage to health insurances, pension, in some circumstance transport and housing allowances, to name but a few. Porto et al. add that informal jobs on the other hand are excluded from the protection of existing legal and regulatory frameworks and are generally associated with scarce security, worse conditions as well as low productivity and low earnings. Informality is both in developing and developed countries, in fact, estimates for some European countries are in the range of 10% to 27% of total GDP. Informal jobs are normally characterised by longer work

shifts, less chance to access formal training, higher unemployment risk, higher uncertainty in income stream, lack of social protections and benefits, and lack of health and safety standards (Porto et al.). But even with these harsh conditions, they contribute to their families' welfare and with some assistance they graduate to the formal sector.

2.3 Critical Review and Research Gap identification

Newly industrialised countries of Southeast Asia like South Korea, Malaysia and Taiwan have developed because entrepreneurship was given a free hand to flourish (Nafukho & Muyia, 2009). The development of an entrepreneurial spirit and competencies should be a lifelong process. According to Nafukho and Muyia, addressing Africa's socio-economic development challenges requires learning successful lessons from within and without Africa as well as promoting youth entrepreneurial development as suggested by Lucky.

In fact, the success of African economies lies in the ability of Governments to empower the private sector through encouraging young and women entrepreneurs because they both, youth and women, constitute the biggest category of the population and having them engaged and active would accelerate socio-economic development, improve living conditions of their families with the income they earn and a young and dynamic youth contribute enormously in countries' Vision and endeavours with their energetic attitude, flexibility and skills to adapt to new situations and drive to achieve more in less time.

Moreover, Seelos and Mair (2005) describes social entrepreneurs as people who discover and create local opportunities and contribute to social, human and economic development. These entrepreneurs not only use available resources to create jobs for themselves and the community's but also create wealth for the community they live and operate in. To put this into context, Seelos and Mair show that Social entrepreneurs like Fazle Hasan Abed, founder of the Bangladesh Rehabilitation Assistance Committee

(BRAC) ventured into six sectors namely poultry, fishery, livestock, sericulture, agriculture, and agro-forestry to productively employ large numbers of poor people of that community (Seelos & Mair).

As indicated by Seelos and Mair, social entrepreneurs like Fazle Hasan Abed play a key role in socio-economic development and empower local communities by buying their produce and allowing them to meet their (community) needs including, nutrition, health, education, etc.

With reference to the literature reviewed, the studies were trying to link job creation and the reduction of unemployment rates, sustainable development and attaining countries' developmental targets. Even so, there are still gaps noticed and which needed to be filled specifically in Gasabo District where no study was conducted to link up job creation by young entrepreneurs to socio-economic development. It was therefore crucial for the researcher to conduct the study to show the link between job creation by young entrepreneurs and the attainment of socio-economic development in Gasabo District. Policymakers should understand that job creation, socioeconomic development, and poverty reduction are not independent, and thus policies aimed at these should be designed and implemented in an integrated manner and ensure more and better jobs are generated (International Finance Corporation, 2013).

2.4 Theoretical Framework

Under this subsection, the researcher went through two theories, namely the "Theory of Needs" developed in 1958 by David McClelland, an American psychologist, and the "Search-matching theory" by Mortensen and Pissarides.

According to Royle and Hall (2012), David McClelland's research indicates that there are three types of needs, i.e. the need for achievement, power and affiliation. The **need for achievement** describes a person's drive to excel with respect to some established set of standards and that individuals high in this dimension differentiate themselves from others by their desire to perform at a more advanced level than their peers. The **need for power** denotes individuals' desires to be influential. This could manifest itself in attempts to make others behave, as one would like, or in a manner that they might not have otherwise. Moreover, individuals high in this need seek position power so that they can compel the actions of others. The **need for affiliation** reflects the desire to have close, friendly, relationships with others. Those high in this dimension tend to spend considerable time seeking interactions with others

Ngoc (2011) argues that the Search-matching theory states that unemployment arises because it takes time for workers and firms to find each other; without such frictions, there would be no unemployment. Most search-matching models assign a minor role to the demand side of the labour market. Instead, supply creates its own demand. If labour supply increases, firms open more vacancies and vacancies are filled more quickly. With the search-matching theory, workers are not just a passive 'reserve army' waiting for jobs but their search activity contributes to matches being formed. This, in fact, is the essence of the matching function: hiring depends not only on the number of job openings, but also on unemployment and wages. More recently, job search, and other types of search, have been incorporated into macroeconomic models, using a framework called 'matching theory'. Peter A. Diamond, Dale Mortensen, and Christopher A. Pissarides won the 2010 Nobel prize in economics for their work on the matching theory (Royal Swedish Academy of Sciences, 2010).

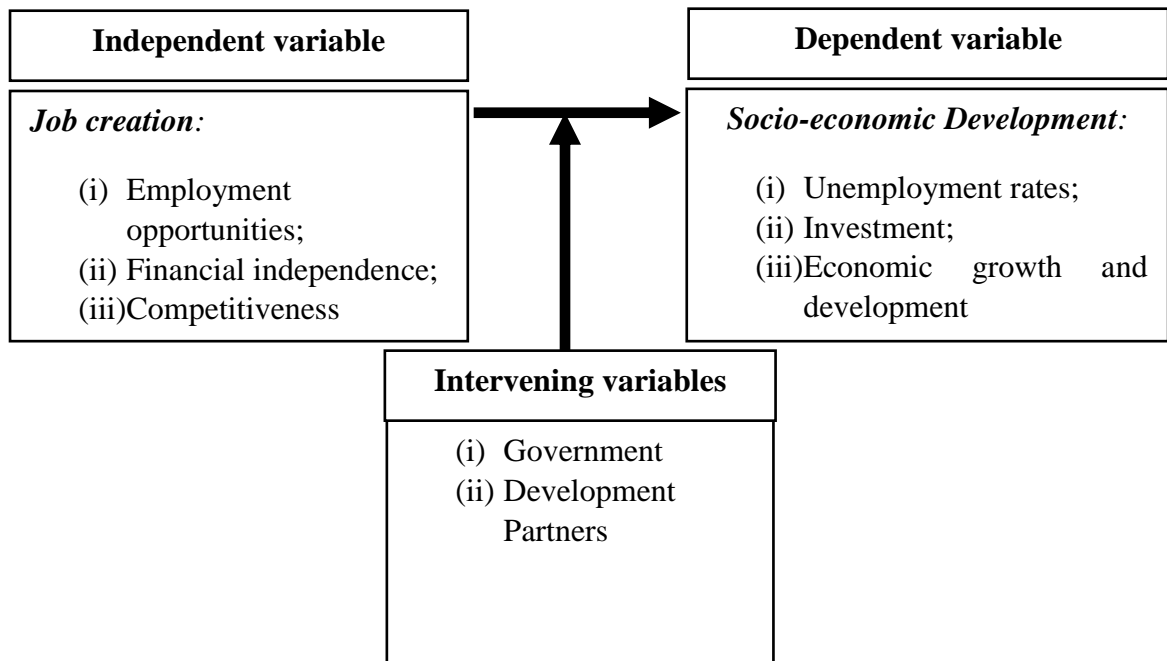
The search-matching theory best fit all principles of job creation and entrepreneurship as presented in the conceptual framework of the study and demonstrated by data collected. Search-matching theory explains the way labour supply influences job market by pushing firms to open more vacancies to increase their (firms) profile and capacity to stay competitive in the face of competition, innovation and creativity brought by new companies including those owned by young entrepreneurs. The researcher found that young entrepreneurs are absorbing new entrants on the market thanks to their skills and knowledge since the majority of respondents were found to have completed at least their undergraduate studies. These young entrepreneurs are using the new talents (job seekers they hire) to grow their businesses, penetrate the market and increase their competitiveness while also positively impacting on the economic and social lives of the country through families of those they hire, taxes they contribute as well as goods and services they bring to the market in Rwanda. Job hunts, the need of job seekers to increase their experience and knowledge and the diversification of their domains of expertise are pushing institutions and companies, including those of young entrepreneurs to open new jobs to absorb them and this benefit both because the job seekers get the job through which they improve their living conditions and sharpen their knowledge and experience while the employers get the staff they need to meet the institutions' or company's goals.

2.5 Conceptual Framework

The conceptual framework points out the influence of the independent variable “Job creation” on the dependent variable “socio-economic development”. Indicators on the independent variable cause changes on indicators under the dependent variable. Under job creation inputs include increase of employment opportunities, financial independence and competitiveness. On the dependent variable's side are factors like unemployment rate,

investment, economic growth while intervening variables include Government and Development partners.

Linking job creation to sustainable Development



Source: Researcher

Figure 2.1 Conceptual framework

Figure 2.1 shows that job creation and other intervening variables play a capital role and have socio-economic impacts. When jobs are created, they increase employment opportunities in that they allow more job seekers to secure jobs with the new opportunities created thus reducing unemployment rates. For young people who depend on others' earnings, when they create jobs they become financially independent, i.e. they stop the routine of having to always seek money from their parents or guardians as the jobs they created allow them to meet some needs without requesting for assistance and give them the capacity of making some investments in new ventures. Jobs created increase competitiveness in that the entrepreneur, here young entrepreneur, creating a new job put in place strategies that allow him/her to penetrate the market and stay competitive through innovation and creativity and this as existing entrepreneurs use

innovative ideas to stay competitive too, working hard to keep their customers and increase their customer base. When both new and existing entrepreneurs sell their products and/or services, the outcome of their businesses enables them to meet their daily needs and make investment in new ventures thus contributing to the country's economic growth and socio-economic development through taxes, goods and services they provide, people they hire and the way they (the staff) improve their living conditions and their families' as well as the positive impacts and improvements they bring to the communities they serve, etc. The Government of Rwanda enacts laws and policies facilitating entrepreneurs, here young entrepreneurs, to create jobs, liberalize the market, investing in infrastructure like roads and incubation centres (for example kLab which provides a space, mentors and internet connection to youth and other aspiring entrepreneurs to start projects) and these enable youths to thrive and contribute to Rwanda's socio-economic development.

Development partners intervene through projects, initiatives for example those aiming at building the capacity of young entrepreneurs and others that fall in line with programs and regulations of the Government of Rwanda to enable young entrepreneurs thrive.

2.6 Summary

Chapter Two has reviewed existing literature on job creation, entrepreneurship and sustainable development and socio-economic development. Some practical examples on the role jobs created by entrepreneurs, including young entrepreneurs, have played in improving the living conditions of people in the world and Rwanda in particular were provided. Throughout the study, the indicators of job creation were looked into and a conceptual framework reflecting the relationship between the independent variable (job creation) and the dependent variable (socio-economic development) was presented.

CHAPTER THREE: RESEARCH METHODOLOGY

3.0 Introduction

Chapter Three focuses on how the study was conducted. It includes methods and techniques that were used to collect data for the study.

This chapter outlines the way the researcher collected data, analysed and interpreted them in line with the research objectives and questions.

3.1 Research Design

This study used a descriptive survey research design by collecting general information through administering a questionnaire to a sample of young entrepreneurs in Gasabo District. Qualitative and quantitative data were used in order to answer the questions designed in an effort to reply to the research objectives. The researcher also used secondary data.

3.2 Target Population

According to Klab and Gasabo District databases, there are approximately 102 young entrepreneurs in Gasabo District. The target population of this study was composed of 102 young entrepreneurs (16-30 years) running micro, small and medium-sized businesses in Gasabo District serving the population in domains like Information and Communication Technology, fashion, health, stationery, painting, advertising, shop keeping and transport.

3.3 Sample Design

Given the limited time allocated to the research and high-cost thereto, the study used a sample population of 98 young entrepreneurs, both young men and women, in Gasabo District.

3.3.1 Sample Size

Gasabo District has about 102 young (individual) entrepreneurs. To determine the sample size, the researcher used Slovin's formula (Yamane, 1967). The formula was used because the researcher was estimating a population proportion having a confidence level of 98% (the margin of error is 0.02). From an estimated total population of 102, i.e. entrepreneurs running businesses in Gasabo District, derived a sample size of 98 respondents using Slovin's formula. Details are below:

$$n = \frac{N}{1 + N(e)^2}$$

n: Sample size, N: Population size which is 102 while e: Error tolerance: 0.02

$$n = \frac{102}{1+102*(0.02)^2}=98$$

n=98 people, therefore, the sample size is 98 people.

3.3.2 Sampling Techniques

After determining the sample size, the researcher collaborated with institutions having youth, entrepreneurship, job creation and incubation centres in their attributions to get access to those targeted young entrepreneurs running businesses in Kacyiru and Remera Sectors of Gasabo District from which a sample size of 98 young entrepreneurs was selected using simple random sampling to give all respondents equal chances. As far as the managerial staff is concerned, two interviewees from the managerial staff were purposively selected to give more explanation about results from respondents during data

collection and this because their position allow them to have information regarding youth and job creation since they follow day-to-day activities of youth in Rwanda.

3.4 Data Collection Methods

In this subsection, the researcher presents the data collection instruments used, explains the reliability and validity of research instruments as well as the process of administering data collection instruments. The researcher used a questionnaire to bring in quantitative data and a Key Informant Interview for qualitative data. The sources of data were classified into two, the primary sources and secondary sources.

(i) Primary data: It was important for the researcher to go on field to collect raw data from entrepreneurs in Gasabo District and officials and this through questionnaires and key informant interviews. The information from primary data was complemented by information from books, reports and other documents.

(ii) Secondary data: The researcher used among other things previous research, official statistics, mass media products, Government reports, web information and historical data and information. The researcher resorted to this method to complement data collected from primary sources.

3.4.1 Data Collection Instruments

Collecting credible data is a tough task, and it is worth remembering that one method of data collection is not inherently better than another (O’Leary, 2004). In order to collect data, the researcher used both questionnaires and key informant interviews, which were designed and administered to different entrepreneurs and officials when collecting information. Through an interview guide, the researcher asked questions to selected officials having youth and job creation in their attributions.

(i) Questionnaire

The researcher used a structured questionnaire with a combination of straightforward or close-ended questions to get accurate and factual information and open-ended questions to give respondents room to respond in their own terms thus mentioning elements that were not captured in the questionnaire.

(ii) Key informants interview

The use of a Key Informants interview is first and foremost intended to complement the main instrument (questionnaire). An in-depth interview was conducted with two officials having youth and job creation in their attributions.

3.4.2 Administration of Data Collection Instruments

In this study, a number of questionnaires were administered to young entrepreneurs of Kacyiru and Remera Sectors in Gasabo District and afterward picked after being duly completed. When the researcher met respondents with time constraints thus needing more time to fill in the questionnaire, the research left them the questionnaire and both agreed on the day the researcher could come back to pick up the questionnaires. After getting the completed questionnaire, the researcher conducted an interview with some officials having youth and job creation in their attributions.

3.4.3 Reliability and Validity

As far as this study is concerned, the validity and reliability is assured by the nature of the questionnaire, which comprised a set of short and precise close-ended questions that allowed minimising inappropriate responses and attempts by the interviewers to interpret and hence influence respondents' opinions. In order to establish the reliability of the instrument and data, the researcher carried out a pilot study in Nyarugenge Sector in

Nyarugenge District. Ten respondents were given questionnaires as suggested by Devellis (2003).

3.5 Data analysis Procedure

This research used qualitative and quantitative analyses. The aspect of data entry and analysis was done through the IBM Statistical Package for Social Scientists (IBM SPSS Statistics V21) and through Microsoft Excel 2016 for presentation (tables and charts formulating). The interview guide was analysed qualitatively through the content analysis.

3.6 Ethical Consideration

Throughout the study, the general principles of ethical code were respected. While collecting and treating data, entrepreneurs, staff and other respondents in this study were treated with respect and dignity. The researcher sought the permission to collect data from the management of institutions having youth, job creation and incubation centres in their attributions as well as the entrepreneurs themselves after understanding the research objectives. Measures were taken to minimize violation of confidentiality, such as names of the respondents (if not by his/her own will) his/her company's, etc. Each questionnaire had a unique "Study ID", a unique respondent's identifier that allowed to distinguish respondents' information during both data entry and analysis.

CHAPTER FOUR: RESEARCH FINDINGS AND DISCUSSION

4.0 Introduction

In this chapter, the researcher presents, analyses and interprets data collected. The information collected was aimed at assessing the contribution of jobs created by young entrepreneurs on socio-economic development. Data analyzed here were gathered through a questionnaires and key Informant Interviews and interpreted according to the objectives of the study.

4.1 Demographic Characteristics of Respondents

This subsection contains respondents' general information like the domain of the company, age, gender, level of education and marital status.

Table 4.1: Respondents' company's domain

Domain	Frequency	Percent
ICT	15	15.3
Fashion	15	15.3
Health	1	1.0
Transport	3	3.1
Stationery	18	18.4
Beauty Salon	3	3.1
Advertising	2	2.0
Shop	16	16.3
Painting	6	6.1
Other	19	19.4
Total	98	100.0

Source: Primary data

Table 4.1 indicates that 15.3% of all respondents provides goods and services related to the ICT sector, 15.3% are in the fashion industry, 1% of respondents is in the health sector, 3.1% of all respondents are in the transport sector while 18.4% of all respondents are in the stationery business, i.e. selling office/school equipment and materials,

providing photocopy, designing, binding and printing services, etc. Table 4.1 also show that 3.1% of all respondents run beauty salons, 2% of respondents provide services related to advertising, 16.3% of respondents own medium-sized shops selling products needed in daily lives like sugar, beverage, soaps, etc. About 6.1% of respondents are painters while 19.4% of all respondents are in “other” domains like agriculture, social entrepreneurship, bookshop, capacity building and data analysis, to name but a few. Figure 4.1 indicates that the domain with the lowest number of respondents is ‘Health’ with 1.0% of respondent while the ‘stationery’ category has the highest number of respondents with 18.4%. Even though “other” constitutes 19.4% of all respondents, they are scattered in different domains. These young entrepreneurs selling office equipment and materials (stationery) are mostly located near schools and/or higher learning institutions.

The fact that the majority of respondents, 18.4%, are in the stationery category is promising because they have invested in the education sector which is one of priority sectors of the Government of Rwanda in its drive to becoming a knowledge-based economy and a middle-income country and this means that they are in a profitable business through which they improve their wellbeing and contribute to the country’s socio-economic development. These young entrepreneurs are serving future engineers, architects, planners, economists, lawyers, experts in projects designing and coordination, agronomists, veterinarians, leaders and potential entrepreneurs. Moreover, these young entrepreneurs are picking interest in nascent yet profitable businesses like fashion, advertising, painting which have huge untapped potentials, existing businesses previously held by senior entrepreneurs like shop keeping and transport. These domains enable youth to become sources of jobs for their peers and other people in general and this contribute to

the betterment of living conditions of their families, those of the people they employ and contribute to Rwanda’s socio-economic development through taxes and other contributions while also reducing unemployment rates.

The diversity of domains (ICT, fashion, transport, etc.) explains how labour supply is influencing the market. This in part explain the search-match theory in that more jobs are being created as a way of absorbing skills and knowledge fresh graduates are bringing to the market. For example, those in the fashion industry recruit someone who graduated in marketing and/or sales to boost their marketing strategies while those dealing with advertisement would need engineers in ICT or telecommunication to meet new requirements of the digital era Rwanda has entered into to keep their customers and attract new ones with their upgraded services.

Table 4.2: Age category of Respondents

Age category	Frequency	Percent
21-25	33	33.7
26-30	65	66.3
Total	98	100.0

Source: Primary data

Table 4.2 indicates that 33.7% of respondents are aged between 21-25 while 66.3% of all respondents are between 26 and 30 years old. It is worth noting that the researcher didn’t find any entrepreneur in the 15-20 years old age category. The biggest number of respondents fall into the age group of 26-30 years old. The age cohort 26-30 is composed of people who have at least completed their undergraduate studies and therefore having skills and knowledge to plan effectively with proper strategies that can grow their businesses, those who are eager to learn new skills and have the energy to achieve a lot in less time as well as effectively network with potential partners and customers. Moreover,

the 26-30 age category is also a category of future developers, people with high ambitions and hopes and who must prepare a strong ground for their future responsibilities for both their families and country.

Table 4.3 Gender category of respondents

Gender	Frequency	Percent
Male	70	71.4
Female	28	28.6
Total	98	100.0

Source: Primary data

Table 4.3 shows that 71.4% of all respondents are male while 28.6% are female. The number of youth venturing in entrepreneurship was very meager in a couple of years back but today youth, both male and female, are picking interest in entrepreneurship. Cultural and mindset constraints telling women that their role is more in household chores than providing for their families explain in part the low representation of women in Table 4.3 (only 28.6% of all respondents) but through political Will and continuous women empowerment programs and campaigns, the number of women entrepreneurs has increased and could increase even more.

It is important for Rwanda to increase the number of women entrepreneurs because they constitute the majority of the population and if they create jobs they would become sources of employment for many Rwandans and others while also contributing to the financial stability of their families. If Rwanda has many women entrepreneurs, its target of becoming a middle income country with a private sector-led economy could easily be achieved. Rwanda created at least 146,000 jobs per year since 2011 against its target of 200,000 jobs annually by 2018 but with more women on board, the target could be achieved in no time and see the bar of job creation and developmental goals set even higher. Having more women entrepreneurs would also significantly contribute to the

improvement of household living conditions, give the family room to invest in assets and purchase of different commodities, enable the family to afford quality education and health care, meet the daily balanced diet, assisting most vulnerable members of the family and/or community, etc. In fact, entrepreneurship increases women’s self-esteem and self-confidence, reduce family conflicts and put the family’s social standard at new heights.

Table 4.4 Marital status of respondents

Marital status	Frequency	Percent
Single	78	79.6
Married	20	20.4
Total	98	100.0

Source: Primary data

Table 4.4 indicates that 79.6% of all respondents are single while 20.4% of respondents are married. This could be explained by the fact that most singles depend on earnings of others (parents, guardians, older siblings or relative, etc) and could easily allow themselves the “Try and fail” experience but married people take calculated risks fearing to plunge the whole family in hard situations. The 79.6% of respondents means ambitions, dynamism, firmness and drive to prepare for their future responsibilities while taking care of their families especially younger siblings. The ‘single’ category also entail that they have less distractions and are eager to accomplish as much as they can before taking up other responsibilities and due to this, they build their financial stability, create rooms for investment, search matching pairs they could team up with to grow their businesses, improving their situation and that of their employees and contribute to the country’s socio-economic development through taxes, participation in environmental protection activities and contributing to social protection programs like providing livestock to vulnerable families of their communities.

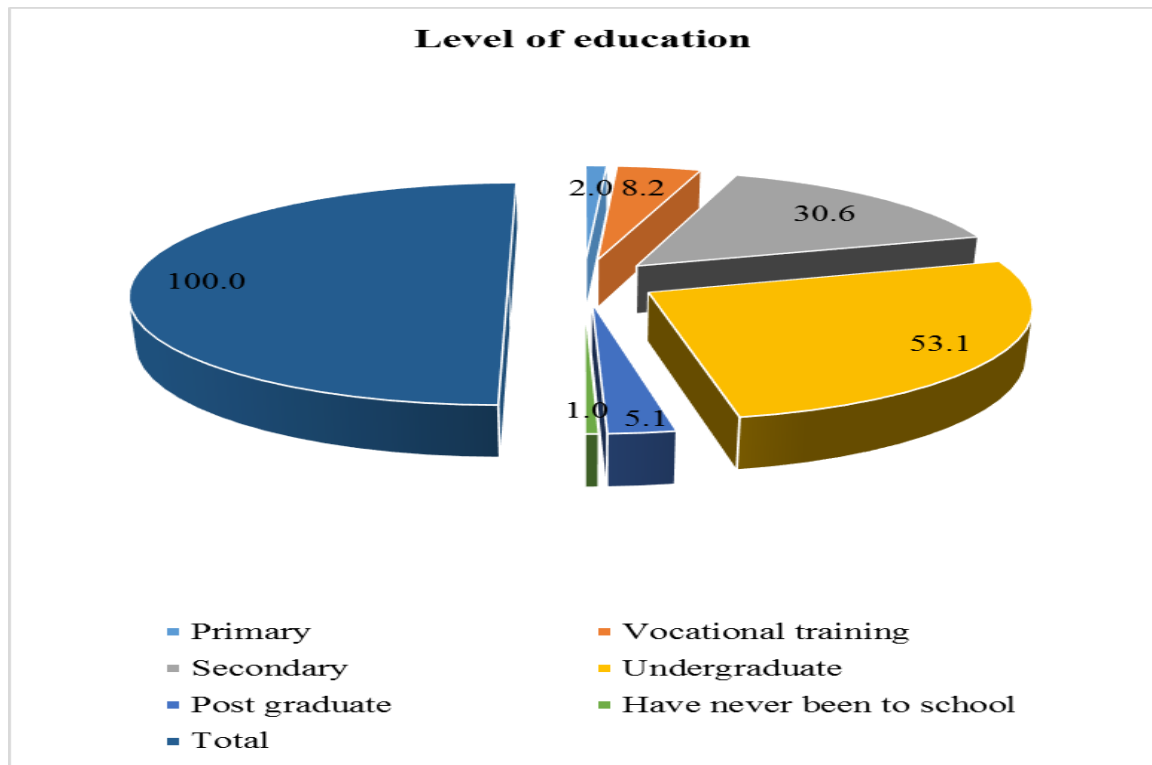
Table 4.5 Administrative Sector where the business is based

Sector	Frequency	Percent
Kacyiru	60	61.2
Remera	38	38.8
Total	98	100.0

Source: Primary data

Table 4.5 indicates that the highest number of respondents, 61.2% have businesses in Kacyiru Sector compared to 38.8% in Remera Sector. This could be explained by facilities with no cost of renting like Klab, Fablab, Innovation Village found in Kacyiru Sector which allow young entrepreneurs to start their businesses, run them at their infant stage without worrying much about the renting cost in the beginning thus focusing on taxes and growth of their company as they also plan to relocate to their own space. As far as the location is concerned, Kacyiru is a strategic place with a high number of potential customers (Ministries, primary and secondary schools as well higher learning institutions, etc), a taxi park with accessible roads, its position allows its residents to easily travel to different parts of Kigali city or those coming from other parts to come to the sector with less impediments. Kacyiru Sector have many administrative offices like Ministries where a young entrepreneurs can get support from, strike deals or gain customers.

Figure 4 1: Level of education of respondents



Source: Primary data

According to Figure 4.1, 2% of respondents have completed their primary school, 8.2% of respondents undertook their vocational training while 30.6% of respondents completed their secondary school studies. Moreover, 53.1% of respondents indicated that they have completed their undergraduate studies, 5.1% of respondents said they have completed their postgraduate studies while 1% of all respondents said they never attended school. Having 53.1% of respondents with Bachelor's degrees, the highest, could be explained by different reasons including the fact that the concept of entrepreneurship is growing in reach and importance among youth especially fresh graduates who are seeing job creation and entrepreneurship as their best option to increase their knowledge, experience and managerial skills. Some of these graduates use entrepreneurship as an opportunity to increase their competitiveness.

It is encouraging that 53.1% of respondents have completed their undergraduate studies because these are people with skills, knowledge and capacity to effectively plan and adjust mistakes to first stay afloat and then thrive while also being in a position to create jobs in new and nascent domains. Moreover, the majority in the undergraduate category also mean, they have networks with their former school and class mates with whom they share information on new trends, business and networking opportunities which could enable their new jobs to grow and these young entrepreneurs could convince their peers to start as volunteers in their companies and work hard to turn the posts into paying positions. The highest category of respondents, undergraduate constituting 53.1% of respondents also mean that considering the viability of their projects and their long term plans, banks could easily lend them money because they know they will reimburse it through the outcomes of their businesses or other alternative plans like a job in another institution.

Those who have at least completed their undergraduate studies have skills and knowledge enabling them to make the right matches, i.e people with the skills and knowledge they need for the growth of their companies. This recruitment is beneficial to both the person they recruit because they remove him/her from the unemployed and the company since the new staff contributes to the growth of the company which entails a more increased tax contribution, improvement of living condition, the capacity of the company to upgrade services and working conditions of its staff by covering their medical and life insurances, housing and transport allowances, etc.

4.2 Presentation of Findings

This subsection presents the main findings of the study. Findings are discussed according to the objectives of the study and this means that tables and figures are presented in line with the way the study objectives were listed in Chapter one.

4.2.1 Young entrepreneurs' awareness on strategies encouraging job creation

The subsection sought to inquire whether youths in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them create jobs. Respondents were asked whether or not they know any strategy by the Government of Rwanda to encourage job creation. Respondents were also asked to name some of those strategy to check their answers and the one (s) they benefited from when starting their job.

Figure 4 2: Respondents' knowledge on job creation strategies



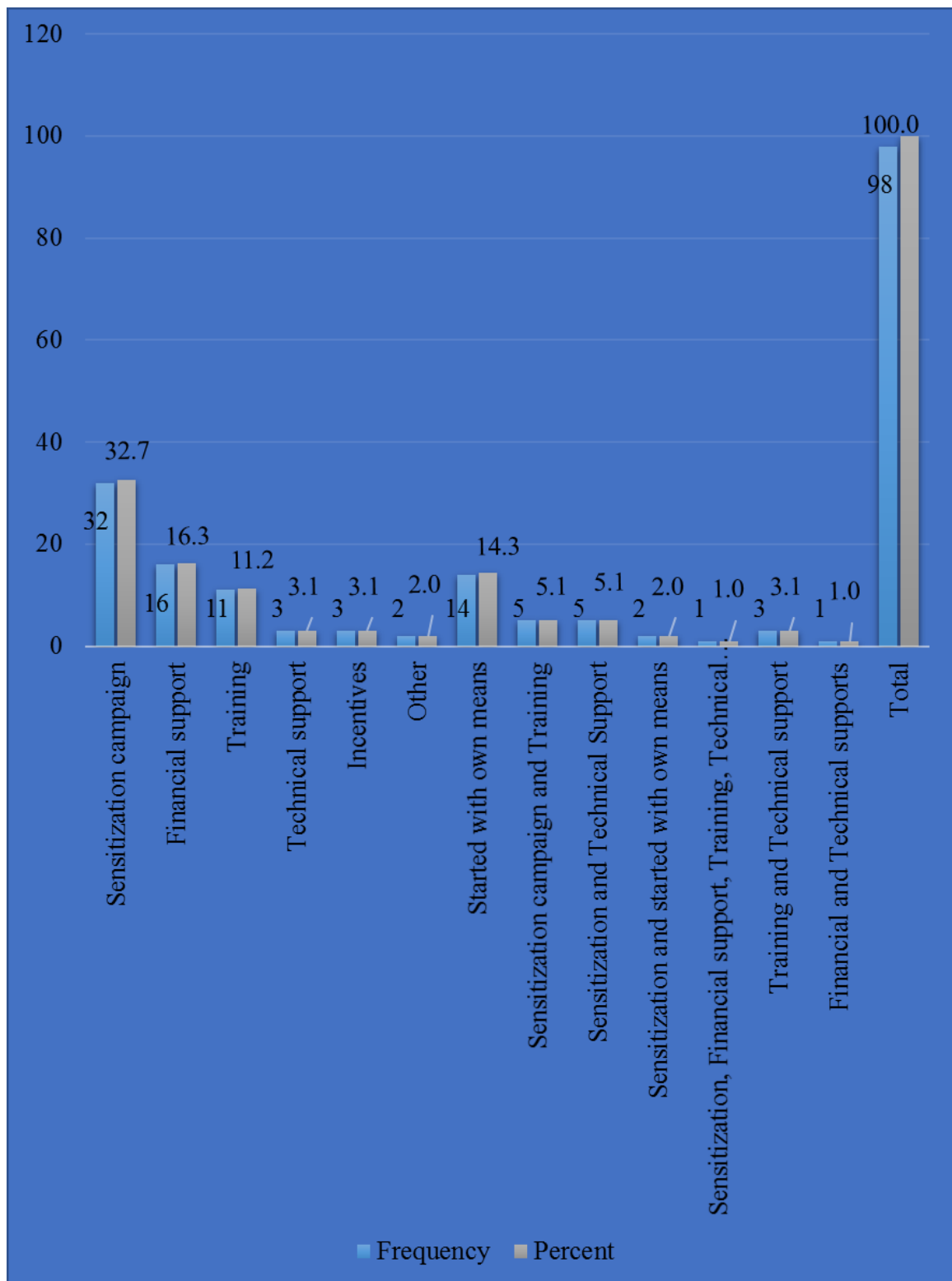
Source: Primary Data

In this Section, respondents were asked to answer with Yes or No, on the question inquiring whether or not they know strategies put in place by the Government of Rwanda to encourage them create jobs. Figure 4.2. indicates that 96.9% of respondents answered

positively (Yes) saying that they know some of strategies the Government of Rwanda has put in place to encourage job creation, 2% of respondents said they don't know (No) any strategy the Government uses to encourage youth to create jobs while 1% of respondents didn't answer to the question. This means that most of the respondents, 96.9%, know at least one strategy on job creation. Knowing at least one strategy is a good start to starting benefitting from it/them when creating a job, seek support to the right institution or individual and then thrive.

When asked to name the strategies, respondents indicated the establishment of the Business Development Fund providing financial and technical supports to entrepreneurs, young entrepreneurs inclusive; Technical Vocational Education and Training schools equipping students with skills they could use to create their own jobs, the National Employment program creating jobs and equipping beneficiaries with skills and attitude that could increase their productivity and drive the private sector growth, the *Hanga Umurimo* program educating Rwandan youth in entrepreneurial skills and providing them with access to finance and sensitization in schools, higher learning institution as well as youth centres.

Figure 4 3: Respondents benefitted from strategies encouraging job creation



Source: Primary Data

Figure 4.3 reveals that 32.7% of respondents said they benefitted from sensitization campaigns, 16.3% received financial support to start while 11.2% said that they

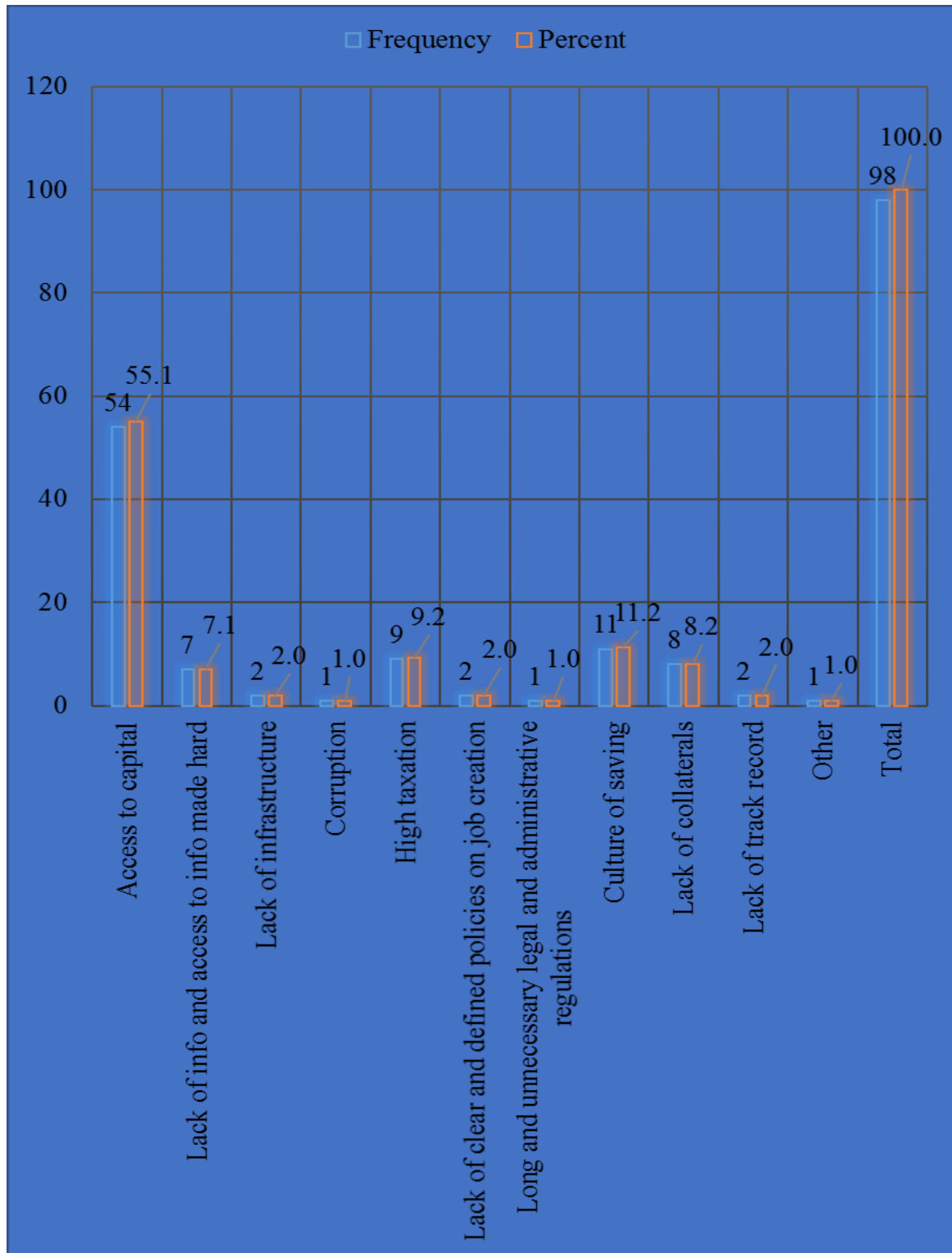
undertook a training organized by the Government of Rwanda or its partners on entrepreneurship at least once. Figure 4.3 also indicate that 3.1% of respondents received a technical support and incentives respectively, 2% of respondents selected the option “Other” while 14.3% started with their own means. It is also indicated in Figure 4.3 that 5.1% benefitted from both sensitization campaigns and training as well as sensitization campaign and technical support to start their jobs, while 2% said they benefitted from sensitization campaigns and started with their own means. Respondents representing 1% of all interviewees said they benefitted from sensitization campaigns, financial and technical supports and training, while 3.1% of all respondents said they started their jobs after undertaking a training and receiving a technical support. During data collection, 1% of all respondents said that they received both financial and technical supports to start their jobs. Sensitization campaign is the strategy that many of respondents, 32.7%, said they know and benefitted from and it is followed by financial support with 16.3% of respondents.

Making good policies on fighting unemployment is not enough because it takes more than a policy to absorb new entrants penetrating the job market every single year. Sensitization campaign is important for mindset change, especially when the education system trains students to be more job seekers than creators. Sensitization campaigns complement education and serve to influence youth to shift their mind from waiting someone to hire them, with the little or no experience they have, to creating their own jobs which could enable them achieve their goals in life. The Government of Rwanda has taken different measures including reforming the education curriculum to instill the entrepreneurial spirit in children at their early age. Sensitization campaigns are also helping in changing mindset because through them, youth are getting information on institutions they could

seek financial and/or technical assistance from and through them they start thinking about how they could turn into entrepreneurs and plan for that while being at school. This mindset was almost inexistant before because the training and education they were receiving before was mostly about excelling in class to secure good jobs. Moreover, financial support is also very important for youth because most of them have limited resources or no resource at all they could use as a capital.

Through the Key Informant Interviews, authorities having youth entrepreneurship in their attributions indicated that they collaborate with local government officials to link them with youths in Sectors and districts across the country and gather them in youth forums like the Youth Connekt Convention, Youth hang out series and mentorship programs to discuss and train them on entrepreneurship, marketing and other business-related aspects as well as self-reliance. Through the National Employment program and Youth Forum and ICT awareness campains, youth are informed about available opportunities and how to tap into the potentials. In line with encouraging entrepreneurship, the Ministry of youth and ICT and its partners organise project proposal competitions to boost the entrepreneurial spirit by giving youth a platform to pitch their projects and they (youth) get rewarded, technical skills and start up kits to start their own businesses. When some youth are found with income generating projects, they get business advice from the Business Development Advisor who assist them in joining financial institutions with bankable projects and those without collaterals are supported by the Business Development Fund. The Ministry also use gatherings like civic education camps-*Itorero* to train and assist youth in planning and setting up goals. Strategies like sensitization campaigns have proven to be beneficial to youth in changing the mindset, thinking big and exploring opportunities in different situations.

Figure 4 4: Major challenge to job creation



Source: Primary data

When asked about the main challenge to job creation in Gasabo District, respondents came up with the following as indicated in Figure 4.4: 55.1% of respondents said access

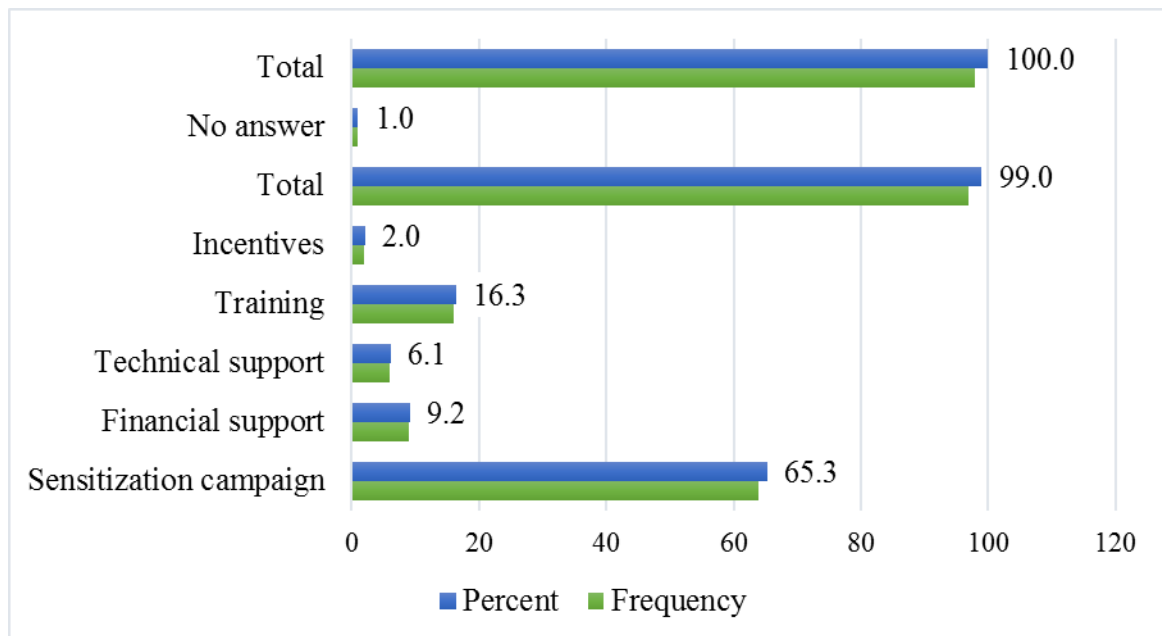
to capital constitutes the main challenge to job creation while 7.1% of respondents said the main challenge is lack of information and complications when trying to access available information while 2% of respondents indicated that lack of infrastructure constitutes the major challenge to job creation. Besides, 1% of respondents said that corruption constitutes the main challenge to job creation, 9.2% of respondents said high taxation discourages the creation of jobs, 2% of respondents said lack of clear and defined policies on job creation is the major challenge to job creation and 1% of respondents said that long and unnecessary legal and administrative regulations hamper job creation.

Moreover, 11.2% of respondents said the lack of the culture of saving (low level of savings) constitutes the biggest challenge to potential entrepreneurs. Figure 4.4 also reveal that 8.2% of respondents said that lack of collaterals constitute the main challenge to job creation, 2% of respondents insisted the lack of track record is what is making it hard for entrepreneurs to start their own jobs while 1% of respondents chose the option “Other”, naming factors like high cost of renting a working space or the fact that there are duplications of services and less diversity as major challenges to job creation. Figure 4.4 indicates that access to capital constitutes the major challenge to job creation with 55.1% of respondents confirming it. This could be explained by the fact that many youths have limited resources they could start with and when they apply for loans or financial support for their projects, they are rejected because few are those who trust them enough to invest in their businesses and their lack of track record makes potential lenders reluctant to lend them money they could use as a starting capital. Access to capital is a serious challenge to job creation and especially to young entrepreneurs who have neither collaterals they could give to banks or other financial institutions to secure loans nor savings. Some youth lack even the little it takes to start a micro business while others refuse to start with a small

amount to avoid disappointment. Addressing the problem of capital would enable young entrepreneurs to easily start jobs, grow and hire their peers, bring innovative services to serve even the underserved, cater for needs of their families (both their parents and siblings as well as their new families if married), increase goods and services in the country through the jobs they created and contribute to Rwanda’s socio-economic development with their taxes and involvement in different activities.

Furthermore, some young entrepreneurs and those assisting them also said that the lack of policies on invention stops them from importing new technologies or inventing new ones fearing losses they could incur by investing in products and services that could be rejected when introduced to Rwanda.

Figure 4 5: Ranking job creation strategies based on the number of beneficiaries



Source: Primary Data

In this subsection, respondents were requested to rank job creation strategies based on the number of beneficiaries they know have benefitted from them (strategies). Figure 4.5 shows that 65.3% of respondents said that they know many people who have benefitted

from sensitization campaigns than any other strategy the Government uses to encourage job creation. Moreover, 9.2% of respondents chose financial support as the strategy with most beneficiaries and this as 6.1% of respondents consider technical support as being widely used by the Government. Other respondents, that is 16.2% of all respondents said that training has frequently been used by the Government in its plans to fight youth unemployment and encourage job creation. Only 2% of respondents said that they consider incentives as the strategy that has helped the biggest number of beneficiaries. It is worth noting that 1% of respondents didn't answer to the question.

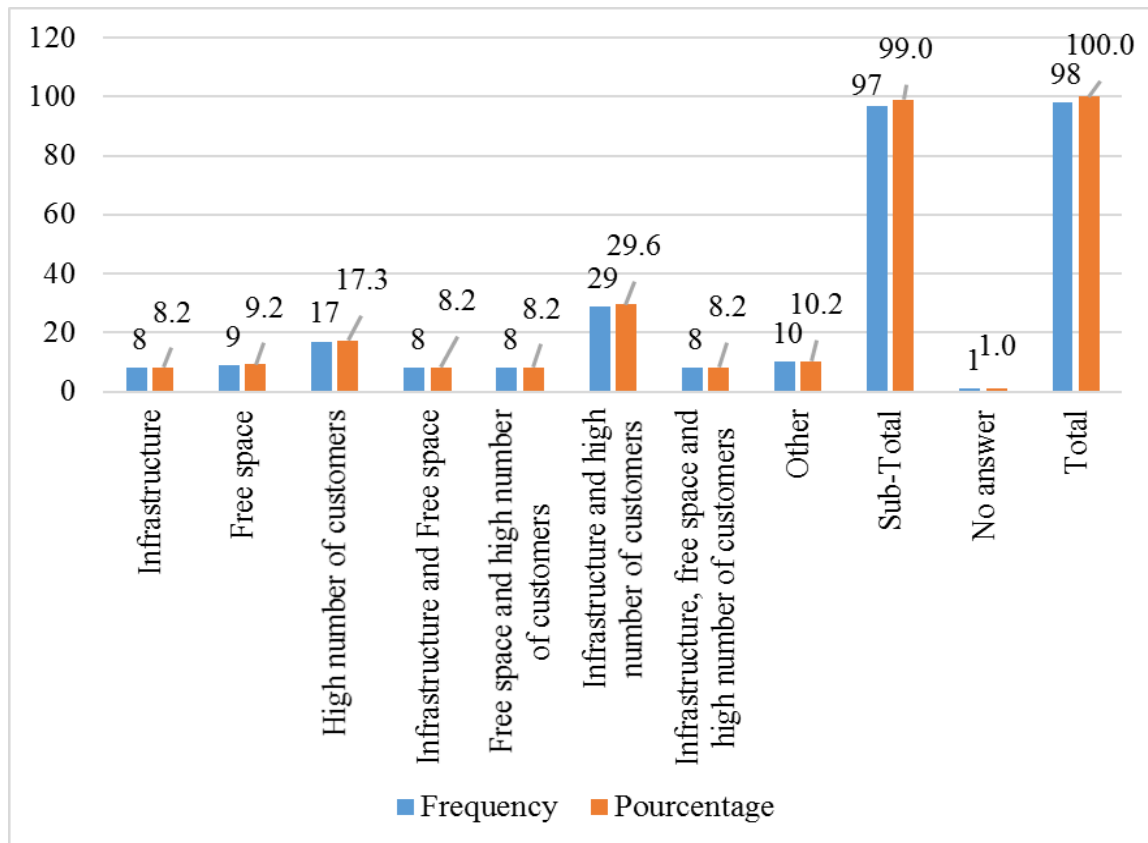
The fact that the biggest number of respondents, that is 65.3% of respondents, chose “sensitization campaign” could be explained by many factors including efforts Government institutions and their partners have invested in visiting secondary school, higher learning institutions and communities to encourage youth shift their mind from seeking jobs to creating their own. This coupled with other media like radio and television talk shows, advertisement, meetings and gathering like community works-*Umuganda* in which after completing cleaning activities, leaders and citizens get time to discuss on current matters including plans, policies and campaigns like those encouraging job creation through which youth could directly contribute to the government's plan of having a private-sector led economy by 2020. Findings in Figure 4.5 indicate that sensitization has worked so far and has proven to be the strategies that most people in the respondents' knowledge have benefitted from. Sensitization campaigns play a crucial role in mindset change and providing important information like how and where to register a company or where to seek assistance in the event the business encounters a challenges. Sensitization also help in bringing more girls and women on board telling them available

opportunities and special funds allocated to women empowerment they could use in addition to general financial and technical supports.

As to what could be improved to see more jobs created, respondents indicated that more efforts should be invested in increasing the provision of technical support because they have many ideas and don't know how to turn them into bankable projects. They also indicated that the strategy of encouraging them to apply for a financial support as a group has a negative side to it because the group applying for the support could have members who don't share the same commitment with their peers and this hampers the process of implementing activities. Respondents also said, sometimes, financial institutions have requirements for loans which do not reflect the financial capacity of youth and this stop them from applying. Respondents cited collaterals or the 25% required by the Business Development Fund to have their projects supported financially as some of those tough conditions because they don't have savings they could base on or in some situations their families consider them as their way out of poverty since the little money they had, they invested it in their (child's) education. The other recommendation they gave was that the Government could set up strategies regulating invention to allow more creative ideas turn into businesses (jobs). It is worth noting that the fourth industrial revolution is disrupting the status quo and way of life and this means that though new technologies like the cryptocurrency, Bitcoin, is not accepted today for several reasons, the world can only hope for the increase of similar technologies and thus the need to always reinvent ourselves and set up law and policies that are both receptive to these innovations and technologies while protecting citizens from potential harms these disruptive technological advancements they could pose to human kind.

4.2.2 Job creation opportunities available to youth in Gasabo District

Figure 4 6: Preference of Gasabo District for investment



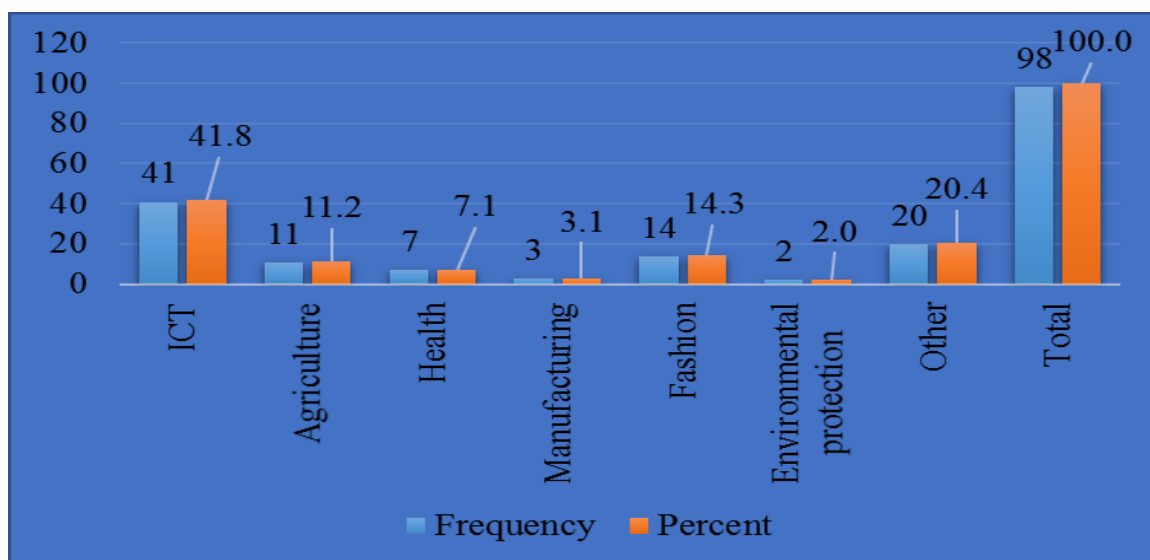
Source: Primary data

In this section, respondents were asked why Gasabo District would be their first choice if they were to invest in any District of the City of Kigali. As indicated in Figure 4.6, 8.2% of all respondents said that they would choose Gasabo District basing on infrastructure in place. Other respondents, 9.2% of all respondents said that they would choose Gasabo District because it offers low or no cost spaces. For example, kLab, an institution offering internet and space young entrepreneurs could use to design a project and run it without paying the rent. About 17.3% of all respondents said that the high number of customers would attract them to invest in Gasabo District. About 8.2% of all respondents said that free space and the high number of customers would make Gasabo District their first choice for investment while 29.6% of all respondents said that infrastructure and high number of customers give Gasabo District advantage over other Districts in Kigali.

Moreover, 8.2% of all respondents consider infrastructure, free space and high number of customers as reasons as to why they would choose Gasabo District for investment and this as 10.2% of all respondents said “Other” reasons like land ownership, accessibility of the District, a quick service delivery when it comes to issuing working permits and security would make Gasabo their preferred destination for investment.

The fact that 29.6% of respondents, highest, chose Gasabo for its infrastructure and high number of customers proves that the District is investing heavily in attracting more people. For example the Kigali Convention Centre has increased business opportunities with its capacity of hosting international gatherings (Summits, conferences, High-level meetings) thus giving young entrepreneurs opportunities to start businesses in areas like events management (preparing conference halls, providing ushers, etc.), transport of delegates to and from the Convention Centre while also allowing young entrepreneurs to meet senior entrepreneurs and network with them, discussing with potential investors who could be interested in buying shares in companies owned by young Rwandan entrepreneurs, etc.

Figure 4 7: Domain with most potentials for job creation in Gasabo District



Source: Data collection

This subsection shows the domain or sector with most potentials. Figure 4.7 indicates that 41.8% of all respondents said ICT was the domain with highest potentials for job creation, 11.2% of all respondents ticked on agriculture as the domain with most potentials while 7.1% of all respondents said health is the domain with most potentials for job creation. Figure 4.7 also indicated that 3.1% of all respondents said the manufacturing sector has most potentials, 14.3% of all respondents said that fashion has most potentials, 2% of respondents said environmental protection has most potentials for job creation while 20.4% of all respondents said that other sectors like trade and transport have also many untapped potentials. It is clear that the District presents many potentials for job creation because in all sectors, respondents revealed that there were untapped potentials by basing on those they now have invested in and started to reap some profits.

ICT emerged as the domain with most potentials as revealed by 41.8% of all respondents. ICT is a trending domain in Rwanda and presents huge untapped potentials and opportunities for job creation in areas like social media advertising, software and hardware designing and maintaining, innovative tools like drones; and the fact that the Government of Rwanda wants services digitized and ICT integrated into different sectors of the economy and social life to speed up progress and development makes ICT an even important sector worth investing in. Rwanda strives to become an ICT hub for the East African Community (Uganda, Kenya, Tanzania, Burundi, South Sudan and Rwanda) and beyond and this means that it will be leading the market of products and services using new technologies and young entrepreneurs could respond to the call by investing in the sector. For example: farming, irrigation would be done using technology, manufacturing will move from handmade to digital or the use of robots, etc.

It is important for Rwanda to have young entrepreneurs interested in ICT because it is a global trend which can be used to speed the growth of other sectors like agriculture, manufacturing, medical, mining, transport, etc, it (ICT) creates new jobs, eases life by reducing the amount of energy used by human beings and allow them (human beings) to reallocate the energy and money to other important activities. ICT is also keeping Rwanda on track with global developments because young entrepreneurs can access information vital to the growth of their business, as they happen, from anywhere in the world and do business with people in different corners of the world without necessarily having to spend their income on transport to reach out to customers or partners.

ICT is also allowing young entrepreneurs to save on time they spent on queues in institutions like banks, hospitals, schools or for taxes because now they can pay online through “Pay As They Earn”. This could also be a starting point for young entrepreneurs to start businesses in other sectors, suggesting ICT-based approaches to services thus enabling Rwandans and others seeking the service save on time and cost of transport they used seeking the services and could use that money to invest in others income generating initiatives or spending it on thing that improves the welfare of their families. These ICT-based solutions make life simpler and liveable.

As far as the fashion industry is concerned, it is increasingly becoming a big income-earner and one of the most profitable businesses in the country with quality products made, the attention it is getting and the boost it (fashion industry) got from the new policy of encouraging the use of locally-made products, in Rwanda’s case “Made in Rwanda” product. We are seeing more fashion designers coming out, more fashion shows and campaigns to boost the sector organised and the sector is contributing to the improvement of living conditions of the fashion designers, their families’ and the families of tailers and

others they hire, as a result Rwanda gets a healthy population leading a decent life. The fashion industry is also contributing to the country's socio-economic development through taxes which are used in social protection programs or invested in sectors like infrastructure, bridging the trade deficit and allowing the country to import products that could not be produced locally, showcasing cultural values and beautifying events in the style and attires made.

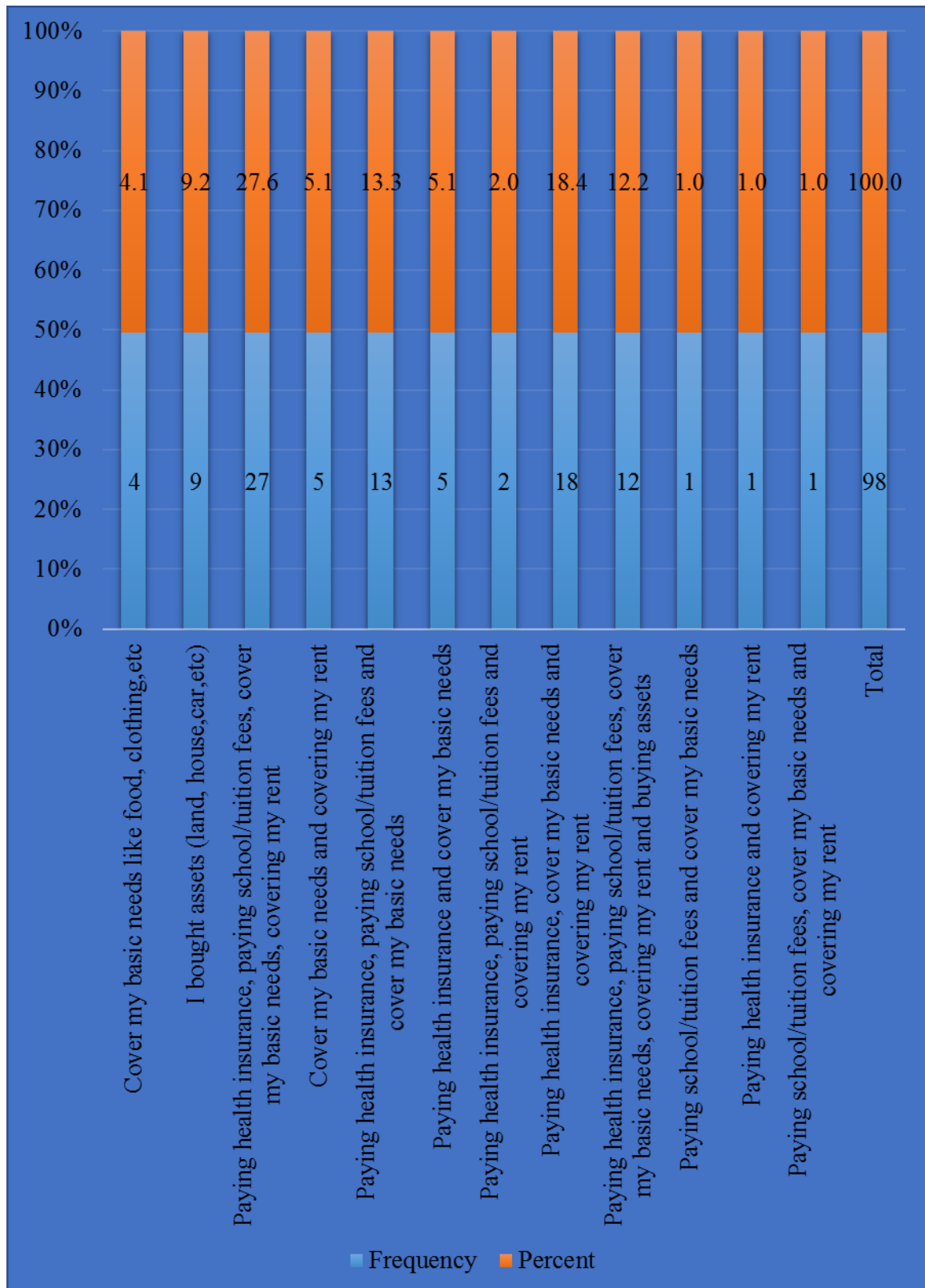
The environmental protection is also a profitable business and huge contributor to Rwanda's efforts of reducing its carbon footprint and the achievement of Sustainable Development Goals. Young entrepreneurs could create more green jobs by investing their time and resources in reforestation, off-grid and clean energy, protection of land against erosion, water bodies restoration and their projects could easily get a financial support through Rwanda's Environment and Climate Change Fund, FONERWA.

i) Channels used to encourage youth to seize job creation opportunities

On the question about how youths are encouraged to seize job creation opportunities, the researcher wanted to understand the channel(s) through which the Government reach out to youths. Respondents indicated that the Government and its partners use sensitization campaigns in secondary schools, higher learning institutions and youth centres in different parts of the country, monthly and special community work-*Umuganda* day, workshops/training, radio and television talk shows and advertisement and other channel.

4.2.4. Job creation and socio-economic development

Figure 4 8: Impact of jobs created by young entrepreneurs on their families



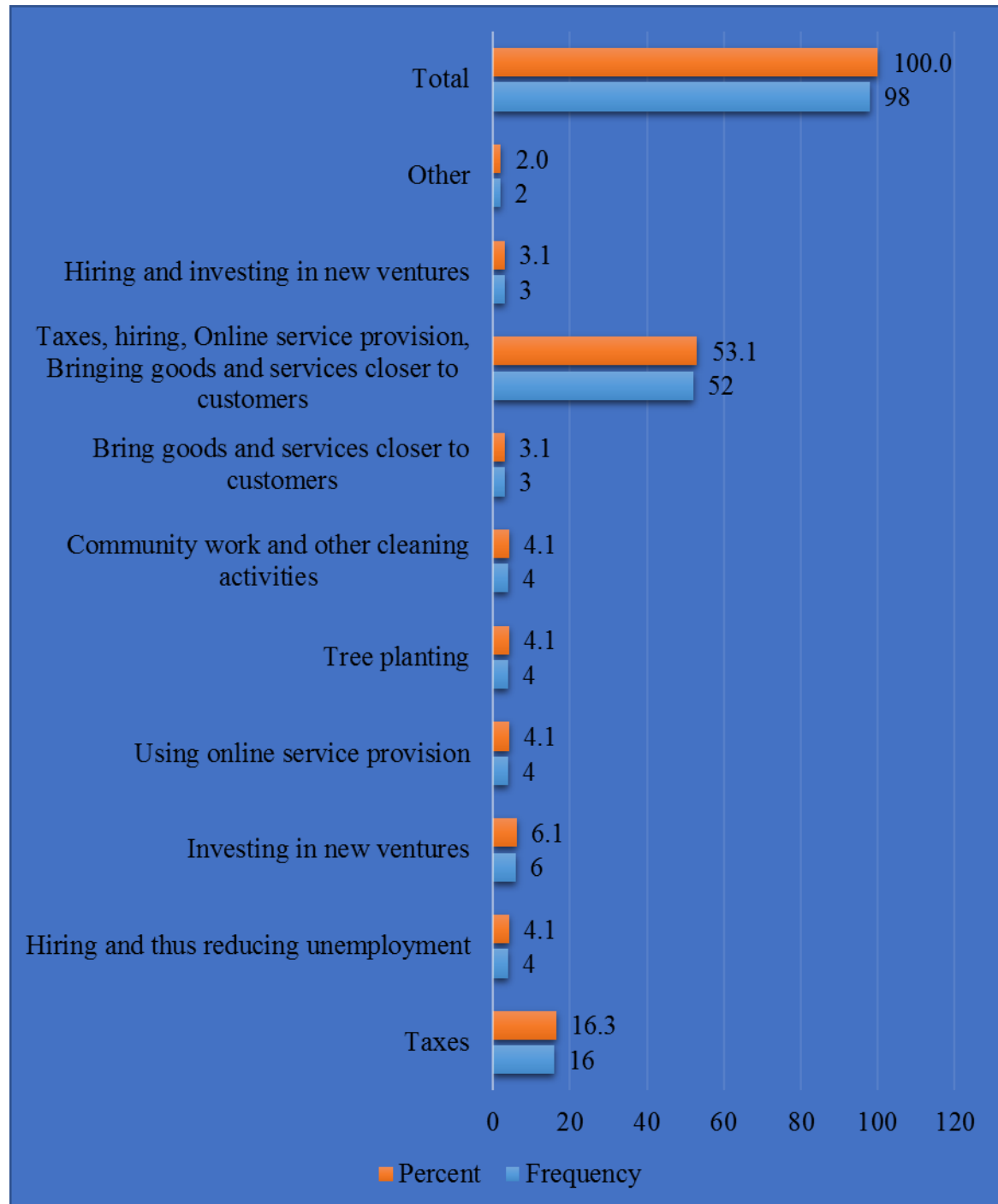
Source: Primary data

At this stage, respondents were requested to tick on one or more elements showing how the outcome/earning of their company is benefiting them and/or their family. Figure 4.8 indicates that 4.1% of respondents are able to cover their basic needs, 9.2% of respondents managed to buy assets like land, car and/or house, 27.6% pay subscription to health insurance, school/tuition fees, cover their basic needs and rental cost while 5.1% of respondents said the job they created is enabling them to pay rent and cover their basic needs. Furthermore, 2% of respondents said that they pay their subscription fees to a health insurance scheme, school fees as well as rent while 18.4% indicated that they pay health insurance subscription fees, cover basic needs and pay their rent. Among respondents, 12.2% of respondents said they pay health insurance subscription fees, tuition fees, cover basic needs, pay rent and have now bought assets like plot, car and/or house. Figure 4.8 also indicate that 1% of respondents cover their tuition fees and basic needs, another 1% of respondents said that they are able to pay their health insurance fees and cover the rent while 1% of all respondents said the outcome of the company is enabling them to pay tuition fees, cover basic needs and pay rent. According to Figure 4.8, 27.6% of respondents pay health insurance subscription fees for at least themselves, cover their tuition fees and school fees for their younger siblings, cover their basic needs and pay rent.

Young entrepreneurs, here individual entrepreneurs, are thriving and this exemplified by the majority, 27.6% of respondents saying that through the outcome of their businesses they are able to meet different costs like health insurance, tuition/school fees, basic needs and rent. If the trend continues, Rwanda could expect them to graduate to major investors in the country because they will raise their families' living conditions, diversify their goods and services, increase their employees, raise their investment levels, improving the living conditions of their target customers and the community in which they live and

operate and groom and inspire new entrepreneurs in their families and/or communities with the achievements of their companies.

Figure 4 9: Impact of the company on the community’s welfare and Rwanda’s socio-economic development



Source: *Primary data*

Figure 4.9 indicates that 16.3% of all respondents contribute to the country's socio-economic development through taxes which in return are used in economic, environmental and social protection programs. About 4.1% of all respondents said that they contribute to Rwanda's socio-economic development by hiring others and thus reducing unemployment rates, 6.1% of all respondents said that they contribute through investments they make in new ventures while 4.1% of all respondents said that their contribution to the country's socio-economic development is through their methods of protecting the environment by using online service delivery thus complying with Rwanda's "zero paper" policy. About 4.1% of all respondents said that they contribute through tree planting exercises, 4.1% of all respondents said that they contribute through community works and other neighbourhood cleaning exercises while 3.1% of all respondents said that their contribution to Rwanda's socio-economic development is in the fact that they bring goods and services closer to the population thus saving them from wasting money, times and other resources on transport. About 53.1% of all respondents said that they contribute to the country's socio-economic development through paying taxes, hiring, online service provision and bringing goods and services closer to customers. Around 3.1% of all respondents said that they contribute through both hiring new staff and investing in new ventures while 2% of all respondents selected the option "Other".

The biggest number of respondents, that is 53.1% of all respondents, contribute to Rwanda's socio-economic development through taxes, hiring their peers, providing online services thus cutting off costs of buying papers and subsequently preserving environment, bringing goods and services closer to customers and deepening their human capital attributes (self-reliance, skill development) and increases creativity and their levels of happiness as Blanchflower and Oswald (1998) argued.

CHAPTER FIVE: SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

In Chapter five, the researcher presents summaries of findings, conclusions drawn basing on data collected and formulates recommendations in line with the study research questions. The major objective of the study was to assess the contribution of job creation by young entrepreneurs and socio-economic development in Gasabo District, Rwanda.

5.1 Summary of findings

The study was conducted to assess the contribution of job creation by young entrepreneurs and socio-economic development in Gasabo District, Rwanda, with the objectives of establishing whether youth in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them create jobs, assessing job creation opportunities available to youth in Gasabo District and assessing how jobs created by young entrepreneurs contribute to Rwanda's development. Findings on the age group and education level, for example, have shown that respondents have the age, skills and knowledge to make the right matches, i.e. recruit people they believe would contribute to the advancement of their businesses while creating positive economic and social impact to the society. The following section outlines the summary of findings and this by aligning it with the set objectives of the study.

5.1.1 Establish whether youths in Gasabo District know and benefit from strategies put in place by the Government of Rwanda to enable them create jobs.

As figure 4.2 indicates, 96.9% of respondents said that they know strategies put in place by the Government of Rwanda to encourage youth create jobs.

Respondents indicated that sensitization campaigns are opening their minds on opportunities or strategies they could use to overcome challenges hampering job creation. As indicated in the findings, the researcher found that some strategies are effective and enabling youth to thrive while others are not yet serving their purposes at the level expected. For example, 65.3% of respondents highlighted that sensitization campaigns have covered the highest number of beneficiaries compared to other strategies but that there is a need of combining them (campaigns) with more financial and technical supports because only then can young entrepreneurs move their businesses to new heights.

5.1.2 To assess job creation opportunities available to youth in Gasabo District

Basing on data collected, the researcher found out that youth see opportunities Gasabo District holds and started to unlock the potentials. As indicated in Figure 4.7, 41.8% of all respondents see ICT as the sector presenting many opportunities for job creation basing on the number of people who have already started to reap benefits through ICT-based products and services they provide and the political Will that is supporting the sector's growth and the integration of ICT into other sectors to drive growth. Young entrepreneurs have started to invest in the sector and creating wealth for themselves, their families, communities, peers and Rwanda in general by making the most of available infrastructure.

However, these young entrepreneurs revealed that there are still bottlenecks on the way which needs to be addressed if entrepreneurs are to thrive. For example 55.1% of respondents said that access to capital is still a major challenge to job creation, 11.2% of respondents (second highest) said that the lack of the culture of saving which could otherwise enable them build their financial capacity and serve as a starting point for their

projects is also affecting their ability to venture into entrepreneurship while 9.2% said that high taxation is slowing their progress.

5.1.3 To assess how jobs created by young entrepreneurs contribute to Rwanda's development

Jobs created by young entrepreneurs have positive impacts on the entrepreneurs, their families and Rwanda. As findings highlight, 27.6% of respondents pay health insurance subscription fees for at least themselves, cover their tuition fees and school fees for their younger siblings, cover their basic needs and pay rent. Interestingly, 12.2% of respondents can actually handle the above (paying health insurance subscription fees, school/tuition fees, cover their basic needs and pay their rent) and add to that purchasing assets like vehicle, land, and/or house. Moreover, 53.1% of respondents said they contribute to Rwanda's socio-economic development through paying taxes which are used by the Government to cater for different country's needs, hiring new staff thus contributing to the reduction of unemployment but also increasing the level and effectiveness of service delivery; providing online services thus printing less papers and subsequently contributing to the Government of Rwanda's green economy drives and bringing goods and services closer to customers thus cutting on transport cost and save their customers' time they could use in other important activities. On top of benefits of jobs on young entrepreneurs and their employees, the latter (employees) could realise their dreams through these jobs and acquire experience to create their own jobs.

5.2 Conclusions

The research conducted on job creation by young entrepreneurs and socio-economic development in Gasabo District, Rwanda, showed that youth in Gasabo District know

strategies put in place by the Government of Rwanda to enable them (youth) create jobs and actually benefitted from them. The biggest portion of respondents indicated that they benefitted from sensitization campaigns, in other words, they started their business after understanding the benefits of job creation and this through outreaches the Government of Rwanda and its partners conduct in secondary schools, higher learning institutions, youth centres, meetings and forums as well as media like radio and television talk shows, online media, newspapers and advertisements. About 16.3% of respondents indicated that they received financial support to start off their business and technical support and training to keep them on track while others, 3.1% of respondents, revealed that incentives like tax exemptions on some products like electronic equipment enabled them to start their business and grow.

Respondents also highlighted domains they consider to have potentials for job creation. On top emerged Information Communication and Technology with 41.8% of all respondents saying that the sector has many potentials they have started to exploit basing on numerous opportunities it (ICT) can offer, available infrastructure and the way it (ICT) is being promoted in Rwanda and the world. However, respondents also raised access to capital as the biggest challenge to job creation in Gasabo District, 55.1% of respondents which was the highest in the category considering it as the biggest major challenge to job creation. Young entrepreneurs are also improving their living conditions, achieving a certain level of financial independence and are contributing to reducing unemployment amongst their peers (youth) by hiring them and growing in size and capacity with them. As far as the financial capacity is concerned, 14.3 % of respondents started their business with their own means and are now thriving while others including the 16.3 % of respondents who received a financial support continue to keep their business afloat. Findings indicated that

despite their limited financial and technical capacities and lack of track record, young entrepreneurs are motivated by what they are doing, their achievements and making their living conditions better and contributing to Rwanda's socio-economic development by starting with the District where their businesses are established.

Findings also indicated that youth consider sensitization campaigns as the strategy that most people they know have benefitted from with 65.3% saying that the Government of Rwanda and its partners reach out to them in different events and encourage them to start their own jobs through media, visits, meetings, forums and other platform. Respondents noted that they got to know these potentials and resources available thanks to sensitization campaigns.

5.3 Recommendations

Jobs created by young entrepreneurs have and are contributing to socio-economic development in Gasabo District and Rwanda in general and this proven by findings of this research. Since challenges were raised during data collection, the researcher takes this opportunity to suggest some recommendations to the Government through the Ministry having youth in its attributions, young entrepreneurs, financial institutions and those providing technical support, researchers and development partners.

5.3.1 Recommendations to the Government

Findings of the study have shown that jobs created by individual young entrepreneurs can play a significant role in improving the living conditions of many people including themselves (entrepreneurs) while extending the benefits to the community, District and Rwanda in general. However, as indicated by respondents, the financial and technical parts are among elements that still constitute major challenges to their progress and

growth. To this effect, authorities having youth, job creation and capacity building in their attributions should advocate for youth and have financial institutions grant more support to young entrepreneurs, more grant and less loans if possible, reduce interest rate and give young entrepreneurs more time to repay their loans because sometimes the entrepreneurs are requested to payback before even stabilising their businesses.

The Government should also seek partnership with capacity building institutions and countries to increase chances for youth to build their capacity in different domains like entrepreneurship, management, marketing, service delivery and increase the number of technical support teams with people who could review, adjust and make youth's projects bankable and sustainable ones and through this collaboration and support, Rwanda could achieve its target of creating over 200,000 off-farm jobs every year.

The Government should also set up laws/policies regulating invention to avoid any harm the new ideas could cause to citizens while also allowing young entrepreneurs' businesses flourish. Moreover, the Government should also ensure young entrepreneurs receive proper and updated training that responds to the market needs.

5.3.2 Recommendations to Young Entrepreneurs

To young entrepreneurs, they should embrace the culture of saving, seek support from institutions and people with the right capacity, allow themselves to get exposed to different challenging yet educational situations like competitions to learn from others and recruit staff with different knowledge than theirs because the growth of their business would need people who are able to negotiate contracts, finance personnels, or strategic planners who could plan and advise on the future of the company and other key staff. They should also aim to constantly improve quantity and quality of what they do through

innovative approaches and products/services. Equally important, young entrepreneurs should also seek ways of, when possible, merging with bigger and renowned companies to easily and quickly catch up and absorb a bigger market than they do. This approach accelerated Instagram's growth and made its founder a billionaire in no time when it was bought by Facebook, a social media giant, and enable Instagram to share expertise and customers with Facebook which was very advanced to it.

5.3.3 Financial institutions and those providing technical support

While maintaining their profit targets, financial institutions should make terms for loans more flexible and adjusted to the financial capacity of Rwandans and young entrepreneurs in particular. They could also set aside a flexible fund youth could get through competition or grant. As far as technical and financial institutions like the Business Development Fund are concerned, they should increase their outreaches, meeting youth, understanding their challenges and creating ways of helping them.

5.3.4 Recommendations to Development Partners

Development partners should also start (for some) and continue (for others) see youths as potential change makers. Investing in youth is not always risky but yield fruits that are sometimes beyond expectations for present and future generations. Development partners could come in applying best practices from other countries (including their respective countries), connecting young entrepreneurs from their countries to Rwanda's, advocate for young entrepreneurs in financial institutions and set aside funds to support innovative initiatives.

5.4 Suggestions for further Studies

The researcher recommends those who will be interested in exploring more on job creation to conduct further research on the role of jobs created by women in accelerating economic growth. Furthermore, this study was conducted in Gasabo District, Rwanda, therefore the researcher recommends future researchers to not only take other Districts as their case studies when assessing the contribution of job creation by young entrepreneurs on socio-economic development in Rwanda but also expand it to the member countries of the East African Community and develop a general trend of the investigated variables. Other researchers could also carry out a study on Green jobs and their impact on Rwanda's economy.

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APPENDICES

APPENDIX I: INTRODUCTION LETTER



**MOUNT KENYA UNIVERSITY RWANDA
(MKUR)
INSTITUTE OF POST GRADUATE STUDIES & RESEARCH**

INTRODUCTION LETTER

23rd November 2016

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

MR. ALAIN MUGUNGA MDS/2014/79114

This is to confirm that the above named person is a bona fide student of Mount Kenya University (Kigali Campus). He is currently carrying out research work to enable him complete his **Masters of Arts in Development Studies** degree program. The title of his research is:

JOB CREATION AND SOCIO-ECONOMIC DEVELOPMENT: A SURVEY OF YOUNG ENTREPRENEURS IN GASABO DISTRICT, KIGALI CITY, RWANDA

The information received will be confidential and for academic purpose only.

Any assistance accorded him to complete this study will be highly appreciated.

Thank you

David Nyambane
23/11/2016



**David Nyambane, PhD
Ag. DIRECTOR INSTITUTE OF POST GRADUATE STUDIES & RESEARCH**

APPENDIX II: ACCEPTANCE LETTER

REPUBLIC OF RWANDA



CITY OF KIGALI
GASABO DISTRICT
WEBSITE: www.gasabo.gov.rw
E-mail: gasabo_district@yahoo.com
BP. 7066 KIGALI

Gasabo, ... 06.11.2016
Ref N^o ... 1068/07 0102/2017

Mr. Alain MUGUNGA
C/O Mount Kenya University
Tel. 0788550604
KIGALI

RE: Response to your letter.

Dear Sir,

With reference to your letter of 29th November 2016 requesting for the permission to carry out research on «Job creation and socio-economic development: a survey of young entrepreneurs in Gasabo District, Kigali City, Rwanda» ;

I hereby inform you that the permission you asked for has been granted.

Sincerely,

INCABIRE Augustin

Executive Secretary of Gasabo District.

NTAGANZWA J.M. Vianney
Director of H.R & Administration

APPENDIX III: QUESTIONNAIRE FOR YOUNG ENTREPRENEURS

Introduction

Dear respondent,

I am Alain Mugunga, a post graduate student at Mount Kenya University-Kigali Campus in the final year of the Master's program in Development Studies. This questionnaire relates to a research that is required to a post graduate student as a partial fulfilment for the award of a Master's degree in Development studies and it seeks to assess "Job creation and socio-economic development: A survey of young entrepreneurs in Gasabo District, Kigali City, Rwanda" Against this background, I kindly request you to answer questions in this questionnaire and thank you for your cooperation. The information collected through the questionnaire was used for academic purposes only and all information provided directly to the researcher will remain strictly confidential.

A. Section One: Identification

Name (Optional).....

Name of the company/Domain they serve.....

Sector: Kacyiru Remera

Age category of interviewee

a. 15-20 b. 20-25 c. 25-30

Marital Status

a. Single b. Married

Educational level (highest): a. Primary b. Vocational c. Secondary
d. Undergraduate e. Postgraduate f. Have never been to school

B. Section Two: Strategies put in place by the Government of Rwanda to enable youth create jobs.

1. Do you know any of strategy encouraging job creation set up by the Government of Rwanda?

Yes No

Can you name them?.....

2.

(i). Of the following strategies, which one (s) have you benefited from when starting your job?

- a. Sensitization Campaign
- b. Financial support
- c. Training
- d. Technical support
- e. Incentives (tax exemption,...)
- f. Other

(ii) Explain.....

3.

(i) Of the following, what do you think constitute the major challenge to job creation in Gasabo District?

- a. Access to capital
- b. Lack and access to information
- c. Lack of infrastructure
- d. Corruption
- e. High Taxation
- f. Lack of clear and defined policies on job creation
- g. Long and unnecessary legal and administrative regulations
- h. Culture of savings
- i. Lack of collaterals
- j. Lack of track records
- k. Other

(ii) Can you explain why you chose that challenge?

.....
.....
.....

4.

(i) Based on the number of people you know have benefitted from job creation strategies, could you rate them?

- a. Sensitization Campaign
- b. Financial support
- c. Technical support
- d. Training
- e. Incentives

(ii) What can be improved in those strategies?

C. Section three: Job creation opportunities available to youth

5. If you were to invest in Kigali, why would Gasabo District be your first choice?.....

.....
.....

6.

i) Of the following, which can you rate as the domain with most potentials for job creation in Gasabo District?

- a. ICT
- b. Agriculture
- c. Health
- d. Manufacturing
- e. Fashion
- f. Environmental protection
- g. Other

(ii).Explain.....
.....

7. How are youths encouraged to seize job creation opportunities available in Gasabo District?.....
.....

D. Section Four: Contribution of jobs created by young entrepreneurs to Rwanda’s development

8. How does the outcome of the job you created enables you meet the following?

- a. I am able to pay my health insurance subscription fees/my family’s
- b. I am able to cater for my school/tuition’s fees/children’s/relatives’
- c. I am able to cover my basic needs like food and clothing
- d. I am able to pay for my rent
- e. I bought asset (s) (land, house, car, etc).

9. Describe the impact of the company on the community’s welfare and socio-economic development:

- a. **Economical:**.....
.....
.....
- b. **Social:**.....
.....
.....
- c. **Environmental:**.....
.....

Thank you for your time and collaboration!

APPENDIX IV: QUESTIONNAIRE TO YOUNG ENTREPRENEURS
(TRANSLATED)

Intangiriro

Ku muntu uzasubiza ibi bibazo,

Nitwa Mugunga Alain, ndi umunyeshuri wiga mu cyiciro cya Gatatu (Master's) kuri Kaminuza ya Mount Kenya-Ishami rya Kigali mu mwaka wa nyuma mu bijyanye n'Amasomo y'Iterambere ry'Abaturage. Iyi fishi yuzuzwa mu gihe umunyeshuri ari gukora ubushakashatsi bukaba kandi ari kimwe mu bintu umunyeshuri asabwa kugira ngo ahabwe impamyabumenyi y'icyiciro cya Gatatu "Master's" mu bijyanye n'Amasomo y'Iterambere ry'Abaturage. Ubu bushakashatsi bwitwa "Job creation and socio-economic development: A survey of young entrepreneurs in Gasabo District, Kigali City, Rwanda." Ku bw'ibyo byavuzwe haruguru, nabasabaga ko mwamfashe gusubiza ibibazo biri kuri iyi fishi kandi mbaye mbashimiye ubufatanye bwanyu. Ndabizeza ko amakuru muri butange azakoreshwa mu bijyanye n'ishuri gusa kandi ko azabikwa neza kandi agirwe.

A. Section One: Umwirondoro

Izina (Uritanga icyo ubushaka).....

Izina ry'ikigo/kampani/serivisi mutanga.....

Umurenge: Kacyiru Remera

Icyiciro cy'imyaka

a. 15-20 b. 20-25 c. 25-30

Irangamimerere

a. Ingaragu b. Yarashatse

Icyiciro cy'amashuri (kure yageze): a. Abanza b. Imyuga

c. Ayisumbuye d. Icyiciro cya 2 cya Kaminuza e. Icyiciro cya 3 cya Kaminuza f. Ntiyize

B. Icyiriro cya Kabiri: Ingamba zashyizweho na Leta y'u Rwanda urubyiruko rwashingiraho rwihangira imirimo

1. Ese waba uzi ingamba Leta y'u Rwanda yaba yarashyizeho igamije gushishikariza urubyiruko kwihangira imirimo?

Yego Oya

Ese wazivuga?.....

2.

(i) Mu ngamba zikurikira ni iyihe washingiyeho uhanga umurimo?

a. Ubukangurambaga b. Ubufasha bw'amafaranga

c. Amahugurwa d. Ubufasha bwa tekiniki

e. Hari ibyo Leta yadukuriye (imisoro,...) f. Ibindi

(ii) Sobanura.....

3.

(i) Muri ibi bikurikira, ni iki utekereza ko kibangamiye cyane ihangwa ry'imirimo mu Karere ka Gasabo?

a. Kubura igishoro

b. Kubura amakuru no kuyageraho bigoye

c. Kubura ibikorwaremezo

d. Ruswa

e. Imisoro iri hejuru

f. Kuba politiki zijyanye n'ihangwa ry'imirimo zidasobanutse

g. Amategeko n'inzira ndende bigora abahanga umurimo

h. Umuco wo kuzigama

i. Kubura ingwate

j. Kubura inararibonye

k. Ibindi

(ii). Ushobora gusobanura impamvu ubona ari yo ibangamiye cyane?

.....
.....

4.

(i). Muri izi ngamba zikurikira ni iyihe ubona igera kuri benshi (ushingire ku mubare w'abantu uzi yagezeho)?

a. Ubukangurambaga b. Ubufasha bw'amafaranga

c. Ubufasha bwa tekiniki d. Amahugurwa

e. Hari ibyo Leta yadukuriyeho (imisoro)

(ii). Ni iki cyavugururwa muri izi ngamba?.....

C. icyiciro cya Gatatu: Amahirwe yo guhanga imirimo urubyiruko rufite

5. Uri uhanga umurimo mu muji wa Kigali, kuki wahitamo Akarere ka Gasabo?.....

.....
.....

6.

(i). Muri ibi bikurikira, ni uruhe rwego utekereza ko rufite amahirwe menshi y'imirimo mu Karere ka Gasabo?

- a. Ikoranabuhanga b. Ubuhinzi c. Ubuzima
 d. Inganda e. Imideli f. Kurinda ibidukikije
 g. Ibindi

(ii). Sobanura.....

7. Ese ni ubuhe Leta n'abafatanyabikorwa bayo bakoresha bashishikariza urubyiruko kwihangira imirimo ?

D. icyiciro cya Kane: Uruhare imirimo yahanzwe n'urubyiruko igira mu mibereho myiza yabo, imiryango yabo ndetse n'iterambere ry'u Rwanda

8. Umusaruro wakuye mu murimo wahanze wagufasha kugera ku bihe muri ibi bikurkira?

- a. Nshobora kwiyishyirira ubwisungane mu kwivuza/nkishyurira umuryango
 b. Mbasha kwiyishyurira amafaranga y'ishuri/ay'abana/abavandimwe
 c. Mbasha kwigurira ibintu by'ibanze nk'iby'ibyo kurwa/imyambaro
 d. Mbasha kwishyura ubukode
 e. Naguzemo ibintu (ubutaka, house imodoka, n'ibindi).

9. Sobanura icyo ibikorwa bya kampani bigira uruhare mu iterambere ry'ubukungu n'imibereho by'igihugu:

- a. **Mu bukungu:**.....

 b. **Ibikorwaremezo:**.....

 c. **Ibidukikije:**.....

Murakoze ku bw'ubufatanye mwagaragaje!

**APPENDIX V: INTERVIEW GUIDE TO THE YOUTH
ENTREPRENEURSHIP DEVELOPMENT OFFICER (MYICT)**

Introduction

Dear respondent,

I am Alain Mugunga, a post graduate student at Mount Kenya University-Kigali Campus in the final year of the Master’s program in Development Studies. This questionnaire relates to a research that is required to a post graduate student as a partial fulfilment for the award of a Master’s degree in Development studies and it seeks to assess “Job creation and socio-economic development: A survey of young entrepreneurs in Gasabo District, Kigali City, Rwanda.” Against this background, I kindly request you to answer questions in the following questionnaire. Your cooperation in answering these questions is greatly appreciated. The information collected through the questionnaire was used for academic purposes only and all information provided directly to the researcher will remain strictly confidential.

1. Can you name some initiatives and strategies set up to enable and encourage youth to create jobs?

.....
.....
.....

2. How have youth been involved in the setting up of job creation strategies.....

3. How are they benefiting from the strategies?
.....

4. How would you rate the effectiveness of the strategies intended to encourage job creation and address youth unemployment?
.....

5. Can you give us some elements showing how jobs created by youth have contributed to the achievement of Rwanda’s socio-economic development endeavours?

Thank you very much for your collaboration!

**APPENDIX VI: INTERVIEW GUIDE FOR AN OFFICIAL IN
THE SECTOR.**

1. What are ways/channels the Sector uses to raise awareness of youth on strategies put in place by the Government of Rwanda to enable them (youth) create jobs?

2. What are job creation facilities and opportunities available to youth in this sector and Gasabo District in general?

3. What are is the main cause of youth unemployment in the Sector in particular and Gasabo District in General?

4. How would you rate the strategies put in place by the Government of Rwanda to address youth unemployment and encourage job creation in Gasabo District?

a) Extremely effective b. very effective

c. Effective c. fairly well

d. Not effective

8. How are youth involved in the setting strategies that could allow them create jobs?