

**POPULATION DYNAMICS AND EMPLOYMENT OUTCOMES IN KAUGA: A case of
Mukono Municipality**

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**UGANDA CHRISTIAN
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DECLARATION

I, Abdinur Ali Mohamed, declare that this research proposal is my own original work and has never been submitted for the award of degree in any university/Institution in or outside of Somalia.

SIGNATURE:

DATE:

ABDINUR ALI MOHAMED

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APPROVAL

This Research report was done and prepared by the Candidate under my Supervision as the University Supervisor.

SIGNATURE:

DATE:

(SUPERVISOR)

DEDICATION

I dedicated this piece of work to my father, mother, and siblings for their financial and emotional support during the course of my studies, my Allah bless them.

ACKNOWLEDGEMENT

My heartfelt thanks to Allah (God) for the gift of life and intelligence he bestowed upon me throughout my studies.

My heartfelt gratitude goes to my father for his unwavering support throughout my life, particularly throughout my academic years. May God bless him.

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ABSTRACT

The sought to examine the relationship between employment results and population dynamics in Kauga, Mukono Municipality, by analyzing this relationship, the study aims to provide insights into the factors influencing employment outcomes and offer recommendations to address the existing mismatch. The specific objectives of the study are as follows: to assess the current employment situation in Kauga, Mukono Municipality, to analyze the population dynamics and its impact on employment results, to identify the factors contributing to the mismatch between population dynamics and employment results and to propose strategies and interventions to bridge the gap between population dynamics and employment outcomes. The research design for this study was a quantitative research design. The study population for this research consisted of individuals residing in Kauga, Mukono Municipality who are of working age. The focus was on individuals who are either employed or actively seeking employment. The selection of this study population is based on the aim to understand employment outcomes specific to this geographic area. The sample size for this study was determined to include 44 individuals. The main data collection instrument for this study was a questionnaire. From the study findings A strong positive relationship ($r=.703$, $p<0.01$) was established because .703 is close to 1, with a p-value of 0.000 which is less than 0.01 implying that a positive relationship that was significant at 0.01 level existed between population dynamics and employment results of Kauga, Mukono Municipality. Therefore an alternative hypothesis (H_1) was retained and it was concluded that there was a significant relationship between population dynamics and employment results of Kauga, Mukono Municipality. Results further imply that if effective population dynamics strategies are put in place then employment results would be achieved. The study concluded that the rate of growth of the population is detrimental to economic growth, food production and employment results in the long run. This shows that the high rate of growth experienced in Uganda, where land holdings are small and other productive resources are in limited, is a momentous drawback to long term development. The study recommended that sustainable and innovative ways need to be devised to curb rapid population growth if the economy is to grow its level of per capita GDP, food productivity and human capital development in the few decades to come. In Kauga Mukono Municipality's case where fertility is very high and mortality is dwindling, there's need to facilitate a rapid fertility decline for the effects are both short and long run phenomena.

CHAPTER ONE

INTRODUCTION

1.0. Introduction

This chapter presents the background to the study, statement of the problem, the purpose of the study, objectives of the study, research questions, scope of the study, significance of the study, and the operational definitions of terms and concepts as applied to suit the context of the study.

1.1 Background to the Study

The relationship between employment results and population dynamics is a crucial area of research in the context of Kauga, Mukono Municipality. In recent years, the dynamics of population growth and changes in employment patterns have become significant concerns for policymakers and researchers in Africa, East Africa, Uganda, and specifically in Mukono. Different authors have highlighted the importance of understanding this relationship and addressing the gaps that exist in each perspective.

In the African perspective, rapid population growth coupled with limited employment opportunities has led to high levels of unemployment and underemployment. According to Smith (2017), this has resulted in social and economic challenges, including poverty, inequality, and social unrest. Understanding the relationship between employment results and population dynamics will provide insights to develop appropriate strategies for sustainable economic growth and social development in Africa.

In the East African perspective, the region experiences similar challenges in terms of population growth and employment. Smith and Johnson (2018) argue that the rapid population growth rate surpasses the available employment opportunities, leading to a high youth unemployment rate. Addressing this issue is crucial for promoting inclusive economic growth and reducing youth unemployment in East Africa.

In the Uganda perspective, the government has recognized the need to address the employment challenges arising from population dynamics. As highlighted by Namutebi (2019), Uganda's population is growing at a high rate, and the existing employment opportunities are insufficient to meet the demands of the growing workforce. Understanding the relationship between

employment results and population dynamics will assist policymakers in formulating effective strategies to promote employment and employment results in the country.

In the Mukono perspective, as described by Kamukama (2016), the municipality is experiencing rapid population growth due to its proximity to the capital city of Kampala. This has resulted in increased demand for infrastructure, services, and employment opportunities. However, the employment results have not kept pace with the population dynamics, leading to high levels of unemployment and underemployment. Addressing this issue is essential for the sustainable development of Mukono Municipality.

1.2 Problem Statement

The ideal situation in Kauga, Mukono Municipality would be a balance between population growth and employment opportunities. However, the current situation is characterized by a demographic surge alongside the insufficient availability of jobs. This mismatch between population dynamics and employment results poses significant challenges for the municipality.

The problem lies in the fact that population growth outpaces employment opportunities, resulting in high levels of unemployment and underemployment. This issue has been acknowledged in the literature, but there is a lack of comprehensive understanding of the relationship between employment results and population dynamics in Kauga, Mukono Municipality. Consequently, it is necessary to address this gap to develop effective strategies that can bridge the disconnect between population dynamics and employment outcomes.

To address this problem, research needs to be conducted to analyze the existing situation, identify the factors contributing to the mismatch, and propose solutions to create a conducive environment for employment generation. Additionally, there is a need to explore the consequences of the current mismatch between population dynamics and employment results.

1.3 Purpose of the Study

The purpose of this study was to examine the relationship between employment results and population dynamics in Kauga, Mukono Municipality. By analyzing this relationship, the study aims to provide insights into the factors influencing employment outcomes and offer recommendations to address the existing mismatch.

1.4 Specific Objectives

The specific objectives of the study are as follows:

1. To investigate the relation between gender composition and employment outcome
2. To analyze the effect of population growth rate on employment outcomes
3. To analyze the effect of population size on employment outcome

1.6 Research Hypotheses

The study was guided by the following hypothesis stated in null form

H_0 ; there was no significance statistics relation between gender composition and employment outcome

H_0 ; there was no significance statistics relation between population growth rate and employment outcome

H_0 ; there was no significance statistics relation between population size and employment outcome

1.7 Scope of the Study

1.7.1 Content Scope

The study will focus on analyzing the relationship between employment results and population dynamics in Kauga, Mukono Municipality. It will examine the current employment situation, population growth trends, and factors influencing employment outcomes.

1.7.2 Geographical Scope

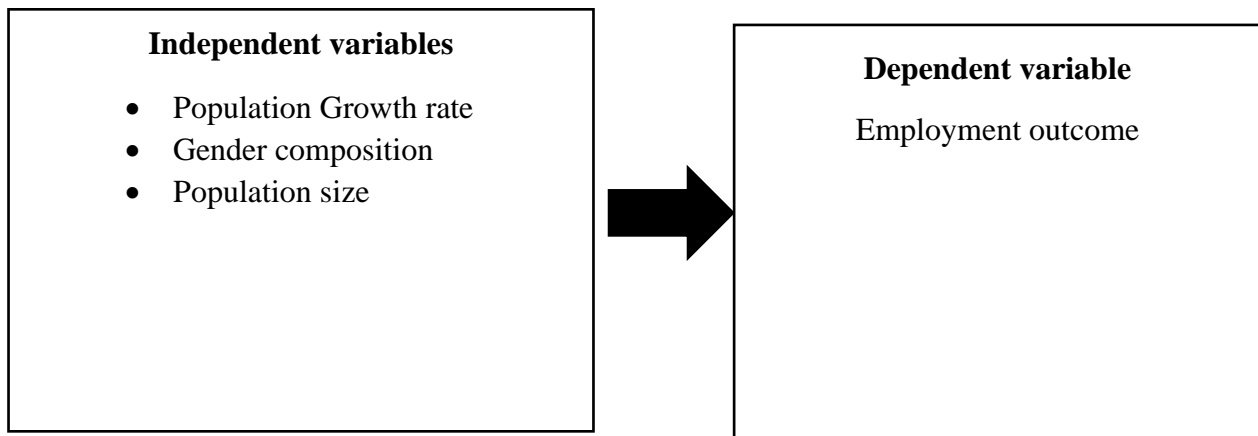
The study was conducted in Kauga, Mukono Municipality, Uganda.

1.7.3 Time Scope

The study focus on literature related to population dynamics and employment outcomes for the last 3 years(2019 to 2022)

1.8 Conceptual Framework

The conceptual framework for this study will illustrate the relationship between employment results and population dynamics in Kauga, Mukono Municipality. The independent variable will be population dynamics, including population growth rate, age structure, and migration patterns. The dependent variable will be employment results, such as unemployment rate, underemployment rate, and employment opportunities. The framework will also consider factors such as education, skills, and economic policies, which may influence employment outcomes.



1.9 Justification of the Study

Kauga is a rapidly growing peri-urban area in Mukono Municipality. The population of Kauga is estimated to have grown by over 50% in the past decade. This growth is due to a number of factors, including rural-urban migration, natural increase, and the development of new industries in the area.

The rapid population growth in Kauga is putting a strain on the area's resources, including employment opportunities. The majority of the people in Kauga are employed in informal

sectors, such as agriculture and petty trade. There are limited formal employment opportunities in the area, and those that exist are often low-paying and insecure.

A study of the population dynamics and employment outcomes in Kauga can help to shed light on the challenges facing the area and identify potential solutions. The study could identify the factors that are driving the population growth, the impact of this growth on employment, and the gaps in the provision of employment opportunities. The study could also make recommendations for how to improve the situation, such as promoting the development of new industries or providing training and support to informal sector workers.

1.10 Significance of the Study

This study is significant as it will provide insights into the relationship between employment results and population dynamics in Kauga, Mukono Municipality. The findings will contribute to the existing literature on population dynamics and employment outcomes, particularly in the African, East African, Ugandan, and Mukono perspectives. The study will also serve as a resource for policymakers and other stakeholders in developing strategies to address the challenges posed by the current mismatch

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

This chapter presents a comprehensive review of literature related to the objectives of the study. It explores various perspectives, including the African perspective, East African perspective, Uganda perspective, and Mukono perspective. The review aims to understand the relationship between employment results and population dynamics, identify existing gaps in knowledge, and provide insights for addressing the research objectives.

2.2 Theoretical framework

The population of Uganda has experienced high fertility rates over time. More notably, heavy childbearing in the rural areas of the country from which most of the population reside has caused high Total Fertility Rates (TFR) (GoM, 2016). While the TFRs have been observed to be declining over time, the reduction in fertility levels has been minimal and many children continue to be born every year. These trends are illustrated in Figure 2.1.

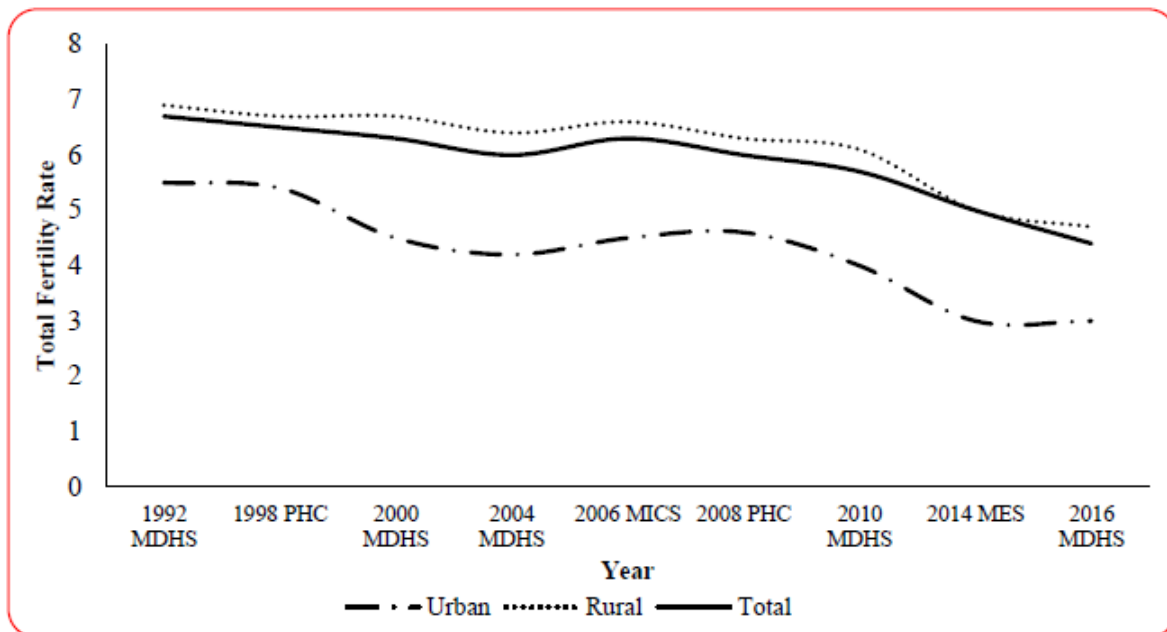


Figure 2.1: Fertility trends in Uganda

Source: NSO (2009; 2015; 2016)

In 1992, on average, a child-bearing woman was expected to give birth to 6.7 children in her lifetime. This figure dwindled to 6 children in 2004 and recently to 4.4 children in 2016 (NSO, 2016). The portrayed higher trends in rural fertility intuitively drive up the aggregate level of fertility for the country.

While birth rates remain persistently high, death rates are much lower and have been falling more than birth rates. This implies that more people join the population through births while less leave the population through deaths which leads to high population growth in the country. Figure 2.2 shows Crude Birth Rates and Crude Death Rates² as demographic measures of births and deaths respectively.

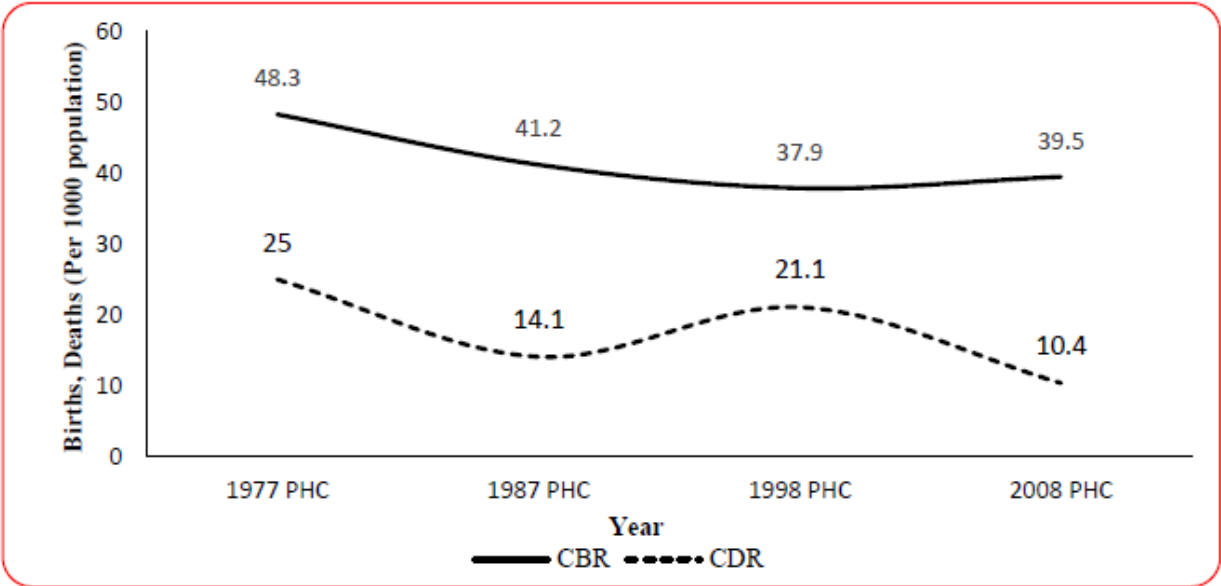


Figure 2.2: Trends in Birth and Death rates in Uganda

Source: NSO (2009)

In 1977, Uganda had an average of about 48 births per 1000 people in the country and 25 deaths indicating a natural increase³ of about 23 more people for every 1000 people. Over the years, adult and child mortality have declined with improvements in health services and child survival. As such, there have been significant drops in death rates to 10.4 deaths per 1000 people in 2008 while births have declined relatively less (NSO & ICF Macro, 2011; NSO, 2011). The resultant effect of these trends has evidently been the rapid growth of the population of Uganda.

This growth has seen Uganda’s population multiply almost twentyfold in the past 100 years and almost doubled in the past 20 years. The population continues to grow rapidly at an annual rate of 3% (United Nations Population Division, 2015a). Figure 2.3 provides a snapshot of the growth of the population of Uganda since 1901.

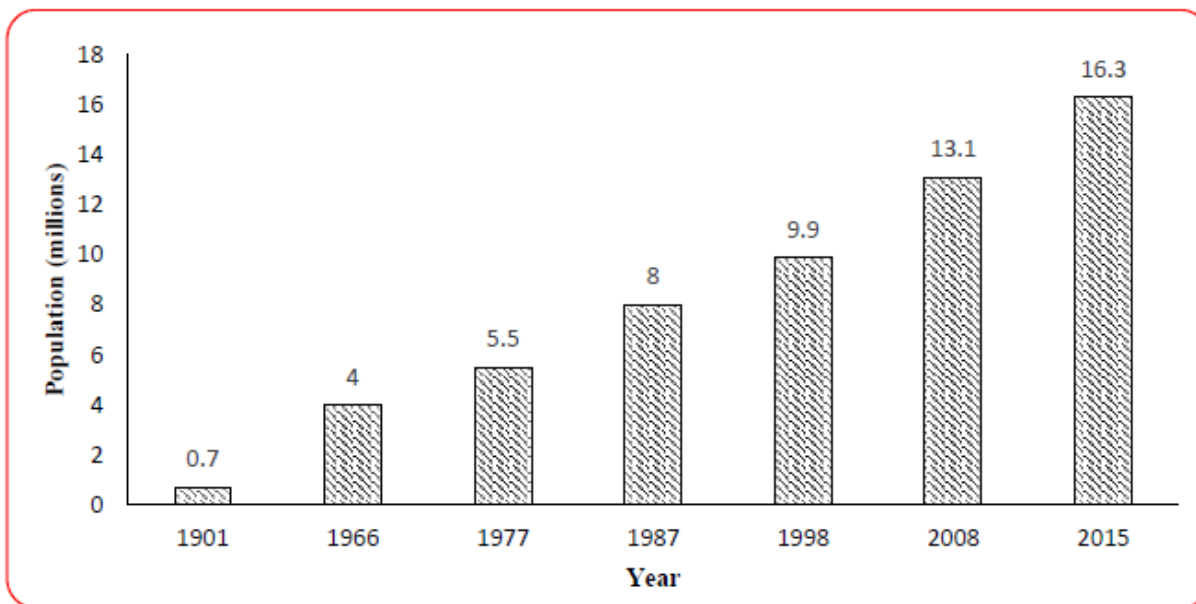


Figure 2.3: Population size in Uganda from 1901 to 2015

Source: House and Zimalirana (1992), NSO (2009;2010)

In the past 100 years, the population of Uganda has grown at unprecedented levels from a relatively small population to a large and dense population. With less than a million people at the beginning of the last century, Uganda had a small and sparsely distributed population. However, over time, millions of people have been added to the population which now stands close to 17 million people (GoM, 2016).

The high fertility levels coupled with falling mortality have indicated Uganda to be experiencing the early stages of the demographic transition⁴ (GoM, 2016). This implies that the population is expected to continue rising for many more years to come. It is projected that if prevailing trends in fertility persist, the TFR will decline to 3.94 by 2054 (GoM, 2016).

This is a very long time which requires a sharp decline in the fertility rate to have a manageable population. If this sharp decline is achieved, the fertility is projected to drop to near replacement

level5 of a TFR of 2.12 by 2050. In this scenario, the population could grow at a slower pace from which better population planning outcomes could be realised. Figure 2.4 provides projections based on three scenarios regarding fertility trends.

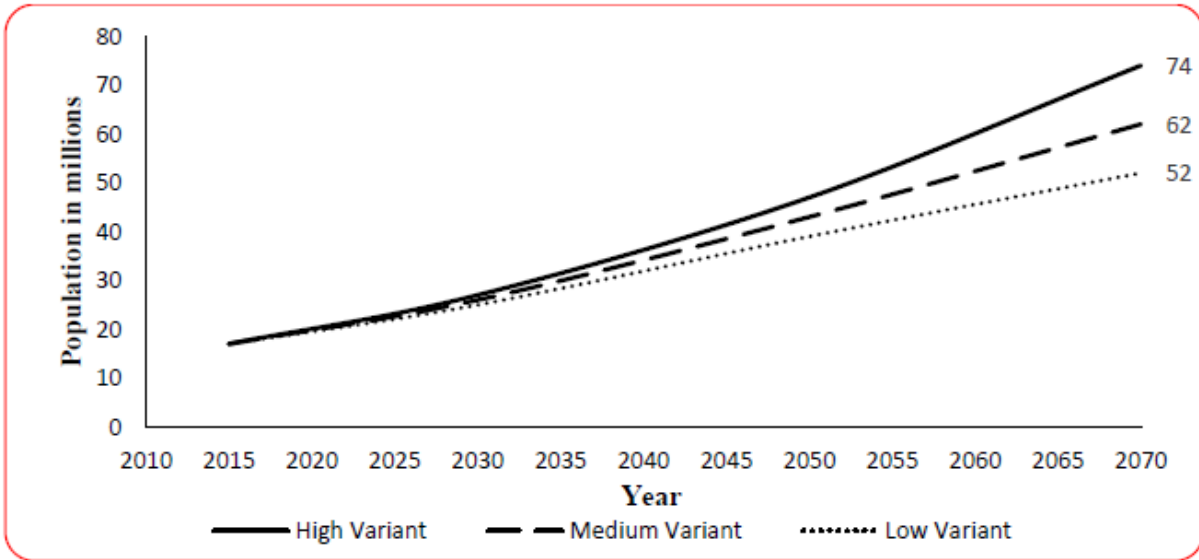


Figure 2.4: Population projections for Uganda (2015-2070)

Source: GoM (2016)

With UN high variant assumptions⁶, the population of Uganda is expected to reach 47 million in 2050 and 74 million in 2070 while low variant assumptions project population to 39 million in 2050 and 52 million in 2070 (United Nations Population Division, 2015). With medium variant assumptions, we should expect population to reach 43 million in 2050 and 62 million in 2070.

In either scenario, productivity must increase and more resources and investments in physical and human capital need to be made to support the growing population if development is to be sustainable.

As the population continues to grow with fertility rates protractedly being high, the population of Uganda remains predominantly young (GoM, 2016). This population subgroup continues to mount pressure on the working population. In 2015, the child dependency ratio⁷ was estimated at 89.7 (WBG, 2017). This implies that on average, for every 100-working people, there were 90 children to provide for. This is worsened by high levels of unemployment. Figure 2.5 illustrates the age structure of Uganda’s population.

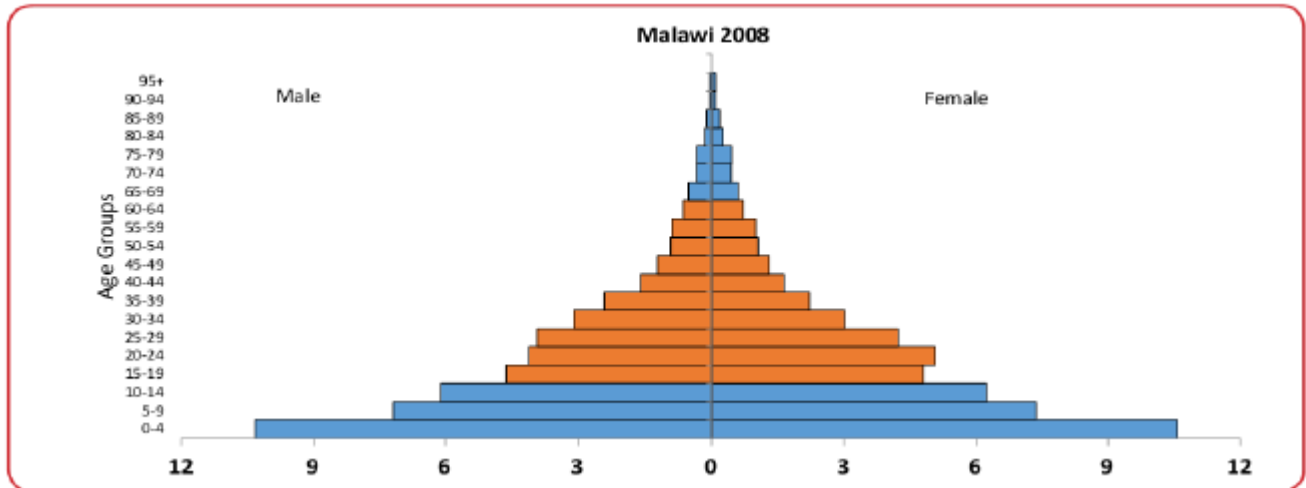


Figure 2.5: Population Pyramid for Uganda in 2018

Source: NSO (2019)

The population pyramid of Uganda has not made significant changes since 1960 and it is further projected that under the status quo, it will remain relatively the same in the next 25 years (NSO, 2010; WPP, 2012).

Unless population variables change considerably, the persistence of a broad base of the pyramid signifies a detriment to developmental progress.

With increasing population, the proportion of people living in urban areas has also been rising. A number of factors have been driving people out of rural areas to settle in urban areas including: environmental degradation and diminishing rural land holdings and lack of off-farm economic opportunities (GoM, 2016). With proper urban planning, urban growth as well as rural-urban migration can benefit the economy through increased availability of labour in the manufacturing and service sectors, increased demand for commodities, consumer spending as well as savings (GoM, 2016). To ensure food security with urbanization, it is of essence that urban dwellers have adequate money to purchase food for much of food production is done in rural areas (Mcqueen, 2000). Conversely, investments in modern agricultural technology with intensive farming are necessary to sustain both the rural and the growing urban areas. Poor planning can however lead to proliferation of slum conditions and urban poverty.

2.3 To investigate relation between gender composition and employment outcome in Kauga, Mukono Municipality and identify the key challenges and trends

Focuses on understanding the current employment situation in Kauga, Mukono Municipality and identifying the key challenges and trends. Several authors have conducted research in this area, providing valuable insights into the current employment landscape.

According to Obungoloch (2019), the employment situation in Uganda, especially in rural areas like Kauga, Mukono Municipality, is characterized by high levels of unemployment, particularly among the youth and women. The author attributes this to several factors, including limited job creation, insufficient support for entrepreneurship, and inadequate skills matching between job seekers and available opportunities.

Similarly, Namutebi (2018) highlights that the labor market in Uganda is characterized by a high population-to-job ratio, resulting in limited employment opportunities and intense competition for available positions. This is particularly challenging for recent graduates and individuals without specialized skills. The study reveals that despite efforts to promote job creation, the mismatch between supply and demand in the labor market persists.

2.4 The effect of population growth rate on employment outcomes

Aims to explore the population dynamics in Kauga, Mukono Municipality, including population growth, migration patterns, and demographic changes. Understanding these dynamics is crucial in analyzing the relationship between population and employment outcomes.

Akumu (2017) highlights that Uganda has one of the highest population growth rates in Africa. The author explains that rapid population growth places significant pressure on resources and infrastructure, affecting employment outcomes. In the specific context of Kauga, Mukono Municipality, population growth due to rural-urban migration and natural increase is a significant factor influencing employment patterns.

Additionally, Kamukama (2015) emphasizes the impact of demographic changes on the employment situation in Uganda. The author argues that a youthful population, characterized by a high proportion of working-age individuals, presents both opportunities and challenges for employment. If adequate job opportunities are not created, this demographic bulge can result in unemployment and social instability.

2.5 The effect of population size on employment outcome

Objective 3 focuses on examining the relationship between population dynamics and employment outcomes in Kauga, Mukono Municipality. Several studies have explored this relationship from different perspectives, providing valuable insights.

Mugabi and Nampala (2018) conducted research on the relationship between population dynamics and employment outcomes in Uganda. Their study reveals a positive correlation between population growth and unemployment rates. Specifically, they found that rapid population growth exacerbates the unemployment problem, as job creation fails to keep pace with the growing labor force. A similar pattern is expected in Kauga, Mukono Municipality.

Masagazi et al. (2016) examined the impact of migration patterns on employment outcomes in Uganda. The study reveals that internal migration, particularly from rural to urban areas, can contribute to both positive and negative employment outcomes. It can lead to increased job opportunities in urban areas but also competition for limited positions. This dynamic is relevant in the context of Kauga, Mukono Municipality as it experiences significant migration from rural areas.

CHAPTER THREE: METHODOLOGY

3.0 Introduction

This chapter consists of the procedures and methods that the researcher used to conduct research on the study area. The chapter discusses how the respondents were selected, how data was collected and analyzed. The chapter also presents research design, population of study sample size, sampling techniques, research instruments, data sources, reliability and validity, data gathering procedures, data analysis and limitations of the study.

3.1 Research Design

The research design for this study uses a cross sectional data and quantitative research design. It aims to collect numerical data and analyze the relationship between employment results and population dynamics in Kauga, Mukono Municipality. This design allows for systematic data collection and statistical analysis to examine the variables of interest.

3.2 Study Population

The target population is the population to which the study findings will be generalized (Cooper & Schindler, 2003). The study was limited to individuals residing in Kauga, Mukono Municipality who are of working age. The focus was on individuals who are either employed or actively seeking employment. The selection of this study population is based on the aim to understand employment outcomes specific to this geographic area.

3.3 Sampling Technique

A stratified, simple random sampling and convenience sampling technique were used to select the sample for this study. Convenience sampling involves selecting individuals who are easily accessible and willing to participate in the study. This sampling technique was pragmatic and cost-effective, considering the time and resource constraints of the study.

3.4 Sample Size Determination

This refers the general description of the actual sample that will be studied. The Sample size will be selected using the Morgan table technique; According to Krejcie & Morgan (1970) a study

population of 60 respondents requires a sample size of 44 respondents. Therefore, the study will focus on 44 residents of Kauga in Mukono Municipality. This will make it convenient to apply convenience sampling.

3.5 Data Collection Methods.

The study will use secondary data from the journals and primary data that will be collected directly from the respondents using a self-administered questionnaire.

3.6 Data Collection Instrument

Primary Data

Primary data will be collected by using a survey questionnaire. A survey questionnaire will be used in the study because it is more appropriate for collecting data for a social survey research (Kaplan, 1995) and where the target population is literate and capable of filling the questionnaire (Moser, 1979). The questionnaire will be designed with reference to variables of the study consisting of both structured and open ended questions. The structured questionnaire type will enable simple data analysis through tabulation with regard to frequencies and percentages.

Secondary Data

This will be collected from existing reports and journals related to population dynamics. Furthermore, data will be collected from past research carried out by different researchers about the same topic.

3.7 Data Quality Control

To ensure data quality, several measures will be implemented. This includes;

Reliability

Reliability in qualitative research has reached little attention in the development of methods; in fact to raise issues about the reliability of another's research has been considered taboo as if it is an accusation of incompetence (Kirk and Miller, 1986). Typically, qualitative interviews are assumed reliable when the same individual collects and analyses the data, as it is the case with this research. In this study, reliability of the instruments will be the degree of resistance, reliable

instrument that will be given the same score when many or several times to measure the same variable provided had changed for a given entity.

Validity

Validity in qualitative interviews is only achieved through the relaxed conversational approach when gathering information. In contrast to strict survey interviews in which interaction is sometimes restricted, qualitative interviewing allows opportunity for both parties to clarify what is being said. To establish validity, the designed instruments will be availed to the supervisor for review and she give approval for administration in a pilot survey. The study will employ content validity whereby the researcher will specify the indicators which will be relevant to the concept being measured. A representative sample of indicators will be selected from the domain of indicators of the concepts of population dynamics.

3.8 Model Specification

The empirical model employed in this section draws from Francis Galton (19th C), but with modifications in the outcome variable and also the explanatory variables considered in the overall model.

It was assumed that Population Growth rate, Gender composition and Population size has no significant impact on employment outcome. The model can be specified as;

$$EMP_i = \beta_0 + \beta_1 PG_i + \beta_2 GC_i + \beta_3 PS_i + \epsilon_i$$

Where;

EMP_i =Employment out

PG_i =Population Growth rate

GC_i =the gender composition

PS_i =population size

ϵ_i =the error term, while β_0 , β_1 , β_2 and β_3 are the parameters of interest.

3.9 Data Analysis Plan

The data analysis plan will involve descriptive and inferential statistics. Descriptive statistics will be used to summarize the data, such as calculating means, frequencies, and proportions. Inferential statistics, such as correlation analysis, regression analysis, and chi-square tests, will

be used to examine the relationships between variables and test hypotheses. The statistical software package SPSS (Statistical Package for the Social Sciences) will be used for data analysis.

3.10 Ethical Consideration

Ethical considerations will be taken into account throughout the research process. Informed consent will be obtained from all participants, ensuring that they understand the purpose of the study, their rights as participants, and the confidentiality and anonymity of their responses. All data collected was be kept confidential and used only for research purposes. The study will be conducted in accordance with ethical guidelines and regulations.

CHAPTER FOUR

DATA PRESENTATION AND DISCUSSION

4.0 Introduction

In this chapter, the findings are based on the objectives of the study generated prior to the study. The social demographic characteristics of the study populations are also included in this chapter.

4.1 Social demographic Characteristics

4.1.1 Gender of Respondents

Table 4.1: Gender of Respondents

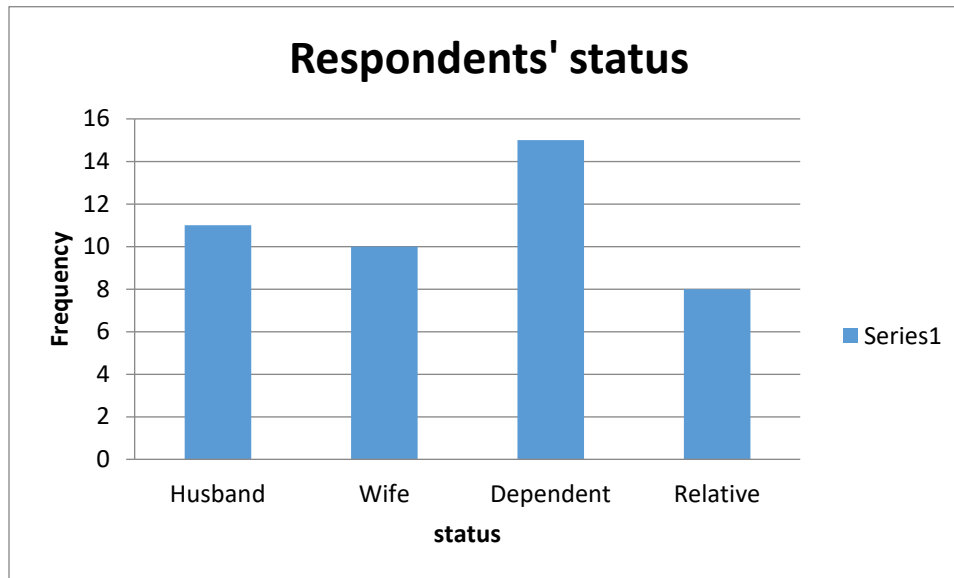
Gender	Frequency	Percentage
Male	33	75
Female	11	25
Total	44	100

Source: Primary Data, 2023

The results in Table 4.1 indicate out of the 44 respondents in groups visited, the groups were predominantly male. That is to say 33(75%) male and 11(25%) female respondents were interviewed. This implies that both genders were quite fairly represented in the study given the paternalistic nature of most communities in Uganda. Documenting the gender differences of the respondents was important in determining the gender distribution of roles and responsibilities in the organization.

4.1.2 Respondents' Status

Figure 1: Respondents' Status



Source: Primary Data, 2023

Table 4.2 showed that the status of the respondents in their various households, the results indicate that the biggest number was that of dependents in the home 15, followed by husbands 11, followed by wives 10 and the least number were the Relative 8. These points to the still prevalent gender imbalance in the homes given the fact that in a study about households, there were 2% more husbands than wives from the same households.

4.1.3 Marital Status

Table 4.2: Marital Status

Marital status	Frequency	Percentage
Single	8	18
Married	10	23
Cohabiting	13	30
Widowed	6	14
Divorced	4	9
Separated	3	7

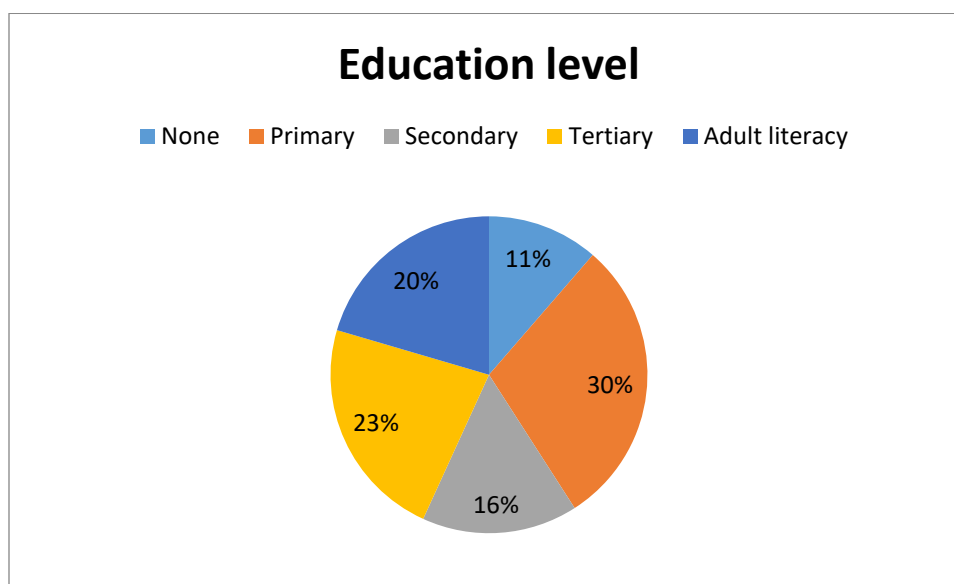
Total	44	100
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Source: Primary Data, 2023

Table 4.3 showed that the respondents' marital status, the results indicate that most respondents were cohabiting with 13(30%) and these were 7% more than those who were officially married. This is a reflection of the common practice of cohabiting in modern Ugandan society. Also, the number of divorced and separated was the least, pointing to the relatively low rate of divorce and separation in Uganda, as compared to the developed world where divorce averages over 40%, in the US for example, according to the United nations (2013).

4.1.4 Education levels

Figure 2: Education levels



Source: Primary Data, 2023

Table 4.4 above showed the information regarding the education levels of the respondents indicates that there is still a problem of education as majority of the respondents were at primary school level with 13(30%), followed by tertiary with 10(23%) and another significant percentage 9(20%) were in adult literacy, followed by secondary level with 7(16%) and lastly the none were with 5(11%). This can be a hindering factor for the effective implementation of the programme, because it requires some knowledge, which evidently, many of the beneficiaries are lacking.

4.1.5 People living in household

Table 4.3: People living in household

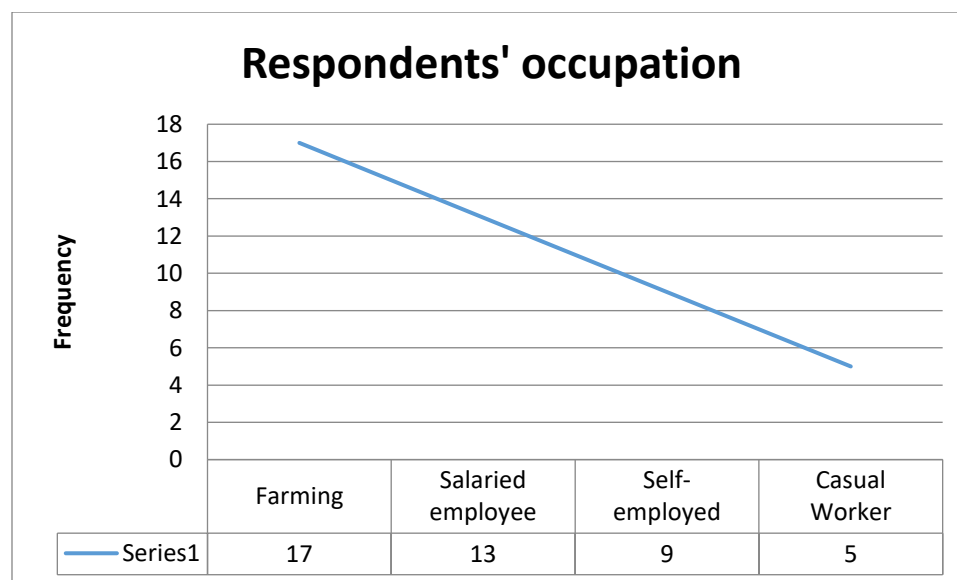
People living in household	Frequency	Percentage
1 – 3 people	7	16
4 – 7people	23	52
Over 7 people	14	32
Total	44	100

Source: Primary Data, 2023

From Table 4.5 above the results of the findings showed that the information about the number of people living in each household indicates that despite government efforts to control population growth over the years, there is still a problem, with majority of the households having 4 – 7 people 23(52%), and the second largest percentage of them having even more than 7 with 14(32%) people in the households and lastly 1-3 people with 7(16%). High population in households can be detrimental to the living standards, household savings and general improvement of life, since most of the income is utilized for consumption.

4.1.6 Respondents' occupation

Figure 3: Respondents' occupation



Source: Primary Data, 2023

Results from table 4.6 above showed that the respondents' main occupations indicate that most of the respondents were farmers practicing both crop and livestock farming with 17(39%), followed with salaried employee with 13(30%), followed by self-employed with 9(20%) and the least number of them were casual workers with 5(11%) on and off farm. Considering the fact that Uganda is largely an agricultural economy, this is not surprising, and it illustrates how significant the population dynamics is because it addresses the situation of most of the households. However, it is quite limiting in the process of economic diversification in that most of the people that would be required to work in other fields are in agriculture.

4.2 The population growth rate and employment outcome in Kauga, Mukono Municipality

This was one of the key objectives of the study and the respondents were asked to classify their opinions in regard to the use of mobile payments in their business. The findings on this are presented in table below;

Table 4.4 Descriptive Statistics on the impact of population growth rate and employment outcome

	N	Minimum	Maximum	Mean	Std. Deviation
Is the count of unemployed persons limited to just those people receiving unemployment insurance benefits	44	1.00	5.00	3.5648	1.41602
How can unusually severe weather affect employment and hours estimates	44	1.00	5.00	3.0370	1.36667
Does the official unemployment rate exclude people who want a job but are not currently looking for work	44	1.00	5.00	2.3704	1.14052

Does the official unemployment rate exclude people who want a job but are not currently looking for work	44	1.00	5.00	3.6204	1.33057
Are there created jobs through government programmes like NAADs, OWC etc.	44	1.00	5.00	3.0278	1.38387
Average				3.72594	1.32881

Source: Primary Data 2023

Table 4.10 indicates that the average mean value is 3.72594, which means that respondents agreed that population growth rate have influence on the employment outcome. The average standard deviation value is 1.32881, which means that respondents had variation regarding the claim that population growth rate have influence on employment out.

The above findings are in line with Wanyonyi & Bwisa (2013), who established that employment outcome was influenced negatively with population growth.

4.3 The impact of Gender composition on employment outcome

This was one of the key objectives of the study and the respondents were asked to classify their opinions in regard to the influence of gender composition on employment outcome. The findings on this are indicated in table below;

Table 4.5 Descriptive statistics on the impact of Gender composition on employment outcome

	N	Minimum	Maximum	Mean	Std. Deviation
Do you believe that the gender composition of your workplace has an impact on your employment outcomes	44	1.00	5.00	3.3259	1.41894
Have you ever experienced discrimination or harassment in the workplace due to your gender					

	44	1.00	5.00	3.3426	1.23925
Do discrimination or harassment impact your employment outcomes	44	1.00	5.00	3.2593	1.36286
Do you feel that you are treated equally to your male colleagues in terms of pay, benefits, and opportunities	44	1.00	5.00	3.5630	1.17351
Do you feel that you are able to contribute fully to your workplace without being discriminated against because of your gender?	44	1.00	5.00	3.3241	1.16674
Average				3.36298	1.060217

Source: Primary Data 2023

The data collected above shows that:

The results on table indicate that the average mean value is 3.36298, which indicates that respondents agreed that gender composition has an influence on employment outcome. The average standard deviation is 1.060217, which indicates that respondents had variation in responses regarding the claim that gender composition has an influence on the employment outcome

The study found that population size has enabled employment outcome to increase. This is shown by the mean of respondents as computed by the system as 3.3259. Nevertheless, the corresponding standard deviation of 1.41894 suggests that respondents had variation in responses on the claim that gender composition has a positive impact on employment outcome. However, the standard deviation value could also be interpreted to imply that some of the respondents were

not sure about the claim. The results in this section are in line with Govil et al. (2014) who stated that, lack of discrimination increases employment outcome. .

The impact of population size on employment outcome

The third objective was set to identify the factors contributing to the mismatch between population size and employment results. Several questions were asked in this regard. The responses are in respect of this question as shown below:

Table 4.6 Descriptive statistics on the impact of Population Size and Employment outcome

	N	Minimum	Maximum	Mean	Std. Deviation
The population size of Kauga is growing at a sustainable rate.	44	1.00	5.00	2.9722	1.25645
How concerned are you about the impact of population growth on the employment opportunities in Kauga	44	1.00	5.00	3.2130	1.20785
How much do you think the government should do to address the challenges of population growth	44	1.00	5.00	3.7037	1.03454
How satisfied are you with the population size in Kauga	44	1.00	5.00	3.0463	1.42333
The population size in Kauga is too high.	44	1.00	5.00	3.6574	1.26906

I am confident that the government is doing enough to address the challenges of population size	44	1.00	5.00	3.1111	1.54879
Average				3.28395	1.290003

Source: Primary Data 2023

The data collected above shows that:

Table above indicates that the average mean value is 3.28395, which means that respondents agreed that there is an increased employment outcome as a result of population size. The average standard deviation value is 1.290003, which means that respondents had variation on the claim that there is a significant and an effective employment outcome as a result of population size. The findings were in agreement with Mugabi and Nampala (2018), who conducted research on the relationship between population size and employment outcomes in Uganda. Their study reveals a positive correlation between population growth and unemployment rates. Specifically, they found that rapid population size exacerbates the unemployment problem, as job creation fails to keep pace with the growing labor force. A similar pattern is expected in Kauga, Mukono Municipality.

4.6 Pearson Correlations

Pearson Correlations was derived by assessing the degree of variations in the independent variable (Population dynamics) and the dependent variable (employment results) vary.

Table 4.7 : Correlation analysis between population dynamics and employment results of Kauga, Mukono Municipality

		Population dynamics	Employment results
Population dynamics	Pearson Correlation	1	.703
	Sig. (2-tailed)		.000
	N	132	132
Employment results	Pearson Correlation	.703	1
	Sig. (2-tailed)	.000	
	N	132	132

Source: Primary data, (2023)

A strong positive relationship ($r=.703$, $p<0.01$) was established because .703 is close to 1, with a p-value of 0.000 which is less than 0.01 implying that a positive relationship that was significant at 0.01 level existed between population dynamics and employment results of Kauga, Mukono Municipality. Therefore an alternative hypothesis (H_1) was retained and it was concluded that there was a significant relationship between population dynamics and employment results of Kauga, Mukono Municipality. Results further imply that if effective population dynamics strategies are put in place then employment results would be achieved. In line with the findings of Furuoka (2009) in Malaysia, findings have shown that there is a long run relationship between population dynamics and employment results in Uganda. This is unlike findings of other studies such as that by Dawson and Tiffin (1998) in India that showed that no long-run equilibrium relationship holds for population growth and employment results. For Uganda, this means that interventions in population variables to achieve long run development are meaningful.

Furthermore, in accordance with findings by Kelley (1988) in third world countries, the study's findings have shown that population growth is a detrimental factor to employment results which conforms to the pessimistic school of thought on population growth. This is unlike findings made by Thuku (2013) in Kenya which suggest that population growth has a positive influence on

economic growth. With many people in the child dependent ages and rampant unemployment, it is indeed reasonable that the growth rate of the population be minimal for prospective gains in economic growth. This shows that if the growth rate of the population of Uganda were rapidly reduced, Uganda could be on track of high development gains in the long run.

4.7 Regression analysis

Table 4.8 Model Summary of the effect of population dynamics on employment results of Kauga, Mukono Municipality

Model Summary							
Model	R	R Square	Adjusted R Square		Std. Error of the Estimate		
1	.623 ^a	.388	.381		.49354		
a. Predictors: (Constant), population dynamics							
ANOVA ^b							
Model		Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	13.874	1	13.874	56.956	.000 ^a	
	Residual	21.922	90	.244			
	Total	35.796	91				
a. Predictors: (Constant), project risk identification							
b. Dependent Variable: employment results of Kauga, Mukono Municipality							
construction project							
Coefficients							
Model		Unstandardized Coefficients		Standardize	t	Sig.	
		B	Std. Error	Beta			
1	(Constant)	1.103	.244		4.513	.000	
	Employment results	.629	.083	.623	7.547	.000	
Dependent Variable: employment results of Kauga							

Source: Primary Data, (2023)

Regression analysis results in the Model Summary table revealed that population dynamics accounted for 38.8% on employment results of Kauga, Mukono Municipality, and this was indicated by r-square of 0.388, implying that to small extent population dynamics do contribute to employment results of Kauga, Mukono Municipality.

The ANOVA table indicated that population dynamics significantly affects the employment results of Kauga, Mukono Municipality and this was indicated by the F-value=56.956 and Sig-value=.000, since the sig. value (0.000) was less than 0.05; which is the maximum level of significance required to declare a significant effect.

This implies that population dynamics highly contributed to the employment results of Kauga, Mukono Municipality. The coefficients table indicated that considering the standard error, population dynamics significantly influences employment results of Kauga, Mukono Municipality with ($\beta=0.629$, Sig=0.000). The results are also indicative of the youth bearing high long-term economic growth. This concurs with various findings on the potential of a demographic dividend to be harnessed from the youth (Lee and Mason, 2006; Fang, 2009; Fang, 2010; Wenig & Zimmerman, 2012). As the Uganda's population is currently young, future economic gains are expected while the dependency burden is expected to decline in the long run. However, fertility must decline very quickly to achieve this result.

CHAPTER FIVE:

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter summarizes and concludes the findings of the study. An attempt is further made to highlight recommendations which the researcher deemed beneficial to the community or households once the population dynamics is streamlined basing on what the study revealed about accountability and employment results of Kauge Mukono Municipality.

5.2 Summary of finding

5.2.1 Background characteristics of the Respondent

The study results indicated that out of the 44 respondents in groups visited, the groups were predominantly male. That is to say 33(75%) male and 11(25%) female respondents were interviewed. This implies that both genders were quite fairly represented in the study given the paternalistic nature of most communities in Uganda. Documenting the gender differences of the respondents was important in determining the gender distribution of roles and responsibilities in the organization.

Furthermore the study results also showed that the status of the respondents in their various households, the results indicate that the biggest number was that of dependents in the home 15(34%), followed by husbands 11(25%), followed by wives 10(23%) and the least number were the Relative. This points to the still prevalent gender imbalance in the homes given the fact that in a study about households, there were 2% more husbands than wives from the same households.

More so the study results also showed that the respondents' marital status, the results indicate that most respondents were cohabiting with 13(30%) and these were 7% more than those who were officially married. This is a reflection of the common practice of cohabiting in modern Ugandan society. Also, the number of divorced and separated was the least, pointing to the relatively low rate of divorce and separation in Uganda, as compared to the developed world

where divorce averages over 40%, in the US for example, according to the United nations (2013).

Furthermore on the information regarding the education levels of the respondents indicates that there is still a problem of education as majority of the respondents were at primary school level with 13(30%), followed by tertiary with 10(23%) and another significant percentage 9(20%) were in adult literacy, followed by secondary level with 7(16%) and lastly the none were with 5(11%). This can be a hindering factor for the effective implementation of the programme, because it requires some knowledge, which evidently, many of the beneficiaries are lacking.

The results of the findings showed that the information about the number of people living in each household indicates that despite government efforts to control population growth over the years, there is still a problem, with majority of the households having 4 – 7 people 23(52%), and the second largest percentage of them having even more than 7 with 14(32%) people in the households and lastly 1-3 people with 7(16%). High population in households can be detrimental to the living standards, household savings and general improvement of life, since most of the income is utilized for consumption.

Results showed that the respondents' main occupations indicate that most of the respondents were farmers practicing both crop and livestock farming with 17(39%), followed with salaried employee with 13(30%), followed by self-employed with 9(20%) and the least number of them were casual workers with 5(11%) on and off farm. Considering the fact that Uganda is largely an agricultural economy, this is not surprising, and it illustrates how significant the population dynamics is because it addresses the situation of most of the households. However, it is quite limiting in the process of economic diversification in that most of the people that would be required to work in other fields are in agriculture.

5.2.2 Summary of finding on objective one

According to the study findings on to assess the current employment situation in Kauga, Mukono Municipality and identify the key challenges and trends in Table 4.7, it was found out that does the official unemployment rate exclude people who want a job but are not currently looking for work, this was strongly agreed by 33% of the total respondents and agreed by 68% of the total respondents. This implies that respondents were aware that the official unemployment rate excludes people who want a job but are not currently looking for work in Kauga, Mukono

Municipality. This was followed by the view whether how can unusually severe weather affect employment and hours estimates which was strongly agreed by 17% and agreed by 75% while 08% were not sure. It also revealed that is the count of unemployed persons limited to just those people receiving unemployment insurance benefits which was strongly agreed by 17%, agreed by 68% while 15% were not sure. Also according to the findings, it was found out that are there created jobs through government programmes like NAADs, OWC etc. this was strongly supported by 17% and agreed by 68% while 15% disagreed. More so according to the study findings on whether is low productivity especially in subsistence agriculture a challenge in Kauga Mukono Municipality where by 70% of the respondents agreed. However 13% disagreed while 17% of the total respondents were not sure. The study findings indicated that whether does Kauga, Mukono municipality have firms that employ people within the area where by 05% strongly agreed 63% agree, 30% disagreed, only 2% strongly disagreed.

5.2.3 Summary of finding on objective two

According to the study findings on to identify the factors contributing to the mismatch between population dynamics and employment results in Table 4.9, it was found out that whether has the right education system affected the labour force of Kauga, Mukono Municipality, this was strongly agreed by 33% of the total respondents and agreed by 67% of the total respondents. This shows that most of the respondents were in agreement with the fact that has the right education system affected the labour force of Kauga, Mukono Municipality. More so on whether the impacts of HIV/AIDs on the labour force of Kauga, Mukono Municipality and this was 17% strongly agreed, 83% agreed, none of the respondents strongly disagreed and disagreed.

Furthermore according to the above table besides growth, is over consumption of resources important whereby 12% strongly agreed, 68% agreed, 13% disagreed, and only 7% strongly disagreed. The findings were in line with the study of Lugaaju (2019), who conducted research on the constraints faced by small and medium enterprises (SMEs) in Uganda. The study identifies several challenges, including inadequate infrastructure, high taxation, and regulatory barriers, which hinder SMEs from creating employment opportunities. These findings can be extrapolated to the context of Kauga, Mukono Municipality.

According to the findings, how the available jobs and skills have caused to unemployed workforce this was strongly agreed by 13%, 77% agreed and only 10% strongly disagreed. Furthermore the respondents were asked on whether does the education level of job seekers affected the labour markets, whereby mostly 17% strongly agreed and only 83% agreed, this implies that most of the respondents were in agreement with the fact that the education level of job seekers affected the labour markets.

Lastly it was found out that most respondents on whether Is there a difference between first and second generation immigrants on the exploitation of job accessibility on the likelihood of working whereby 17% strongly agreed, 80% agreed and only 3% were not sure about the fact that there is a difference between first and second generation immigrants on the exploitation of job accessibility on the likelihood of working.

5.3.4 Summary of finding on objective three

According to the study findings on propose strategies and interventions to bridge the gap between population dynamics and employment outcomes in table 4.10 above, the study findings indicated that Facilitate rural technology upgrading to allow stakeholder farmers transform themselves into small scale industrialists can streamlined strategies and interventions to bridge the gap between population dynamics and employment outcomes to directly improve the livelihood of farmers where by 25% strongly agreed 75% agree. This was followed by distribute production inputs, boost production at household level which was strongly agreed by 23% and agreed by 76% followed by facilitating infrastructure development in rural areas.

This was strongly agreed by 10%, and agreed by 70% of the total respondents. According to the respondents response on whether to mobilize masses of age into agricultural activities, boost household income this was strongly agreed with 50% followed by 22% agree, 13% were not sure, 5 disagreed and only 2% strongly disagreed. However, 13% disagreed while 07% were not sure.

Finally respondents suggested Empowerment of youth livelihood programs to target market opportunities for farmers which were agreed by 58% of the respondents. 30% disagreed with this view while 12% were not sure.

5.3 Conclusion of the Study

The overall objective of the study was to analyse population dynamics in relation to employment results in Kauga Mukono Municipality. In that regard, the study made a major finding that population and employment results in Uganda have a long run relationship. This indicates that the population can be managed to achieve long-term development targets. Furthermore, the study had four supporting objectives. The first was to assess the current employment situation in Kauga, Mukono Municipality, while the second objective was to analyze the population dynamics and its impact on employment results, while the third objective was to identify the factors contributing to the mismatch between population dynamics and employment results and lastly to propose strategies and interventions to bridge the gap between population dynamics and employment outcomes in Kauga Mukono Municipality.

The study has found evidence that the rate of growth of the population is detrimental to economic growth, food production and employment results in the long run. This shows that the high rate of growth experienced in Uganda, where land holdings are small and other productive resources are in limited, is a momentous drawback to long term development.

More evidence points out that both the youthful population and working age population can significantly contribute to long term economic growth and food production. Uganda can thus benefit from the existing productive population as well as nurture the present young people to contribute significantly to development processes.

Furthermore, the share of the urban population has negative associations with short and long term economic growth, food production as well as employment results. This implies the converse that the share population in rural areas which currently dominates at about 84% contributes positively to real per capita GDP. This conforms to Uganda's state of agricultural dominance of the economy where most production takes place in the rural areas. This indicates that potential of sustainability of food production for the population as well as high earning agricultural produce such as cash crops lying with the population dwelling in rural areas.

5.4 Key Recommendations

To begin with, the findings concluded from the study have the following implications for policy-making:

Firstly, sustainable and innovative ways need to be devised to curb rapid population growth if the economy is to grow its level of per capita GDP, food productivity and human capital development in the few decades to come. In Kauga Mukono Municipality's case where fertility is very high and mortality is dwindling, there's need to facilitate a rapid fertility decline for the effects are both short and long run phenomena.

Secondly, the findings entail that both current youthful and working populations have important implications for economic growth and food productivity. This in turn implies that for a greater multiplicative effect from these population subgroups, huge investments in skills development must be made. In particular, as the influence of the youthful population is higher, even more investments are required to be made to the population from a young age as they grow to realise much returns from them in the future. Investments in the current generation of working people as well as some of the youthful populations are also necessary to reap current gains in national output and food productive capacity.

Furthermore, the findings indicate that the current state of national output and food production is more inclined to the rural areas than the urban areas. This entails that huge investments are also needed in capital formation for rural development. This includes both investments in skills development of the various producers in the rural areas as well as in investments in physical capital to assist in intensifying agricultural production in the rural areas. This may include fixed capital such as farm machinery and systems to deal with reliance on rain-fed agriculture such as irrigation and integrated agricultural systems.

Analytically, the study finds that studies relating population to the development of the economy should be aligned to the following:

Firstly, as it has been concluded that the young dependent population bears high economic gains in the long run, the magnitude of these gains may be amplified if this group of the population bears the necessary skills to develop the economy. This implies that studies in population and

development in Kauga Mukono Municipality should consider education and other closely related means of skills development as critical factors for consideration.

Secondly, also noting the prospective benefits of young dependent population as well as the detrimental effects of population growth to employment results, health issues need to be given much attention. This is to say that a healthy growing population with adequate delivery of sexual and reproductive health services could be constructive to long term economic growth. This thus implies that studies in population and development must also consider investment in health and health service delivery as an essential complement to population aspects in modelling employment results.

In addition, as the study finds spatial distribution as a significant factor affecting employment results, the relative capital formation of rural and urban areas which can boost productivity in either area bears also analytical significance. Thus, population and development research could be augmented by investigative processes of capital investments across space.

5.5 Areas for further Research

The study did not study the underpinnings of population dynamics on economic development by focusing on how particular sectors of the economy are affected. It is quite intuitive from discussions made in the study that various sectors have different structural setups and composition of human population. While the various sectors require different kinds of people to develop, the dynamics in population are likely to affect their development differently in the process of gross economic development. In this regard, future research must delve in that analysis.

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APPENDICES

Appendix I: Questionnaire

Dear Respondent

I am Abdinur Ali Mohamed Reg No. j21b34/007, a student of Islamic University in Uganda; I humbly ask you to participate in this research on the “Succession Planning And Employee Performance in Salaam Somali Bank, Garowe Somalia. It is carried out as a partial fulfillment of the requirements for the award of a Master’s Degree of science in Public administration. Your contribution, opinions and experience will be highly appreciated.

Thanks for your cooperation.

Part 1: Demographic Characteristics of Respondents

SECTION I - DEMOGRAPHIC ASPECTS

1. Gender

- a) Male
- b) Female

2. Age

- a) 20-29 Years
- b) 30- 39 Years
- c) 40-49 Years
- d) 50 Years above

3. Academic Qualification

- a) Certificate
- b) Diploma
- c) Bachelor’s Degree
- d) Post Graduate

4. Duration of Stay in Mogadishu

- a) 1-4 years
- b) 5-9 years
- c) 10-14 years
- d) Above 14 Years

PART A: The current employment situation in Kauga, Mukono Municipality and identify the key challenges and trends

Under the following sections, please tick according to your level of agreement

1= Strongly Disagree, 2= Disagree, 3= Not Sure, 4= Agree, 5= Strongly Agree

A	The current employment situation in Kauga, Mukono Municipality and identify the key challenges and trends	1	2	3	4	5
1	Is the count of unemployed persons limited to just those people receiving unemployment insurance benefits					
2	How can unusually severe weather affect employment and hours estimates					
3	Does the official unemployment rate exclude people who want a job but are not currently looking for work					
4	Is low productivity especially in subsistence agriculture a challenge in Kauga Mukono Municipality.					
5	Does Kauga, Mukono municipality have firms that employ people within the area.					
6	Are there created jobs through government programmes like NAADs, OWC etc.					

PART B: Analyze the population dynamics and its impact on employment results

Under the following sections, please tick according to your level of agreement

1= Strongly Disagree, 2= Disagree, 3= Not Sure, 4= Agree, 5= Strongly Agree

B	Analyze the population dynamics and its impact on employment	1	2	3	4	5
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	results					
1	High population dynamic causes job insecurity on the labour of Kauga, Mukono Municipality					
2	Has the high population growth rate affected the productivity within Kauga, Mukono Municipality					
3	Most people who are considered employed in Kauga, Mukono Municipality are in reality engaged in informal activities where work is precarious, poorly remunerated and without social protection.					
4	Are there population dynamics models used in population so as to reduce the size of a rabble land					
5	Does the population change in size and structure overtime increase the extraction of resources from environment					
6	Does birth rate, death rate and migration account for population change that can lead to increase in demands on natural resources such as land, water and energy supplies.					

PART C: Identify the factors contributing to the mismatch between population dynamics and employment results

Under the following sections, please tick according to your level of agreement

1= Strongly Disagree, 2= Disagree, 3= Not Sure, 4= Agree, 5= Strongly Agree

C	Identify the factors contributing to the mismatch between population dynamics and employment results	1	2	3	4	5
1	Has the right education system affected the labour force of Kauga, Mukono Municipality					
2	The impacts of HIV/AIDs on the labour force of Kauga, Mukono Municipality					
3	Besides growth, is over consumption of resources important					
4	How the available jobs and skills have caused to unemployed					

	workforce.					
5	Does the education level of job seekers affected the labour markets.					
6	Is there a difference between first and second generation immigrants on the exploitation of job accessibility on the likelihood of working					

PART D: To propose strategies and interventions to bridge the gap between population dynamics and employment outcomes

Under the following sections, please tick according to your level of agreement based on the scale provided here under;-

1= Strongly Disagree, 2= Disagree, 3= Not Sure, 4= Agree, 5= Strongly Agree

A	To propose strategies and interventions to bridge the gap between population dynamics and employment outcomes	1	2	3	4	5
1	Facilitate rural technology upgrading to allow stakeholder farmers transform themselves into small scale industrialists					
2	Empowerment of youth livelihood programs to target market opportunities for farmers					
3	To distribute production inputs, boost production at household level					
4	To facilitate infrastructure development in rural areas					
5	To mobilize masses of age into agricultural activities, boost household income					